

New Mexico State Postings



DISCRIMINATION is against the law.

If you feel that you have been discriminated against, visit our website or contact us.

NEW MEXICO HUMAN RIGHTS ACT

The Human Rights Bureau enforces the provisions of the Human Rights Act of 1968, amended by the Human Rights Act of 1992, which prohibits discrimination by the Equal Employment Opportunity Commission (EEOC) in hiring, promotion, or termination of an employee on the basis of race, sex, color, religion, national origin, age, marital status, or disability. The Human Rights Act of 1992, which amended the Human Rights Act of 1968, also prohibits discrimination on the basis of sex, color, religion, national origin, age, marital status, or disability. The Human Rights Act of 1992, which amended the Human Rights Act of 1968, also prohibits discrimination on the basis of sex, color, religion, national origin, age, marital status, or disability.

ENFORCEMENT
The New Mexico Department of Labor and Workforce Solutions enforces the provisions of the Human Rights Act of 1968, amended by the Human Rights Act of 1992, which prohibits discrimination by the Equal Employment Opportunity Commission (EEOC) in hiring, promotion, or termination of an employee on the basis of race, sex, color, religion, national origin, age, marital status, or disability. The Human Rights Act of 1992, which amended the Human Rights Act of 1968, also prohibits discrimination on the basis of sex, color, religion, national origin, age, marital status, or disability. The Human Rights Act of 1992, which amended the Human Rights Act of 1968, also prohibits discrimination on the basis of sex, color, religion, national origin, age, marital status, or disability.

DISCRIMINACIÓN ES CONTRA LA LEY.

Si siente que ha sido discriminado, visite nuestra página por internet o póngase en contacto con nosotros.

LEY DE DERECHOS HUMANOS DE NUEVO MÉXICO

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PAID SICK LEAVE

Notice of Employee Rights
Effective 01/01/2023

LABOR RELATIONS DIVISION
241 Broadway, SE, Albuquerque, NM 87102
(505) 842-4000 • TDD: (505) 842-4000
La Dirección de Relaciones de Trabajo, 241 Broadway, SE, Albuquerque, NM 87102
(505) 842-4000

ACCRUAL
Employees accrue one hour of unpaid sick leave for every thirty hours worked, starting three days after each pay period. The accrual of sick leave is based on the number of hours worked. The accrual of sick leave is based on the number of hours worked. The accrual of sick leave is based on the number of hours worked.

USE OF PAID SICK LEAVE
Employees may use up to 64 hours of accrued sick leave per twelve-month period. Employees may use up to 64 hours of accrued sick leave per twelve-month period. Employees may use up to 64 hours of accrued sick leave per twelve-month period.

REASON FOR USE OF LEAVE
Employees may use accrued sick leave for the following reasons:
• Employee's medical or diagnosis of illness, injury, or health condition, or preventive medical care.
• Care of employee's family member for treatment or diagnosis of illness, injury, or health condition, or preventive medical care.
• Absence necessary because of need related to domestic abuse, including, but not limited to, seeking legal advice or counseling, or other actions necessary to protect the employee or their family member.

USE OF SICK LEAVE
Employees must give at least 24 hours notice to their employer of their intent to use sick leave. Employees must give at least 24 hours notice to their employer of their intent to use sick leave. Employees must give at least 24 hours notice to their employer of their intent to use sick leave.

New Mexico Minimum Wage Act

EMPLOYEE RIGHTS

MINIMUM WAGE IN NEW MEXICO

\$12 per hour as of January 1, 2023

OVERTIME PAY
At least 1 1/2 times your regular hourly rate of pay for all hours worked over 40 in a workweek.
TIPPED WORKERS
Employees must give tipped employees a hourly rate of at least \$12 per hour. If the tips plus the hourly rate do not equal at least \$12 per hour, the employer must make up the difference. Tipped employees have a right to keep all of their tips. Tip pooling may only be among wait staff.
NO SEPARATE RATE FOR STUDENTS OR MINORS
These minimum wage rates apply to all employees regardless of their age or student status.

DAMAGES
Employees who violate the minimum wages or overtime requirements are required to pay impacted employees the full amount of their underpaid wages plus interest, plus an additional amount equal to twice the underpaid wages.
EMPLOYERS MUST DISPLAY THIS POSTER
Employees must display this poster where employees can easily see it.

For more information or to file a wage claim, contact the Labor Relations Division at 505-841-4000, or online at www.lrs.state.nm.us

WORKERS' COMPENSATION

This is an advisory that employers must display where employees can easily see it.
WORKERS' COMPENSATION
Employees must display this poster where employees can easily see it.
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Employees must display this poster where employees can easily see it.

NOTICE ON HUMAN TRAFFICKING

IF YOU OR SOMEONE YOU KNOW IS A VICTIM OF THIS CRIME, CONTACT THE FOLLOWING:
IN NEW MEXICO, CALL OR TEXT
505-GET-FREE (505-438-3733)
OR CALL THE NATIONAL HUMAN TRAFFICKING RESOURCE CENTER HOTLINE TOLL-FREE AT
1-888-373-7888 FOR HELP
YOU MAY ALSO SEND THE TEXT
"HELP" OR "INFO" TO BEFREE ("233733")
YOU MAY REMAIN ANONYMOUS, AND YOUR CALL OR TEXT IS CONFIDENTIAL
505-GET-FREE (505-438-3733)
OBTAINING FORCED LABOR OR SERVICES IS A CRIME UNDER NEW MEXICO AND FEDERAL LAW

NEW MEXICO JOB HEALTH AND SAFETY POSTER

You Have a Right to a Safe and Healthful Workplace
IT'S THE LAW!

NEW MEXICO OSHA

Site Address / La Dirección a la Agencia:
525 Camino de los Marquizes, Ste. 3
Santa Fe, NM 87505
Mailing Address / Dirección de Envío:
PO Box 5469
Santa Fe, NM 87502-5469
Telephone No./Número de Teléfono:
505-476-8700 or 1-877-610-4742
Fax Number/Número de Facsimil:

- Employees:**
- You have the right to notify your employer or OSHA about workplace hazards. You may ask OSHA to keep your name confidential.
 - You have the right to request a New Mexico OSHA inspection if you believe that there are unsafe or unhealthful conditions in your workplace. You or your representative may participate in the inspection.
 - You can file a complaint with New Mexico OSHA within 30 days of discrimination by your employer for making safety and health complaints or for exercising your rights under the New Mexico Occupational Health and Safety Act.
 - You have a right to sue OSHA citations issued to your employer. Your employer must post the citations at or near the place of the alleged violation.
 - Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
 - You have the right to copies of your medical records or records of your exposure to toxic and harmful substances or conditions.
 - Your employer must post this notice in your workplace.
 - You must comply with all OSHA standards issued under the OSH Act that apply to your own actions and conduct on the job.
- Employers:**
- Employers must furnish your employees a place of employment free from recognized hazards.
 - Employers must comply with the OSHA standards issued under the OSHA Act.
 - The Occupational Safety and Health Act of 1970 (OSH Act), PL 91-256, assures safe and healthful working conditions for working men and women throughout the Nation. The Occupational Safety and Health Administration, in the U.S. Department of Labor, has the primary responsibility for administering the OSHA Act. The rights listed here may vary depending on the particular circumstances. To file a complaint, report an emergency, or seek free OSHA advice and assistance, call 1-877-610-4742 or (505) 476-8700 or email at Complaints.OSHA@ata.dhs.gov. Our fax number is (505) 476-8734. For information or assistance relative to the State Occupational Health & Safety Program, please refer to notices on the left side of this poster.
 - The Federal Occupational Safety and Health Administration monitors the operation of the state program to assure its continued effectiveness. Anyone wishing to register a complaint concerning the administration of the New Mexico Occupational Health and Safety Program may do so by contacting U.S. Department of Labor, Occupational Safety and Health Administration, 325 G Street, Street, Room 602, Dallas, Texas 75202 at (972) 893-4145.

SALUD DE TRABAJO Y CARTEL DE SEGURIDAD

Usted Tiene el Derecho a un Lugar de Trabajo Seguro y Saludable.
¡LO ESTABLECE LA LEY!

EMPLOYER'S INSURER / CLAIMS REPRESENTATIVE:

Name: _____
Phone #: _____
Address: _____
Note: Employer must fill in this insurer / claims representative information.

YOUR RIGHTS

If you are injured in a work-related accident:
Your employer / insurer must pay all reasonable and necessary medical costs.
You may not have the right to choose your health care provider if your employer / insurer has not given you written notice about the choice first, call an ombudsman in an emergency call emergency medical care first.
If you are off work for more than 14 consecutive days, your employer / insurer may not require you to provide a written affidavit just to get wages.
If you suffer "permanent impairment," you may have the right to receive partial wage benefits for a longer period of time.

SUS DERECHOS

Si se lesiona en el trabajo:
Su empleador / asegurador debe de pagar por los gastos médicos razonables y necesarios.
Es posible que usted tenga, o no tenga, el derecho de escoger al proveedor de servicios para la salud. Si su empleador / asegurador no le ha dado información por escrito de qué es lo que usted quiere primero, póngase en línea o un ombudsman. En una emergencia, siempre atienda médica de emergencia primero.
Si usted está fuera del trabajo por más de 14 días consecutivos, su empleador / asegurador debe de hacerle un escrito por escrito de su intención para compensar permanentemente la pérdida de su salario.
Si usted sufre "daño permanente," usted puede tener el derecho a recibir prestaciones parciales de su salario por un período de tiempo más largo.

IF YOU NEED HELP CALL: Ask for an Ombudsman

1-866-WORKOMP (1-866-967-5667)
Visit our website at: www.workscomp.nm.gov

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