Federal Postings



ERAL LABOR LA

EMPLOYEE RIGHTS

UNDER THE FAIR LABOR STANDARDS ACT

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

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

EMPLOYERS HOLDING

Asking About, Disclosing, or Discussing

SUBCONTRACTS



What Types of Employment Discrimination are Illegal? Index to EDC's law, in experience may not destroyed applied you, requiring of your minigration data, on the boson of:

Know Your Rights:

Workplace Discrimination is Illegal





ENFORCEMENT The Secretary of

EXEMPTIONS

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

EMPLOYEE RIGHTS

EMPLOYEE POLYGRAPH PROTECTION ACT

screening or during the course of employment.

PROMERTIONS
Trindiples are generally prohibited from requiring or requesting any employee or to applicant to take a te deductor test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refuseing to take test or for exercising other nights under the Act.

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The Act cernite syngraph is held of a leaderty lests to be administrated in the private sector, subject to restrictions, in cortain prospective employees of activities are considered from the contraction of the contract

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



Your Employee Rights Under the Family and

Medical Leave Act

What is FMLA incore?

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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 Steaster Medical System. USERNA also problets employers from discriminaling against part and present members of the uniformed services, and applications to the uniformed services.

- re that your employer receives advance written or verbal actice of your service
- pur liters the years or exempt receives although without or vertical actics of your servi-gue liters the years or ries of cumulative service in the unflumed services while with that particular orangonym, you return to work or apply for resemployment in a larsely manner after conclusion of service; and

y such as a few or continued from convice with a disqualitying discharge or under other has interesting conditions.

If you are algote to be more proposed, you must be restored to the job and benefits you wealth have allowed in you have not been absent due to military service or, in some cases, a comparable job.

- RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION









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nexive compaints or USERPA violation.

For assistance in Rings a compaint, or the any other information than a compaint, or the any other information on USERPA violation.

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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 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.

Contact OSHA. We can help.

Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

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

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Compliance Date October 2022



PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

Individuals with Disabilities

ALLC 20230622