



IOWA & 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.

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.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE
Race, Color, National Origin, Sex. In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color, or national origin in programs or activities receiving Federal financial assistance.

OCCUPATIONAL SAFETY AND HEALTH PROTECTION

Job Safety and Health IT'S THE LAW!
EMPLOYEES:
You have the right to notify your employer or Iowa OSHA about workplace hazards. You may ask Iowa OSHA to keep your name confidential.

Job Safety and Health IT'S THE LAW!
EMPLOYERS:
You must furnish your employees a place of employment free from recognized hazards.

ANTI-DISCRIMINATION NOTICE
It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which documents they will accept from an employee.

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

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT
The law requires employers to display this poster where employees can readily see it. OVERTIME PAY At least 1 1/2 times your regular rate of pay for all hours worked over 40 in a workweek.

UNEMPLOYMENT INSURANCE

UNEMPLOYMENT INSURANCE
If you become unemployed, you may be eligible for unemployment insurance benefits. If you are still employed but working fewer hours than your regular full-time work week and are earning less than your regular full-time wages, you may be entitled to partial benefits.

IOWAWORKS CENTER LOCATIONS
Burlington, Carroll, Cedar Rapids, Council Bluffs, Creston, Davenport, Decatur, Des Moines, Dubuque, Fort Dodge, Iowa City, Marshalltown, Mason City, Ottumwa, Spencer, Waterloo

Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. For deaf and hard of hearing, use Relay 711.

PAYDAY NOTICE

Regular Paydays for Employees of
Weekly, Bi-Weekly, Monthly, Other

WITHHOLDING STATUS

YOU MAY NEED TO CHECK YOUR WITHHOLDING
Since you last filed Form W-4 with your employer did you...
Marry or divorce? Gain or lose a dependent? Change your name? etc.

EMPLOYEE POLYGRAPH PROTECTION ACT

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

DISCRIMINATION

Equal Employment Opportunity is the LAW
What Does Equal Employment Opportunity Mean?
It guarantees the right of all persons to apply and be considered for job opportunities on the basis of the person's ability to do the job.

What Should I Do if I Believe I've Been Discriminated Against?
You should immediately contact: Iowa Civil Rights Commission
400 E. 14th Street, Grimes Building
Des Moines, Iowa 50319

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.

IOWA MINIMUM WAGE

Your Rights Under The Iowa Minimum Wage Law
Hourly Minimum Wage \$7.25
The minimum wage applies to most hourly wage earners employed in Iowa. Most small retail and service establishments grossing less than \$300,000 annually are not required to pay the minimum wage.

Enforcement
The Iowa Division of Labor may bring action against employers who violate the state's minimum wage law. Courts may order payment of back wages. No employer can discriminate against or discharge an employee for filing a complaint or participating in a proceeding under this law.

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 in the National Disaster Medical System.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

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.