STATE COMPLIANCE EXHIBIT

MICHIGAN

Safety & Environmental Management Program | 2026 Edition

Exhibit To	NM&C Safety & Environmental Management Program (PRG-SAF-10282026-01)
Jurisdiction	**State Plan (private sector)**
Version	1.1
Effective Date	November 16, 2026
Next Scheduled Review	November 16, 2027

HOW THIS EXHIBIT WORKS

This exhibit is part of the NM&C Safety & Environmental Management Program for all commercial construction projects and facility maintenance service calls located in Michigan. The master program applies in full; this exhibit adds the Michigan requirements that go beyond, or differ from, the federal OSHA baseline used in the master.

When this exhibit, the master program, a local rule, a customer requirement or a contract differ, the most protective requirement applies. This exhibit summarizes key requirements and is not a complete list of every state or local law. Fill-in fields are highlighted in yellow.

1 OSHA JURISDICTION AND SERIOUS INJURY REPORTING

Coverage for NM&C work	State Plan - private and public sector (MIOSHA, Department of Labor and Economic Opportunity)
Serious injury and fatality reporting	Report fatalities to MIOSHA by phone within 8 hours (800-858-0397). Report inpatient hospitalization, amputation or eye loss within 24 hours using the online Employee Injury/Illness Incident Report or the Severe Injury Report Line (844-464-6742).
Master program sections	Section 35 (Reporting), Section 38 (Recordkeeping) and Section 43 (State Compliance Exhibits).

2 MICHIGAN REQUIREMENTS

Item / Topic	Requirement
2.1 OSHA Jurisdiction	MIOSHA enforces Michigan's own construction and general industry standards for private employers, and reports go to MIOSHA rather than federal OSHA. (MIOSHA - Reporting Fatalities and Injuries)
2.2 Written Program, Committees and Training	Construction Safety Standard Part 1, Rule 114 (R 408.40114) requires every construction employer to develop and maintain a written accident prevention program, coordinated with employees, with a copy available at the worksite. (MIOSHA Construction Safety and Health Standards (Part 1))
2.3 Heat, Cold and Wildfire Smoke	Michigan has no adopted heat standard. MIOSHA addresses heat hazards through the general duty clause under its Heat-Related Illness State Emphasis Program (MIOSHA-COM-22-1R3, issued Oct. 22, 2026). (MIOSHA-COM-22-1R3 Heat SEP)
2.4 Permits, Licenses and Utility Locates	Under PA 174 of 2013 (MCL 460.725), give MISS DIG 811 a dig notice at least 72 hours (non-business days excluded) and no more than 14 calendar days before excavating or blasting. (MCL 460.725 (MISS DIG Act))

2.5 Asbestos, Lead and Environmental	Anyone hired to remove or encapsulate friable asbestos on another's premises needs a MIOSHA Asbestos Program license, except specified licensed trades (e.g., electricians, plumbers, mechanical contractors). Abatement projects over 10 linear ft or 15 sq ft need notice to the Asbestos Program 10 days ahead; EGLE may also require NESHAP notice. (MIOSHA Asbestos FAQs)
2.6 Asbestos, Lead and Environmental	Report spills and releases to EGLE's 24-hour Pollution Emergency Alerting System (PEAS), 800-292-4706. (EGLE Environmental emergencies (PEAS))
2.7 Workers' Compensation Injury Reporting	Report immediately to the Workers' Disability Compensation Agency on Form WC-100 any injury causing disability beyond 7 consecutive days (excluding the injury date), death or a specific loss, and give the employee a copy; deaths also need Form WC-106 (Mich. Admin. Code R 408.31a). (Mich. Admin. Code R 408.31 to 408.59 (WDCA rules))
2.8 Drug Testing and Cannabis	Michigan's adult-use cannabis law (MCL 333.27954(3)) does not require employers to permit or accommodate cannabis at work and allows discipline or refusal to hire for drug-policy violations or working under the influence. (MCL 333.27954)
2.9 Driving	Yes. MCL 257.602b bars holding or using a mobile electronic device while operating a motor vehicle, with limited exceptions (e.g., emergencies, first responders). (MCL 257.602b)

3 PROJECT START-UP CHECKLIST

Project / Customer	Enter	**Work Order / Project No.**	Enter
Site Address	Enter	**City / County**	Enter
NM&C Project Manager	Enter	**Date Reviewed**	Enter

Requirement	Applies?	Action Taken / Notes
2.1 OSHA Jurisdiction: MIOSHA enforces Michigan's own construction and general industry standards for private employers, and reports…	Yes / No / N/A	Action / notes
2.2 Written Program, Committees and Training: Construction Safety Standard Part 1, Rule 114 (R 408.40114) requires every construction employer to develop…	Yes / No / N/A	Action / notes
2.3 Heat, Cold and Wildfire Smoke: Michigan has no adopted heat standard. MIOSHA addresses heat hazards through the general duty clause under…	Yes / No / N/A	Action / notes
2.4 Permits, Licenses and Utility Locates: Under PA 174 of 2013 (MCL 460.725), give MISS DIG 811 a dig notice at least 72 hours (non-business days…	Yes / No / N/A	Action / notes
2.5 Asbestos, Lead and Environmental: Anyone hired to remove or encapsulate friable asbestos on another's premises needs a MIOSHA Asbestos Program…	Yes / No / N/A	Action / notes
2.6 Asbestos, Lead and Environmental: Report spills and releases to EGLE's 24-hour Pollution Emergency Alerting System (PEAS), 800-292-4706.	Yes / No / N/A	Action / notes
2.7 Workers' Compensation Injury Reporting: Report immediately to the Workers' Disability Compensation Agency on Form WC-100 any injury causing…	Yes / No / N/A	Action / notes
2.8 Drug Testing and Cannabis: Michigan's adult-use cannabis law (MCL 333.27954(3)) does not require employers to permit or accommodate…	Yes / No / N/A	Action / notes
2.9 Driving: Yes. MCL 257.602b bars holding or using a mobile electronic device while operating a motor vehicle, with…	Yes / No / N/A	Action / notes
Local (city or county) safety, permit or training requirements confirmed	Yes / No / N/A	Describe local rules

4 REFERENCES

- MIOSHA - Reporting Fatalities and Injuries
- MIOSHA Construction Safety and Health Standards (Part 1)
- MIOSHA-COM-22-1R3 Heat SEP

- MCL 460.725 (MISS DIG Act)
- MIOSHA Asbestos FAQs
- EGLE Environmental emergencies (PEAS)
- Mich. Admin. Code R 408.31 to 408.59 (WDCA rules)
- MCL 333.27954
- MCL 257.602b

5 REVIEW AND APPROVAL

Role	Printed Name and Signature	Date
NM&C Project Manager	Name / Signature	Date
Safety Department	Name / Signature	Date