

HAWAII & FEDERAL LABOR LAW POSTER

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL. Know Your Rights: Workplace Discrimination is Illegal. The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment.

BREASTFEEDING IN THE WORKPLACE. NOTICE TO EMPLOYEES. Under the HAWAII EMPLOYMENT PRACTICES LAW (Act 249, 2013 Regular Session) BREASTFEEDING IN THE WORKPLACE, effective July 1, 2013.

FMLA - FAMILY AND MEDICAL LEAVE ACT. Your Employee Rights Under the Family and Medical Leave Act. What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS. The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government.

WASH YOUR HANDS. NOTICE. FOOD SANITATION RULE 11-12-29. Hawaii Dept. of Health rules requires you to thoroughly WASH YOUR HANDS.

ANTI-DISCRIMINATION NOTICE. It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which documents they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.

EMPLOYEE POLYGRAPH PROTECTION ACT. EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT. The Employee Polygraph Protection Act prohibits most private employers from detecting tests either for pre-employment screening or during the course of employment.

MILITARY LEAVE. NOTICE TO EMPLOYEES. You have the right to be free from discrimination and retaliation if you leave your job to perform military service, when seeking initial employment, reemployment, and return to employment.

WORKERS' COMPENSATION/DISABILITY COMPENSATION. The Office of Special Counsel for Immigration-Related Unfair Employment Practices (OSCEI) at 800-255-7688. For information, please contact OSCEI.

FEDERAL MINIMUM WAGE. EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT. FEDERAL MINIMUM WAGE \$7.25 BEGINNING JULY 24, 2009.

PAYDAY NOTICE. Regular Paydays for Employees of (Company Name). Shall be as follows: Weekly, Bi-Weekly, Monthly, Other.

DISABILITY COMPENSATION LAW. NOTICE TO EMPLOYEES. Workers' Compensation - You have the right to receive workers' compensation benefits and medical care if you suffer a work-related injury. You must report the date, time and circumstances of your injury immediately to your employer.

DISLOCATED WORKERS/PLANT CLOSING. REQUIRED NOTICE TO DISLOCATED WORKERS/PLANT CLOSINGS. You have the right to be notified in writing at least 60 days in advance of possible layoffs or terminations due to certain business transactions taken by your employer.

WITHHOLDING STATUS. YOU MAY NEED TO CHECK YOUR WITHHOLDING. Since you last filed Form W-4 with your employer did you... Many or divorced? Gain or lose a dependent? Were there major changes to your family wage income?

WHISTLEBLOWER PROTECTION LAW. NOTICE TO EMPLOYEES. You have the right to report without fear of retaliation any information that you believe indicates a violation of law, rule, or regulation.

HAWAII MINIMUM WAGE. WAGE AND HOUR LAWS. NOTICE TO EMPLOYEES. Minimum Wage - You have the right to receive a minimum wage of at least \$10.10 per hour through September 30, 2022. At least \$12.00 per hour beginning October 1, 2022.

UNEMPLOYMENT INSURANCE. UNEMPLOYMENT INSURANCE LAW. NOTICE TO EMPLOYEES. You have the right to unemployment benefits if you lose your job or your work hours are substantially reduced through no fault of your own. You may file your claim for unemployment insurance benefits online or in-person at a local claims office.

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT. 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.

HAWAII MINIMUM WAGE. WAGE AND HOUR LAWS. NOTICE TO EMPLOYEES. Overtime - You have the right to be paid overtime at least one and one-half times your regular rate for all hours worked in excess of 40 in a workweek. The law also requires employers to maintain payroll records for at least 6 years.

DISCRIMINATION. LAWS PROHIBITING EMPLOYMENT DISCRIMINATION. NOTICE TO EMPLOYEES. You have the right to be free from unlawful discrimination in your employment. All applicants and employees of private and public employers (except the federal government), union, and job seekers in employment agencies are protected by Hawaii law against employment discrimination.

DISABILITY COMPENSATION LAW. NOTICE TO EMPLOYEES. You are entitled to all required medical, surgical and hospital services and supplies including medication, weekly benefits from the fourth day of disability to replace wages, representing 60% of your normal wages but not more than the maximum weekly benefit amount annually set by the Department; additional benefits if the injury results in permanent disability or disfigurement; vocational rehabilitation; if appropriate funeral and burial expenses if your doctor certifies death; and additional weekly benefits to the surviving spouse and other dependents.

HAWAII MINIMUM WAGE. WAGE AND HOUR LAWS. NOTICE TO EMPLOYEES. Notification Requirements - You have the right to be notified in writing at the time of hire of your rate of pay and the paydays. Any changes in pay arrangements prior to the time of such changes, and of any policies with regard to vacation, sick, or holiday pay must be made in writing or through a posted notice. You must also be furnished with a pay statement on payday showing gross wages, amount and purpose of each deduction, net pay, date of payment, and pay period covered. If your employer requires that you give advance notice of quitting and you are terminated after giving that notice, your employer is liable for the wages you would have earned up to the last day you intended to work unless you were terminated for cause.

PAYMENT OF WAGES. STATE OF HAWAII - DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS. WAGE STANDARDS DIVISION NOTICE TO EMPLOYEES. THE PAYMENT OF WAGES AND OTHER COMPENSATION LAW REQUIRES YOUR EMPLOYER TO: Pay all wages due at least twice a month on regular paydays designated in advance.

WHISTLEBLOWER PROTECTION LAW. NOTICE TO EMPLOYEES. You have the right to report without fear of retaliation any information that you believe indicates a violation of law, rule, or regulation. You may file a lawsuit if you believe your employer has violated this law, you may file a lawsuit.

HAWAII MINIMUM WAGE. WAGE AND HOUR LAWS. NOTICE TO EMPLOYEES. Withholding of Wages - You have the right to ensure that there are no wrongful withholdings of your wages. Your employer may not collect, deduct or obtain authorization to deduct: Fines (for example, an amount you must pay to your employer for being tardy); Cash shortages in a common cash register or cash box used by two or more people, or in a cash register or cash box under your sole control unless given an opportunity to account for all moneys received at the start of a shift and all moneys turned in at the end of a shift.

HUMAN TRAFFICKING. NOTICE TO EMPLOYEES. If you or someone you know is being forced to engage in any activity and cannot leave - whether it is commercial sex, housework, farm work, or any other similar activity - call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help services. Victims of human trafficking are protected under United States and Hawaii law.

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HAWAII MINIMUM WAGE. WAGE AND HOUR LAWS. NOTICE TO EMPLOYEES. Work Injury - You have the right to file a claim if you feel that you have been suspended, discharged, or discriminated against solely because of a work injury that is compensable under the Workers' Compensation Laws, except under certain circumstances.

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