

## Pregnancy Rights of Employees

### Non-Discrimination

Louise employees who are pregnant have the same rights as all other employees. Louisiana law prohibits an employer from discriminating against an employee because of pregnancy, childbirth, or related medical conditions. This includes not hiring, firing, or promoting an employee because of pregnancy, childbirth, or related medical conditions.

### Reasonable Accommodations

Louise employees have a general duty to reasonably accommodate an employee's physical limitations. This includes providing a modified job or reassignment of duties if the employee's physical limitations make it difficult for the employee to perform the essential functions of the job. Reasonable accommodations may include, but are not limited to:

- Providing a modified job or reassignment of duties
- Providing a modified work schedule
- Providing a modified work environment
- Providing a modified work location
- Providing a modified work schedule

### Employer Obligations

- 1. In hiring an employee, an employer may not ask a pregnant woman if she is pregnant, or if she has ever been pregnant.
- 2. In hiring an employee, an employer may not ask a pregnant woman if she is able to perform the essential functions of the job.
- 3. In hiring an employee, an employer may not ask a pregnant woman if she is able to work the essential functions of the job.
- 4. In hiring an employee, an employer may not ask a pregnant woman if she is able to work the essential functions of the job.
- 5. In hiring an employee, an employer may not ask a pregnant woman if she is able to work the essential functions of the job.

## Out-of-State Motor Vehicles

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Out-of-state motor vehicles are subject to Louisiana law. This includes the registration and titling of the vehicle. Louisiana law requires that out-of-state motor vehicles be registered and titled in Louisiana. This includes the payment of the appropriate taxes and fees. Louisiana law also requires that out-of-state motor vehicles be insured in Louisiana. This includes the payment of the appropriate insurance premiums.

## VETERANS BENEFITS

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Louise veterans are eligible for a variety of benefits. This includes the Department of Veterans Affairs (DVA) benefits. Louisiana law provides that Louisiana veterans are eligible for the same DVA benefits as federal veterans. This includes the receipt of VA benefits, such as disability compensation, health care, and education benefits. Louisiana law also provides that Louisiana veterans are eligible for the same state benefits as federal veterans. This includes the receipt of state benefits, such as property tax exemptions and education benefits.

## Louisiana Minor Labor Law Placard

### Title 23, Chapter 3 of Revised Statutes of Louisiana as Amended

- 1. In hiring an employee, an employer may not ask a minor if he or she is a minor, or if he or she is a minor.
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## Genetic Discrimination

### Genetic in the Workplace

Genetic information is any information that identifies an individual as a carrier of a gene or mutation that is a risk factor for a disease or condition. Genetic information includes information about an individual's family medical history, and information about an individual's genetic test results. Louisiana law prohibits an employer from discriminating against an employee because of genetic information. This includes the receipt of genetic information, and the use of genetic information in hiring, firing, or promoting an employee.

## Earned Income Credit EIC 2025

### Notice to Employees of Federal Earned Income Credit (EIC)

If you make \$6,555\* or less, your employer should withhold federal income tax from your wages. This is because you are eligible for the EIC. The EIC is a refundable tax credit that can be used to offset your federal income tax liability. If you are eligible for the EIC, you should contact the IRS at 1-800-390-1544 or visit the IRS website at www.irs.gov for more information.

## Workers' Compensation

### Workers' Compensation

Workers' compensation is a form of insurance that provides benefits to employees who are injured or become disabled as a result of a work-related injury or illness. Louisiana law requires that employers with more than one employee provide workers' compensation insurance for their employees. This includes the payment of the appropriate insurance premiums. Louisiana law also provides that employees who are injured or become disabled as a result of a work-related injury or illness are eligible for workers' compensation benefits, such as medical benefits, disability benefits, and death benefits.

### Specific Violations: Penalty

- 1. An employer who violates this law is liable for a civil penalty of up to \$100 per day for each violation.
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## Age Discrimination

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Age discrimination is the treatment of an individual differently because of his or her age. Louisiana law prohibits an employer from discriminating against an employee because of his or her age. This includes the receipt of age information, and the use of age information in hiring, firing, or promoting an employee. Louisiana law also provides that employees who are discriminated against because of their age are eligible for remedies, such as reinstatement and back pay.

## Unemployment Insurance

### Unemployment Insurance

Unemployment insurance is a form of insurance that provides benefits to employees who are unemployed through no fault of their own. Louisiana law requires that employers with more than one employee provide unemployment insurance for their employees. This includes the payment of the appropriate insurance premiums. Louisiana law also provides that employees who are unemployed through no fault of their own are eligible for unemployment insurance benefits, such as weekly benefits and extended benefits.

## Independent Contractor or Employee?

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The distinction between an independent contractor and an employee is important for many reasons. This includes the receipt of workers' compensation benefits, and the receipt of unemployment insurance benefits. Louisiana law provides that an individual is an independent contractor if he or she is in business for himself or herself, and is not under the control of another person. Louisiana law also provides that an individual is an employee if he or she is not in business for himself or herself, and is under the control of another person.

## Workers' Compensation Fraud

### Workers' Compensation Fraud

Workers' compensation fraud is the receipt of workers' compensation benefits through illegal means. This includes the receipt of benefits for an injury or illness that did not occur, or the receipt of benefits for a longer period of time than is entitled to. Louisiana law prohibits workers' compensation fraud, and provides that individuals who engage in workers' compensation fraud are liable for a civil penalty of up to \$100,000. Louisiana law also provides that individuals who engage in workers' compensation fraud are liable for criminal penalties, such as imprisonment and fines.

## Sickle Cell Trait Discrimination

### Prohibition of sickle cell trait discrimination; exceptions

Sickle cell trait is a genetic condition that can cause health problems. Louisiana law prohibits an employer from discriminating against an employee because of his or her sickle cell trait. This includes the receipt of sickle cell trait information, and the use of sickle cell trait information in hiring, firing, or promoting an employee. Louisiana law also provides that employees who are discriminated against because of their sickle cell trait are eligible for remedies, such as reinstatement and back pay.

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## Timely Payment of Wages

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Timely payment of wages is a requirement of Louisiana law. Louisiana law requires that employers pay their employees' wages on time. This includes the payment of wages on the day that the employee is paid. Louisiana law also provides that employers who fail to pay their employees' wages on time are liable for a civil penalty of up to \$100 per day for each violation. Louisiana law also provides that employers who fail to pay their employees' wages on time are liable for criminal penalties, such as imprisonment and fines.

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