

EMPLOYEE RIGHTS

EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

PROHIBITIONS: Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test...

EXEMPTIONS: Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities.

EXAMINEE RIGHTS: Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test.

ENFORCEMENT: The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators.

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



EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

\$7.25 PER HOUR BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it.

OVERTIME PAY: Section 7(a) states the regular rate of pay for all hours worked over 40 in a workweek.

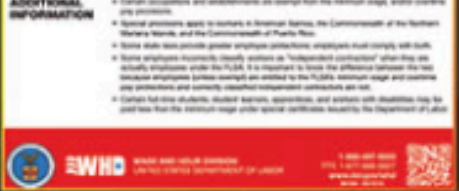
CHILD LABOR: An employer must not employ a child or teen in an occupation that is hazardous to their health or safety.

TIP CREDIT: Employees of "food employees" who wait tables and other occupations may claim a credit against their minimum wage.

NURSING MOTHERS: The FLSA requires employers to provide reasonable break time for a nursing mother employee who is lactating.

ENFORCEMENT: The Department has authority to inspect, receive complaints and file legal actions to enforce the law.

ADDITIONAL INFORMATION: Certain occupations and establishments are exempt from the minimum wage, overtime and child labor provisions.



EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

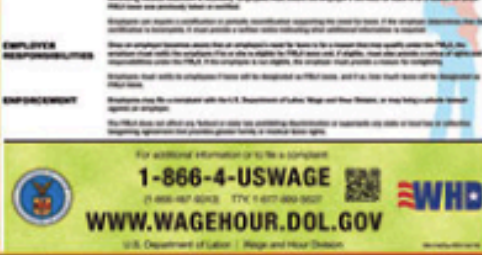
LEAVE: Employees who are covered by the FMLA are entitled to take up to 12 weeks of unpaid, job-protected leave in a 12-month period.

EMPLOYERS: Employers who are covered by the FMLA are required to maintain health insurance coverage for employees on leave.

REQUIREMENTS: Employees who are covered by the FMLA are required to provide written notice to their employer at least 30 days before the start of leave.

ENFORCEMENT: The Department has authority to inspect, receive complaints and file legal actions to enforce the law.

ADDITIONAL INFORMATION: Certain employees are exempt from the FMLA, including those who work for small businesses.



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 retaliated against.
Receive information and training on job hazards, including all hazardous substances in your workplace.
Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions.

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.
Comply with all applicable OSHA standards.
Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye within 24 hours.

FREE ASSISTANCE to identify and correct hazards is available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

This poster is available free from OSHA.



Contact OSHA. We can help.

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

YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA protects the job rights of individuals who serve in the uniformed services of the United States.

EMPLOYMENT RIGHTS: Employees who are covered by USERRA are entitled to return to their jobs after military service.

ENFORCEMENT: The U.S. Department of Labor, Veterans Employment and Training Service (DOL/VETS) is authorized to investigate and resolve complaints.

ADDITIONAL INFORMATION: USERRA applies to both federal and state government employees.



Equal Employment Opportunity is THE LAW

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

Discrimination on the basis of race, sex, religion, national origin, age, or disability is prohibited.

REQUIREMENTS: Employees who are covered by EEOC are entitled to file a complaint with the agency.

ENFORCEMENT: The EEOC has authority to investigate, mediate, conciliate, and litigate on behalf of complainants.

ADDITIONAL INFORMATION: EEOC also provides technical assistance to employers and employees.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS: Contractors must comply with EEOC requirements.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE: Recipients must comply with EEOC requirements.

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