



**FEDERAL
LABOR LAW POSTERS**
For General Employers



EMPLOYEE RIGHTS | EMPLOYEE PLYGRAPH PROTECTION ACT

New Employee Plygraph Protection Act prohibits most private employers from using the asterisk* term unless the reemployment screening or during the period of reemployment.

Employment
Employment is defined as any individual who works for an employer, regardless of whether the individual is a full-time, part-time, seasonal, or temporary employee.

Employer
Employer is defined as any individual or entity that hires, supervises, or controls the work of another individual.

Reemployment
Reemployment is defined as the process of hiring an individual who has previously been employed by the employer and is now being rehired.

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YOUR EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

What is FMLA leave?
The FMLA entitles eligible employees of covered employers to take unpaid, job-protected leave with certain guarantees of reinstatement. Employees cannot lose their jobs if they take a qualified FMLA leave. Employees who do not take all the FMLA leave that they are eligible to take may not be eligible to receive health care benefits that would otherwise be provided to employees with continuous service.

Am I eligible to take FMLA leave?
You are eligible for FMLA leave if you have worked for a covered employer for at least 12 months and at least 1,250 hours during the 12 months immediately preceding the start of your leave. You must also be an employee of a covered employer.

How do I request FMLA leave?
You must notify your employer in writing of your intent to take FMLA leave as soon as practicable after becoming aware of the FMLA-qualifying event. You must also provide your employer with a copy of a health care provider's certification of your condition.

What does my employer need to do?
Your employer must provide you with written notice of your FMLA rights and the procedures for requesting FMLA leave. Your employer must also provide you with a copy of the FMLA regulations.

Where can I find more information?
For more information, visit the Department of Labor's website at www.dol.gov or call the Department of Labor at 1-800-827-6888.



**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 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 listen in private to the inspector.
 - File a complaint with OSHA within 30 days of an illness, injury or fatality if you have been retaliated against for using your rights.
 - See any OSHA citations issued to your employer.
 - 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 asking a health and safety question 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 an eye.
 - 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 violation.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.



Contact OSHA. We can help.

1-800-321-OSHA (6742) • TTY 1-877-889-5527 • www.osha.gov

**KNOW YOUR RIGHTS
WORKPLACE DISCRIMINATION IS ILLEGAL**

It is illegal for an employer to discriminate against an employee because of the employee's race, color, sex, religion, national origin, age, or disability. It is also illegal for an employer to discriminate against an employee because of the employee's marital status, pregnancy, or genetic information.

Prohibited Practices

- Hiring or firing decisions based on prohibited characteristics.
- Decisions about wages and benefits based on prohibited characteristics.
- Decisions about job assignments and promotions based on prohibited characteristics.
- Harassment based on prohibited characteristics.
- Retaliation against employees who report discrimination.

**KNOW YOUR RIGHTS UNDER
UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT
RIGHTS ACT**

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

USERRA protects the rights of uniformed services members and their families to return to their civilian jobs after military service. It also provides for the reinstatement of military members and their families who have been discharged from military service.

Key Provisions

- Reinstatement rights for military members and their families.
- Protection against discrimination based on military service.
- Access to health care and other benefits.

**EMPLOYEE RIGHTS UNDER THE FAIR LABOR
STANDARDS ACT**

FEDERAL MINIMUM WAGE
\$7.25 PER HOUR
EFFECTIVE JULY 24, 2009

The Fair Labor Standards Act (FLSA) sets the minimum wage for most workers in the United States. It also sets the rules for overtime pay and child labor.

Key Provisions

- Minimum wage of \$7.25 per hour.
- Overtime pay of 1.5 times the regular rate for hours worked over 40 in a week.
- Prohibition of child labor.



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Table of Contents Federal Mandatory Workplace Posters

1. Understanding the eBook Federal Mandatory Workplace Posters
 - The Rise of Digital Reading Federal Mandatory Workplace Posters
 - Advantages of eBooks Over Traditional Books
2. Identifying Federal Mandatory Workplace Posters
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Federal Mandatory Workplace Posters
 - User-Friendly Interface
4. Exploring eBook Recommendations from Federal Mandatory Workplace Posters
 - Personalized Recommendations
 - Federal Mandatory Workplace Posters User Reviews and Ratings
 - Federal Mandatory Workplace Posters and Bestseller Lists

5. Accessing Federal Mandatory Workplace Posters Free and Paid eBooks
 - Federal Mandatory Workplace Posters Public Domain eBooks
 - Federal Mandatory Workplace Posters eBook Subscription Services
 - Federal Mandatory Workplace Posters Budget-Friendly Options
6. Navigating Federal Mandatory Workplace Posters eBook Formats
 - ePub, PDF, MOBI, and More
 - Federal Mandatory Workplace Posters Compatibility with Devices
 - Federal Mandatory Workplace Posters Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Federal Mandatory Workplace Posters
 - Highlighting and Note-Taking Federal Mandatory Workplace Posters
 - Interactive Elements Federal Mandatory Workplace Posters
8. Staying Engaged with Federal Mandatory Workplace Posters
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Federal Mandatory Workplace Posters
9. Balancing eBooks and Physical Books Federal Mandatory Workplace Posters
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Federal Mandatory Workplace Posters
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Federal Mandatory Workplace Posters
 - Setting Reading Goals Federal Mandatory Workplace Posters
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Federal Mandatory Workplace Posters
 - Fact-Checking eBook Content of Federal Mandatory Workplace Posters
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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