UNEMPLOYMENT INSURANCE

paid by this employer. No deductions are made from your paycheck for 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. Unemployment insurance benefits are made possible by taxes

The same week you become unemployed,

you may file a new unemployment insurance claim online or in-person.

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

lawsuit, investigation, or proceeding

What Employment Practices can be

All aspects of employment, including:

• Harassment (including unwelcome verbal

The Department of Labor's Office of Federal Contract Compliance **Protected Veteran Status** The Vietnam Era Veterans' Readjustment

Programs (OFCCP) enforces the nondiscrimination and affirmative action Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment

commitments of companies doing business with the Federal Government. discrimination against, and requires affirmative action to recruit, employ,

If you are applying for a job with, or are an employee of, a company with a and advance in employment, disabled veterans, recently separated

Federal contract or subcontract, you are protected under Federal law from veterans (i.e., within three years of discharge or release from active duty),

National Origin Executive Order 11246, as amended, prohibits Retaliation Retaliation is prohibited against a person who files a

employment discrimination by Federal contractors based on race, color, complaint of discrimination, participates in an OFCCP proceeding, or religion, sex, sexual orientation, gender identity, or national origin, otherwise opposes discrimination by Federal contractors under these and requires affirmative action to ensure equality of opportunity in all Federal laws. Any person who believes a contractor has violated its

aspects of employment by Federal contractors. Disability discrimination If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1

includes not making reasonable accommodation to the known physical to access telecommunications relay services. OFCCP may also be contacted

who is an applicant or employee, barring undue hardship to the employer. https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district

Section 503 also requires that Federal contractors take affirmative action to office, listed in most telephone directories under U.S. Government,

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

Race, Color, National Origin, Sex In addition to the protections of Title VII Individuals with Disabilities Section 504 of the Rehabilitation Act of 1973,

of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act as amended, prohibits employment discrimination on the basis of disability of 1964, as amended, prohibits discrimination on the basis of race, color in any program or activity which receives Federal financial assistance.

or national origin in programs or activities receiving Federal financial Discrimination is prohibited in all aspects of employment against persons

assistance. Employment discrimination is covered by Title VI if the primary with disabilities who, with or without reasonable accommodation, can

objective of the financial assistance is provision of employment, or where perform the essential functions of the job. If you believe you have been

employment discrimination causes or may cause discrimination in providing discriminated against in a program of any institution which receives

services under such programs. Title IX of the Education Amendments of Federal financial assistance, you should immediately contact the Federal

or mental limitations of an otherwise qualified individual with a disability by submitting a question online to OFCCP's Help Desk at

employ and advance in employment qualified individuals with disabilities at Department of Labor and on OFCCP's "Contact Us" webpage at

Challenged as Discriminatory?

· Discharge, firing, or lay-off

or physical conduct)

Interference, coercion, or threats related

to exercising rights regarding disability

discrimination or pregnancy accommodation



Who is Protected?

National origin

Know Your Rights: Workplace Discrimination is Illegal

Employees (current and former), including managers and temporary employees Job applicants • Union members and applicants for

membership in a union What Organizations are Covered? Most private employers State and local governments (as employers) Educational institutions (as employers)

 Staffing agencies **What Types of Employment Discrimination** are Illegal? Under the EEOC's laws, an employer may not

discrimination on the following bases:

aspects of employment.

 Hiring or promotion Assignment Pay (unequal wages or compensation) discriminate against you, regardless of your • Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related immigration status, on the bases of: Race medical condition; or a sincerely-held religious Color belief, observance or practice Religion Benefits

> Job training Classification Referral

Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, • Obtaining or disclosing genetic information of or gender identity) Age (40 and older) emplovees Requesting or disclosing medical information Disability

Genetic information (including employer of employees requests for, or purchase, use, or disclosure Conduct that might reasonably discourage someone from opposing discrimination, filing of genetic tests, genetic services, or family medical history) a charge, or participating in an investigation or **EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS**

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, medal veterans.

amended, protects applicants and employees of Federal contractors from

discrimination based on inquiring about, disclosing, or discussing their

Disability Section 503 of the Rehabilitation Act of 1973, as amended, protects

qualified individuals with disabilities from discrimination in hiring, promotion,

discharge, pay, fringe benefits, job training, classification, referral, and other

all levels of employment, including the executive level.

compensation or the compensation of other applicants or employees.

Asking About, Disclosing, or Discussing Pay Executive Order 11246, as authorities should contact immediately:

1972 prohibits employment discrimination on the basis of sex in educational agency providing such assistance.

discrimination, or participating in a discrimination interferes with someone exercising their rights, or someone assisting or encouraging someone else to exercise rights, regarding disability discrimination (including accommodation) or pregnancy accommodation What can You Do if You Believe Discrimination

• Retaliation for filing a charge, reasonably opposing • Conduct that coerces, intimidates, threatens, or

has Occurred? Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways:

Submit an inquiry through the EEOC's public https://publicportal.eeoc.gov/Portal/Login.aspx 1-800-669-4000 (toll free)

1-844-234-5122 (ASL video phone) Visit an EEOC field office (information at

1-800-669-6820 (TTY)

www.eeoc.gov/field-office) E-Mail info@eeoc.gov Additional information about the EEOC, including information about filing a charge of discrimination, is available at

www.eeoc.gov.

active duty wartime or campaign badge veterans, or Armed Forces service

nondiscrimination or affirmative action obligations under OFCCP's

The Office of Federal Contract Compliance Programs (OFCCP)

U.S. Department of Labor

Washington, D.C. 20210

1–800–397–6251 (toll-free)

200 Constitution Avenue, N.W.

https://www.dol.gov/agencies/ofccp/contact.



If you do not have access to a computer, visit the nearest

IN-PERSON

www.iowaworkforcedevelopment.gov IowaWORKS Center. Apply for Unemployment link. You should file an initial claim the Delay in filing an same week you are unemployed or unemployment insurance claim can result in the loss of all or part of the Your unemployment insurance claim DOES NOT begin on the date your job benefits you may be

INFORMATION

For complete information about your unemployment insurance rights and responsibilities, review the Unemployment Handbook at www.iowaworkforcedevelopment.gov. To register for work and learn more about available work in your area, go to

www.iowaworks.gov or visit your nearest lowaWORKS Center.

IowaWORKS

Mason City

Ottumwa

Sioux City

Spencer

Waterloo

IOWAWORKS CENTER LOCATIONS

entitled to receive.



IowaWORKS Centers are

located in 17 cities.

ONLINE

and click on the

working reduced hours.

ended or your hours were reduced.

Your claim is effective the Sunday of

the week you apply.

 Burlington Decorah Carroll Des Moines Cedar Rapids Council Bluffs

 Dubuque Fort Dodge Iowa City

Marshalltown

For the location of the **lowaWORKS** Center nearest you, call: **866-239-0843** or visit www.iowaworkforcedevelopment.gov.

Creston

Davenport



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.

LAW REQUIRES DISPLAYING THIS POSTER WHERE IT CAN EASILY BE SEEN 70-8010 (08/18)

BY ALL EMPLOYEES.

PAYDAY NOTICE

Regular Paydays for Employees of

Shall be as follows:

OCCUPATIONAL SAFETY AND HEALTH PROTECTION

Job Safety and Health IT'S THE LAW!

programs or activities which receive Federal financial assistance.

EMPLOYEES:

 You have the right to notify your employer or lowa OSHA about workplace hazards. You may ask lowa 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 a right to see OSHA citations issued to your employer. Your employer must post the citations at or near the place of the alleged violation for at least 3 working days.

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 or records of your exposure to toxic 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.

 Iowa OSHA Consultation can help you identify and correct hazards without citation or penalty.

> To report a workplace fatality, hospitalization, amputation or the loss of an eye, visit www.iowaosha.gov or call 877-242-6742. For assistance and information contact:

Iowa Division of Labor 1000 East Grand A venue Des Moines, Iowa 50319-0209 Phone (515) 242-5870 Email: osha@iwd.iowa.gov www.iowaosha.gov





(Revised 6/27/2023)







Complaints About the Iowa OSHA Program You may file a complaint about the Iowa Division of Labor's operations or administration of the OSH Act by contacting:

OSHA Regional Office 2300 Main Street, Suite 1010 Kansas City, MO 64108-2447 (816) 283-8745

ANTI-DISCRIMINATION NOTICE

It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) 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.

For information, please contact The Office of Special Counsel for Immigration Related Unfair Employment Practices Office at 800-255-7688.

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

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

The law requires employers to display this poster where employees can readily see it.

OVERTIME PAY At least 1 ½ times your regular rate of pay for all hours worked over 40 in a workweek

CHILD LABOR An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different

rules apply in agricultural employment.

TIP CREDIT Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

PUMP AT WORK The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

ENFORCEMENT The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA.

• Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. • Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.

• Some state laws provide greater employee protections; employers must comply with both. • Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum

wage and overtime pay protections and correctly classified Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.



WITHHOLDING STATUS

YOU MAY NEED TO CHECK YOUR WITHHOLDING

Since you last filed form W-4 with your employer did

· Marry or divorce? Gain or lose a dependent? Change your name?

or ended a job)?

Were there major changes to... Your nonwage income (interest, dividends, capital gains, etc.)? · Your family wage income (you or your spouse started

Your itemized deductions? Your tax credits? If you can answer "YES"... To any of these questions or you owed extra tax when you Department of the Treasury

See your employer for a copy of Form W-4 or call the IRS at 1-800-829-3676. Now is the time to check your withholding.

For more details, get Publication 919, How Do I Adjust My Tax Withholding?, or use the Withholding Calculator at www.irs.gov/individuals on the IRS web site. **Employer:** Please post or publish this Bulletin Board Poster so that your employees will see it. Please indicate

where they can get forms and information on this subject. Publication 213 (Rev. 8-2009)



Cat. No. 11047P filed your last return, you may need to file a new form W-4. Internal Revenue Service www.irs.gov

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.

PROHIBITIONS Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

EXEMPTIONS Federal, State and local governments are

not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities. The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers. The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a

workplace incident (theft, embezzlement, etc.) that

resulted in economic loss to the employer. The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests. **EXAMINEE RIGHTS** Where polygraph tests are permitted, they are subject to numerous strict standards

concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons. **ENFORCEMENT** The Secretary of Labor may bring court actions to restrain violations and assess civil penalties

against violators. Employees or job applicants may also bring their own court actions. THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS **CAN READILY SEE IT.**





www.dol.gov/agencies/whd

DISCRIMINATION

Equal Employment Opportunity is the

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. While employed, you should not be treated unfairly because of any of the protected characteristics. What Does the Law Cover?

Chapter 216 of the Code of Iowa, as amended, (The Iowa Civil Rights Act), prohibits

discrimination in employment because of a person's:

Race Creed Color Sex **Pregnancy** Religion

Age (18 and older) **National Origin Gender Identity Sexual Orientation Disability**

To Whom Does the Law Apply?

• Persons who apply for employment with, or employees of, private employers, state and local governments, and public and private educational institutions with four or more employees.

• Employment agencies, labor unions, contractors, and sub-contractors, and apprenticeship

What Other Resources Are Available to Help with a Discrimination **Problem?**

You may also contact the local human rights, civil rights or human relations agency in your area, or the U.S. Equal Employment Opportunity Commission (EEOC), a federal agency. The EEOC District Office is located at: 310 West Wisconsin Ave., Suite 800

Milwaukee, WI 53203-2292 414-297-1111 EEOC enforces Title VII of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, religion, sex, or national origin; the Age Discrimination in Employment Act

What Action Will an Agency Take? The Commission's staff can answer questions about your rights under the Act and help you take the necessary steps to file a complaint if you decide to pursue a claim. Once a complaint is filed, the Commission will take all appropriate actions to process the complaint. There is no charge to

(ADEA), which protects persons age 40 or older; and the Americans with Disabilities Act (ADA).

What Should I Do If I Believe I've Been Discriminated Against?

file a complaint and you do not need an attorney to file a complaint with the Commission.

Iowa Civil Rights Commission

You should immediately contact:

400 E. 14th Street, Grimes Building Des Moines, Iowa 50319 515-281-4121, 1-800-457-4416 515-242-5840 (FAX) http://www.state.ia.us/government/crc

You may contact the Commission by telephone or mail for information, or assistance in filing a complaint. The Commission's office hours are 8:00 a.m. to 4:30 p.m., Monday through Friday. You may leave a message at 515-281-4121 after hours for a return call. Your complaint must be filed within 300 days of the discriminatory act.

"Injustice anywhere is a threat to justice everywhere." – Martin Luther King, Jr.

FMLA - FAMILY AND MEDICAL LEAVE ACT

Your Employee Rights Under the Family and Medical Leave Act

WHD investigation.

provides eligible employees with **job-protected leave** for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees. Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month

The birth, adoption or foster placement of a child with you,

Your serious mental or physical health condition that makes you unable to work, To care for your spouse, child or parent with a serious mental or physical health

Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember. An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take up to 26 workweeks of FMLA leave in a single 12-month period to care for the servicemember. You have the right to use FMLA leave in **one block of time.** When it is medically necessary or otherwise permitted, you may take FMLA leave intermittently in separate blocks of time, or on a reduced schedule by working less hours each

day or week. Read Fact Sheet #28M(c) for more information. FMLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave.

Am I eligible to take FMLA leave? You are an eligible employee if all of the following apply:

 You work for a covered employer You have worked for your employer at least 12 months, You have at least 1,250 hours of service for your employer during the 12 months before your leave, and Your employer has at least 50 employees within 75 miles of your work location.

Airline flight crew employees have different "hours of service" requirements.

You work for a **covered employer** if **one** of the following applies:

You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year, You work for an elementary or public or private secondary school, or You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the FMLA, administered by the

Office of Personnel Management. How do I request FMLA leave? Generally, to request FMLA leave you must: Follow your employer's normal policies for requesting leave, Give notice at least 30 days before your need for FMLA leave, or If advance notice is not possible, give notice as soon as possible.

What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that You do not have to share a medical diagnosis but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You must also inform your employer if FMLA leave was previously taken or approved for the same reason when requesting

> Your **employer may request certification** from a health care provider to verify medical leave and may request certification of a qualifying exigency. The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress.

What does my employer need to do? If you are eligible for FMLA leave, your • Allow you to take job-protected time off work for a qualifying reason, · Continue your group health plan coverage while you are on leave on the same

basis as if you had not taken leave, and • Allow you to return to the same job, or a virtually identical job with the same pay,

benefits and other working conditions, including shift and location, at the end of Your **employer cannot interfere with your FMLA rights** or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a

After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your employer must confirm whether you are eligible or not eligible for FMLA leave. If your employer determines that you are eligible, your

employer must notify you in writing: · About your FMLA rights and responsibilities, and

• How much of your requested leave, if any, will be FMLA-protected leave. Where can I find more information Call 1-866-487-9243 or visit dol.gov/fmla to learn more. If you believe your rights under the FMLA have been violated. you may file a complaint with

WHD or file a private lawsuit against vour employer in court. Scan the QR code to learn about our WHD WAGE AND HOUR DIVISION complaint process.



SCAN ME

Revised 01.20.21

IOWA MINIMUM WAGE

Your Rights Under The Iowa Minimum Wage Law

Hourly Minimum Wage

The minimum wage applies to most hourly wage earners employed in lowa. Most small retail and service establishments grossing less than

\$300,000.00 annually are not required to pay the minimum wage. The majority of supervisory and administrative employees paid a salary are not covered by the law. Employers may pay an initial employment rate of \$6.35 for the first 90 calendar days of employment. TIP CREDIT – The employer's share for tipped employees who customarily and regularly receive more than \$30.00 a month in tips must be at least \$4.35 an hour.

The lowa 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. **Contact Information Iowa Division of Labor** 150 Des Moines Street

Des Moines, IA 50309-1836

Phone: 515-725-5619

Enforcement

Fax: 515-725-4123 www.iowadivisionoflabor.go **Federal Minimum Wage & Overtime Pay** Applications of the minimum wage rates under federal law differ from those under lowa Law. lowa employers must comply with the more

stringent applicable law. Overtime is covered by the federal Fair Labor Standards Act. Questions concerning federal law should be directed to: **U.S. Department of Labor Wage & Hour Division** 210 Walnut Street Des Moines, IA 50309 Phone: 515-284-4625 www.dol.gov

The law requires displaying this poster where it can easily be seen by all employees.

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

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

HEALTH INSURANCE PROTECTION

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. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

job to perform service in the uniformed service and: to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in you ensure that your employer receives advance written or verbal notice the military. of vour service: you have five years or less of cumulative service in the uniformed • Even if you don't elect to continue coverage during your military service, services while with that particular employer; you have the right to be reinstated in your employer's health plan when you return to work or apply for reemployment in a timely manner after you are reemployed, generally without any waiting periods or exclusions conclusion of service; and (e.g., pre-existing condition exclusions) except for service-connected

you have not been separated from service with a disqualifying discharge illnesses or injuries. f you are eligible to be reemployed, you must be restored to the job • The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of and benefits you would have attained if you had not been absent due to

• For assistance in filing a complaint, or for any other information on USERRA, contact VETS at **1-866-4-USA-DOL** or visit its website at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be viewed at https://webapps.dol.gov/elaws/vets/userra • If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation.

• If you leave your job to perform military service, you have the right

• You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA. Publication Date — May 2022 The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.

this address: https://www.dol.gov/agencies/vets/programs/userra/poster. Federal law requires employers to notify employees of their rights under



no service connection

YOUR RIGHTS UNDER USERRA

or under other than honorable conditions.

military service or, in some cases, a comparable job.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

If you: • are a past or present member of the uniformed service; • have

applied for membership in the uniformed service; or • are obligated to

In addition, an employer may not retaliate against anyone assisting in the

enforcement of USERRA rights, including testifying or making a statement

in connection with a proceeding under USERRA, even if that person has

serve in the uniformed service; then an employer may not deny you:

• initial employment; • reemployment; • retention in employment; •

promotion; or • any benefit of employment, because of this status.

You have the right to be reemployed in your civilian job if you leave that

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 workrelated 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 speak in private to the inspector.

 File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your See any OSHA citations issued to your

employer. Reguest copies of your medical records, tests that measure hazards in the

workplace, and the workplace injury and

This poster is available free from OSHA.

illness log.

Contact OSHA. We can help.

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 raising a health and safety concern 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.

in a language and vocabulary they can understand. Prominently display this poster in the

Provide required training to all workers

workplace. Post OSHA citations at or near the place

of the alleged violations.

state.

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



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

IA-0723-F04