

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. Additionally, the Human Rights Bureau has a working agreement with the Equal Employment Opportunity Commission (EEOC) to enforce the provisions of federal law under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967 (ADEA), and the Law of Americans with Disabilities Act of 1990 (ADA), as well as amended, PROMOTED DISCRIMINATORY.

- Age
- Color
- National Origin
- Sex
- Religion
- Genetic Information
- Spousal Affiliation
- Physical or Mental Disability
- Pregnancy, Childbirth, or Related Conditions
- Medical Condition

ENFORCEMENT

The New Mexico Department of Workforce Solutions Human Rights Bureau investigates complaints of discrimination and harassment in employment. Hearings, conciliation, and mediation are available. Hearings, conciliation, and mediation are available. Hearings, conciliation, and mediation are available.

www.dws.state.nm.us

Human Rights Bureau

2600 Corrientes Rd.
Santa Fe, NM 87505
Office: (505) 827-4500
Toll-free: (800) 566-9471
Fax: (505) 827-4578

www.dws.state.nm.us

DISCRIMINACIÓN ES CONTRA LA LEY.

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

LA LEY DE DERECHOS HUMANOS DE NUEVO MEXICO

El Buró de Derechos Humanos impone las disposiciones de la Ley de Derechos Humanos de 1968. Además, el Buró de Derechos Humanos tiene un acuerdo de cooperación con el Comité de Igualdad de Oportunidades en el Empleo (EEOC) para hacer cumplir las disposiciones de la Ley Federal de Derechos Civiles de 1964, la Ley Federal de Derechos Civiles de 1967 (ADEA) y la Ley de Estadounidenses con Discapacidad de 1990 (ADA), así como las disposiciones de la Ley de Estadounidenses con Discapacidad de 1990 (ADA), así como las disposiciones de la Ley de Estadounidenses con Discapacidad de 1990 (ADA).

- Edad
- Color
- Origen Nacional
- Sexo
- Religión
- Información Genética
- Afiliación conyugal
- Condición física o mental
- Embarazo, parto o condiciones médicas relacionadas
- Condición médica

COMPLIMIENTO

El Buró de Derechos Humanos del Departamento de Soluciones de Fuerza Laboral de Nuevo México investiga quejas de discriminación y acoso en el empleo. Se ofrecen audiencias, conciliación y mediación. Se ofrecen audiencias, conciliación y mediación.

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PAID SICK LEAVE

Notice of Employee Rights
Healthy Workplaces Act • NMSA 10-1-1 to 10-1-12
Effective date: July 1, 2022

Labor Relations Division

625 Broadway, NE, Albuquerque, NM 87102
Phone: (505) 841-4400 • Santa Fe: (505) 827-4508
Fax: (505) 827-4578

ACCURAL

Employees accrue one hour of earned sick leave for every thirty hours worked, starting their first day of work. Up to 48 hours of earned sick leave can carry over year-to-year.

USE OF PAID SICK LEAVE

Employees may use up to 48 hours of earned sick leave per twelve-month period. If they work enough hours, individual employees may use a higher limit. Employees may waive when the 12-month period begins.

PAY

Used sick leave is compensated at the employee's usual hourly rate and benefits. The hourly rate must be at least minimum wage.

REASON FOR USE OF LEAVE

- Employee's treatment or diagnosis of illness, injury, or health condition, or preventative medical care.
- Care of employee's family members for treatment or diagnosis of illness, injury, or health condition, or preventative medical care.
- Medical related to employee's OSHA health or disability absence necessary because of and related to domestic abuse, including court-ordered or protective orders, or restraining orders.

USE OF SICK LEAVE

Employees must grant use of earned sick leave upon the date of the absence or on the employee's return to work. Employees must provide a written statement to their employer stating the reason for the absence. An employer may not require an employee to use other paid leave before the employee can use sick leave pursuant to the Act. The employer should notify the employee in advance when use of sick leave is not for an OSHA-related business condition. When an sick leave is not for an OSHA-related business condition, the employer may not require the employee to use any other paid leave.

NOTICE

An employer must give written or electronic notice of employee rights and the Act's terms and provisions to an employee at the start of employment. This notice must be in English, Spanish, or any language that is the first language spoken by at least ten percent of the employees/workers, as requested by the employee.

REASONABLE DOCUMENTATION

Employees must provide reasonable documentation verifying the sick leave was used for a covered purpose if the employee uses more than consecutive working days of sick leave. Employees must not be required to provide information unrelated to employee sick leave usage or confidentiality.

DOCUMENT RETENTION

Employers must keep records concerning hours worked by employees and accrued sick leave and other information for at least one year after the date of the employee's last day of work.

RETALIATION PROHIBITED

Employees may not take or threaten an adverse action against an employee that is reasonably likely to deter employees from exercising or attempting to exercise their rights under the Act. Employees may not retaliate because of an employee's request for sick leave or participation in investigations or legal proceedings related to alleged violations of the Act.

COMPLIANT PROCESS

The New Mexico Department of Workforce Solutions, Labor Relations Division, enforces the Act. Any employee aggrieved by a violation of the Act may file a complaint with the Labor Relations Division by calling (505) 841-4400 or by submitting a complaint to the New Mexico Workforce Connections Office.

FOR MORE INFORMATION

For more information or to file a wage claim, contact the Labor Relations Division at 505-841-4400, or online at www.dws.state.nm.us

WORKERS' COMPENSATION

This is not intended to represent the law, nor does it replace any Workers' Compensation posting requirements within your state.

Notice of Accident Form

The State of New Mexico Workers' Compensation Administration requires the Notice of Accident form to be posted conspicuously in the workplace. If you are injured at work, please contact your local Workforce Connections Office at 505-841-4400.

Notice of Accident Form

This Posting is for Informational Purposes Only

UNEMPLOYMENT INSURANCE

Notice to Employers / Employees

Employees: You must be a registered employer in this state in order to receive the Unemployment Insurance benefit. If you have any questions concerning the mandatory posting, please contact your local unemployment office.

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New Mexico Minimum Wage Act EMPLOYEE RIGHTS

MINIMUM WAGE IN NEW MEXICO

\$12 per hour as of January 1, 2023

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NEW MEXICO JOB HEALTH AND SAFETY POSTER

You Have a Right to a Safe and Healthful Workplace

IT'S THE LAW!

NEW MEXICO OSHA

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 unhealthy 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 see 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 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 OSHA 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 91-596, 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 1-877-615-6742 or (505) 476-8700 or email at Complaints.OSHA@state.nm.us. Our fax number is (505) 476-8734. For information or assistance relative to the State of New Mexico Occupational Health & Safety program, please refer to address 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, 525 Griffin Street, Room 602, Dallas, Texas 75202 at (872) 850-4145.

Salud de Trabajo y Cartel de Seguridad

Usted Tiene el Derecho a un Lugar de Trabajo Seguro y Saludable.

¡LO ESTABLECE LA LEY!

Empleados:

- Usted tiene el derecho de notificar a un empleador o a la OSHA sobre peligros en el lugar de trabajo. Usted también puede pedir que la OSHA le revele su nombre.
- Usted tiene el derecho de pedir a la OSHA de Nuevo México que realice una inspección si usted piensa que en su trabajo existen condiciones peligrosas o poco saludables. Usted o su representante pueden participar en esta inspección.
- Usted tiene 30 días para presentar una queja ante la OSHA de Nuevo México si su empleador le ha tomado represalias o discriminar a su contra por haber denunciado la condición de seguridad o salud o por ejercer los derechos congnados bajo la Ley OSH de Nuevo México.
- Usted tiene el derecho de ver las citaciones emitidas por la OSHA a su empleador. Su empleador debe colocar las citaciones en el lugar donde se encontraron las supuestas infracciones o cerca de mismo.
- Su empleador debe corregir los peligros en el lugar de trabajo para la fecha indicada en la citación y debe certificar que dichos peligros se hayan reducido o desaparecido.
- Usted tiene derecho de recibir copias de su historial o registro médico y el registro de su exposición a sustancias o condiciones tóxicas o dañinas.
- Su empleador debe colocar este aviso en su lugar de trabajo.
- Usted debe cumplir con todas las normas de seguridad y salud ocupacionales expedidas conforme a la Ley OSH que sean aplicables a sus propias acciones y conducta en el trabajo.

Empleadores:

- Usted debe proporcionar a sus empleados un lugar de empleo libre de peligros conocidos.
- Usted debe cumplir con las normas de seguridad y salud ocupacionales expedidas conforme a la Ley OSH.

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