

August 31, 2011

### *Michigan Youth Employment Poster Updated*

The Michigan Youth Employment workplace poster has been updated. This is a required posting for any Michigan employer with minor employees; so any such employer must replace their current poster with the updated version. Nevertheless, because many employers who do not see themselves as users of child labor do end up employing minors from time to time, we suggest that all employers post the Youth Employment poster, even if they do not currently employ any minors.

The change in the poster reflects the transfer of authority for administering and enforcing Michigan's Youth Employment Act from the Michigan Department of Licensing and Regulatory Affairs to the Department of Education, pursuant to Governor Rick Snyder's Executive Order 2011-4. The new poster became effective on August 1, 2011.

You can download the updated poster from the State of Michigan's website at:

[http://www.michigan.gov/documents/cis/Infosheet\\_posting\\_requirements\\_YES\\_A\\_173930\\_7.pdf](http://www.michigan.gov/documents/cis/Infosheet_posting_requirements_YES_A_173930_7.pdf).

All employers should make themselves familiar with the requirements and restrictions of both Michigan's Youth Employment Act and the federal Fair Labor Standards Act provisions addressing child labor. These laws are vigorously enforced and easy to run afoul of, particularly for those employers who do not regularly employ minor employees.

Employers also are reminded to regularly check state and federal workplace posting requirements to assure they are displaying all required postings and that the posters are up to date.

If you have any questions regarding this Client Alert, please contact your Butzel Long attorney or the authors of this Client Alert.

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