

Laws That Protect Employees

- **Family and Medical Leave Act:** provides certain employees with up to 12 weeks of unpaid, job-protected leave per year. It also requires that their group health benefits be maintained during the leave.
- **Occupational Safety and Health Act:** to ensure that employers provide employees with an environment free from recognized hazards, such as exposure to toxic chemicals, excessive noise levels, mechanical dangers, heat or cold stress, or unsanitary conditions.
- **The Civil Rights Act:** It ended unequal application of voter registration requirements and racial segregation in schools, at the workplace and by facilities that served the general public ("public accommodations").
- **Americans with Disabilities:** prohibits, under certain circumstances, discrimination based on disability. It affords similar protections against discrimination to Americans with disabilities as the Civil Rights Act of 1964, which made discrimination based on race, religion, sex, national origin, and other characteristics illegal.

Family and Medical Leave Act

History: a United States federal law requiring covered employers to provide employees job-protected and unpaid leave for qualified medical and family reasons. Qualified medical and family reasons include: personal or family illness, military service, family military leave, pregnancy, adoption, or the foster care placement of a child. The FMLA is administered by the Wage and Hour Division of the United States Department of Labor. The bill was a major part of President Bill Clinton's agenda in his first term. President Clinton signed the bill into law on February 5, 1993

Important Phone Numbers

• **Wage and Hour Division**

200 Constitution Avenue, NW

Room S-3502

Washington, DC 20210

Contact WHD

Tel: [1-866-4USWAGE \(1-866-487-9243\)](tel:1-866-4USWAGE)

TTY: [1-877-889-5627](tel:1-877-889-5627)

Local Offices

- **for questions on other DOL laws,** please call DOL's Toll-Free Help Line at [1-866-4-USA-DOL \(1-866-487-2365\)](tel:1-866-4-USA-DOL). Live assistance is available in English and Spanish, Monday through Friday from 8:00 a.m. to 8:00 p.m. Eastern Time. Additional service is available in more than 140 languages through a translation service. Tel: [1-866-4-USA-DOL \(1-866-487-2365\)](tel:1-866-4-USA-DOL) TTY: [1-877-889-5627](tel:1-877-889-5627)

Occupational Safety and Health Act:

History: Efforts by the federal government to ensure workplace health and safety were minimal until the passage of OSHA. The American system of mass production encouraged the use of machinery, while the statutory regime did nothing to protect workplace safety. For most employers, it was cheaper to replace a dead or injured worker than it was to introduce safety measures. Tort law provided little recourse for relief for the survivors of dead workers or for injured employees.

Important Phone Numbers

Occupational Safety and Health Administration (OSHA)

Contact OSHA

Tel.: [1-800-321-OSHA \(1-800-321-6742\)](tel:1-800-321-OSHA)

TTY: [1-877-889-5627](tel:1-877-889-5627)



The Civil Rights Act

History: a landmark piece of legislation in the United States that outlawed major forms of discrimination against African Americans and women, including racial segregation. It ended unequal application of voter registration requirements and racial segregation in schools, at the workplace and by facilities that served the general public. Its duty is to guarantee all citizens equal protection of the laws under the Fourteenth Amendment and its duty to protect voting rights under the Fifteenth Amendment. The Act was signed into law by President Lyndon B. Johnson, who would later sign the landmark voting Rights Act into law. It enforces the 13, 14, 15, and 24th amendment in the Constitution.

Important Numbers

If you have questions about this information, you may contact the Service Center for clarification by telephone, fax or email:

Phone: (313) 456-3700

Fax: (313) 456-3701

WATS: (800) 482-3604

TTY: (877) 878-8464

Email: MDCRServiceCenter@michigan.gov



Americans with Disabilities

History: law that was enacted by the U.S. Congress in 1990. It was signed into law on July 26, 1990, by President George H. W. Bush, and later amended with changes effective January 1, 2009. Disability is defined by the ADA as "a physical or mental impairment that substantially limits a major life activity." The determination of whether any particular condition is considered a disability is made on a case by case basis. Certain specific conditions are excluded as disabilities, such as current substance abuse and visual impairment which is correctable by prescription lenses.

Important Numbers

ADA Information Line

800-514-0301 (voice)

800-514-0383 (TTY)

Employment – questions

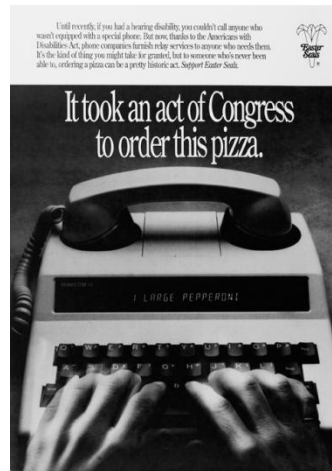
800-669-4000 (voice)

800-669-6820 (TTY)

Employment – publications

800-669-3362 (voice)

800-800-3302 (TTY)



Government/ Legal



{“Civil liberty is the status of the man who is guaranteed by law and civil institutions the exclusive employment of all his own powers for his own welfare.” -William Graham Sumner}

By: Yadira Castaneda; Shirley Alcantara;
George Cornejo