

Federal Labor Law Poster



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EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

Know Your Rights: Workplace Discrimination is Illegal
The Equal Employment Opportunity Commission (EEOC) is the federal agency that enforces laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, sex, religion, age, national origin, or disability. It is also illegal to discriminate against a person on the basis of genetic information.

What is discrimination? Discrimination is treating someone differently because of a protected characteristic. It can happen in many ways, including hiring, firing, promotion, pay, and benefits.

Protected characteristics: Race, sex, religion, age, national origin, disability, and genetic information.

What to do if you experience discrimination: 1. Document the incident. 2. Report it to your supervisor. 3. Report it to the EEOC. 4. Consider legal action.

EEOC Complaint Process: 1. File a charge. 2. EEOC investigates. 3. Mediation. 4. EEOC issues a decision. 5. Appeal to court.

Resources: EEOC website, EEOC hotline, EEOC regional offices.

AIDS-DISCRIMINATION NOTICE

It is illegal to discriminate against a person because of their HIV or AIDS status. This includes hiring, firing, promotion, pay, and benefits.

WITHDRAWING STATUS

Withdrawing Status
If you are a federal employee, you may be able to withdraw your status from the federal workforce. This is a permanent action and you will lose all federal benefits.

Reasons for withdrawing status: 1. Voluntary. 2. Involuntary. 3. Medical. 4. Other.

Process: 1. Request withdrawal. 2. Review by supervisor. 3. Approval by EEOC. 4. Withdrawal from workforce.

PAYDAY NOTICE

Payday Notice for Employees of
Federal Government

Payday Notice: Employees must be paid on time. If you are not paid, you should report it to your supervisor.

Process: 1. Report to supervisor. 2. Investigate. 3. Resolve. 4. Report to EEOC if unresolved.

OSHA - EMPLOYER DUTY TO PROVIDE SAFETY AND HEALTH

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The Occupational Safety and Health Act (OSHA) requires employers to provide a safe and healthy workplace for their employees. This includes training, equipment, and safety procedures.

Employer responsibilities: 1. Provide training. 2. Provide equipment. 3. Implement safety procedures. 4. Investigate incidents.

Employee responsibilities: 1. Follow safety rules. 2. Use equipment properly. 3. Report incidents.

OSHA resources: OSHA website, OSHA hotline, OSHA regional offices.

FMLA - FAMILY AND MEDICAL LEAVE ACT

FMLA - FAMILY AND MEDICAL LEAVE ACT
The Family and Medical Leave Act (FMLA) allows eligible employees to take unpaid leave for family and medical reasons. This includes caring for a family member with a serious health condition or the employee's own serious health condition.

Eligibility: 1. Work for a covered employer. 2. Work full-time. 3. Work for at least 12 months.

Benefits: 1. Unpaid leave. 2. Job protection. 3. Health insurance continuation.

Process: 1. Request leave. 2. Provide medical certification. 3. Take leave. 4. Return to work.

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE: \$7.25 (effective 2009)

Federal Minimum Wage: \$7.25 per hour (effective 2009).
Employers must pay at least this amount to their employees. This includes overtime pay.

Exceptions: 1. Tipped employees. 2. Seasonal employees. 3. Agricultural workers.

Process: 1. Report wage violation. 2. Investigate. 3. Resolve. 4. Report to EEOC if unresolved.

EMPLOYEE POLYGRAPH PROTECTION ACT

Employee Rights - Employee Polygraph Protection Act

Employee Polygraph Protection Act (EPPA): Employers cannot require employees to take a lie detector test. This includes hiring, firing, and promotion.

Exceptions: 1. Security clearance. 2. Government contractors. 3. Other specific cases.

Process: 1. Report polygraph test. 2. Investigate. 3. Resolve. 4. Report to EEOC if unresolved.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT



OSHA
Occupational Safety and Health Administration

Job Safety and Health IT'S THE LAW!

All workers have the right to:

- A safe workplace.
- Receive a safety or health concern with your supervisor 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 (other than OSHA) at your belief.
- Participate in their own representative participation in an OSHA inspection and assist in providing for the inspection.
- File a complaint with OSHA within 30 days by phone, online or by mail if you believe a work-related injury or illness.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests, and maximum exposure 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 testing in health and safety concerns with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Supply OSHA within 15 days of a workplace injury or within 15 days of any work-related incident, 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.

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

This poster is available free from OSHA.

Contact OSHA. We can help.



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