Federal Postings



ERAL LABOR LA

EMPLOYEE RIGHTS

UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HIGHE JULY 24, 2009



What Types of Emp

Know Your Rights:

Workplace Discrimination is Illegal

* WARTE AND HOUR DEVISION UNITED STATES DEPARTMENT OF LABOR

EMPLOYERS HOLDING FEDERAL CONTRACTS OR

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

Individuals with Disabilities

SUBCONTRACTS

EMPLOYEE RIGHTS

EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment

incividuals original in national security-related arbitrium. The Ad peembe pulgraph is laid of its delictoral seals to be administrated in the phrales security, sovice for terminations, to certain prospective employees of security services firms immended or, steam, and guards, and of planmancediral manufacturess, distributions and disposance. The Ad sale permits objective the steam of the security or and provided the security of the security of the security of weight provided the security of the security of the security of security of provide firms who are reasonably associated of involvement in a weightigen backfelf of the, effectivement, in July introduction is consortion to so to security of the security of security of

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.



Your Employee Rights

Under the Family and Medical Leave Act

What is FMLA leave?

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Firstly not filled. Leav Act (FMLA) is a basic law that provides slights employees with provides slights are leaved as the second assess. Not 11. Experience of Leaves Mayor been provided by the bit of provided by the bit of Leaves Mayor been provided by the second on this up to 12 the enterwise of FMLA livers is a 12 contributed by the employees contain up to 12 the enterwise of FMLA livers is a 12 contributed by the employees of FMLA livers is a 12 contributed by the employees of FMLA livers is a 12 contributed by the employees of FMLA livers is a 12 contributed by the employees of FMLA livers is a 12 contributed by the employee of FMLA livers is a 12 contributed by the employee of FMLA livers is a 12 contributed by the employee of provided in a text of the proposal beautiful provided by the employee contains and Carbon analysis contains a 12 contributed by the employee of plant against a contribute by the basic proposal beautiful provided by the provided by the employee of plant against, of the or provided in the analysis of plant against a contribute by the provided by the provi

- on an adigitable employment of all of the following apply: the work for a colorend employme. The large has a colorend employme of the colorend and all a countries. The large is blood of 1,200 boars of envision for your employer claring it to 12 months before poor leaves, and





- to 24 months while in the millary. Deem if you don't elect his continue coverage during pour million's service, you have the right to be relativished in your employer's health less when you are recentifying, generally without any warting periods or exclusions is a, you-validing condition and obtained, among the convince-commodal thesesses or significant.

- nexive compaints or USERPA violation.

 For assistance in Rings a compaint, or the any other information between the Rings and Compaint, or the any other information on USERPA, contract VES 15 in 1-884-4-158-000, or not the violation of the Rings of Compaints of the Rings of Rings of the Rings of Rings



RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

are a past or present member of the uniformed have applied for membership in the uniformed are obligated to serve in the uniformed service; et an employer may not deny you.

pur liters the years or resonal enterior within or vertical article of your service pur liters they years or ries of cumulative service in the unfarmed services while with that particular enterioryer, you return to work or apply for memployment in a timely meaning after conclusion of service; and

you have not been expanded from convice with a disquarilying discharge or under other have increasive conditions.

I you use eight to be interrupted, you must be instead to the lab and benefits you will have distanced if you had not been absent due to middley service or, in some cases, a emperately job.



YOUR RIGHTS UNDER USERRA

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERNA also prohibit employers from discriminaling aspaints and present members of the uniformed services, and applications to the undermod services.









Job Safety and Health IT'S THE LAW!

All workers have the right to: · A safe workplace.

- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retallated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request a confidential OSHA Hequest a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

Contact OSHA. We can help.

Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

FEDERAL LABOR LAWS



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