# FEDERAL LABOR LAWS

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

**FEDERAL MINIMUM WAGE**

$5.85 | $6.55 | $7.25

1-866-4-USWAGE

WWW.WAGEHOUR.DOL.GOV

## NOTICE
### EMPLOYEE POLYGRAPH PROTECTION ACT

**PROHIBITIONS**

**EXEMPTIONS**

**EXAMINEE RIGHTS**

**ENFORCEMENT**

**ADDITIONAL INFORMATION**

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
Wage and Hour Division
Washington, D.C. 20210

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

**REEMPLOYMENT RIGHTS**

**HEALTH INSURANCE PROTECTION**

**RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION**

**ENFORCEMENT**

U.S. Department of Justice | U.S. Department of Labor | ESGR

## Your Rights under the Family and Medical Leave Act of 1993

**Reasons For Taking Leave:**

**Advance Notice and Medical Certification:**

**Job Benefits and Protection:**

**Unlawful Acts By Employers:**

**Enforcement:**

**For Additional Information:**

U.S. Department of Labor
Employment Standards Administration
Wage and Hour Division
Washington, D.C. 20210

## Job Safety and Health
## It's the law!

OSHA
Occupational Safety and Health Administration
U.S. Department of Labor

**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 an OSHA inspection if you believe that there are unsafe and unhealthful conditions in your workplace. You or your representative may participate in that inspection.
- You can file a complaint with OSHA within 30 days of retaliation or discrimination by your employer for making safety and health complaints or for exercising your rights under the OSH Act.
- You have the right to see OSHA citations issued to your employer. Your employer must post the citations at or near the place of the alleged violations.
- 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 your medical records and records of your exposures to toxins and harmful substances or conditions.
- Your employer must post this notice in your workplace.
- You must comply with all occupational safety and health standards issued under the OSH Act that apply to your own actions and conduct on the job.

**EMPLOYERS:**

- You must furnish your employees a place of employment free from recognized hazards.
- You must comply with the occupational safety and health standards issued under the OSH Act.

Free assistance in identifying and correcting hazards or complying with standards is available to employers, without citation or penalty, through OSHA-supported consultation programs in each state.

1-800-321-OSHA
www.osha.gov

## Equal Employment Opportunity is THE LAW

**Employers Holding Federal Contracts or Subcontracts**

**Private Employment, State and Local Governments, Educational Institutions**

**Programs or Activities Receiving Federal Financial Assistance**

FEDERAL LABOR LAWS

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