

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

Know Your Rights: Workplace Discrimination is Illegal. The U.S. Equal Employment Opportunity Commission (EEOC) enforces laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

Who is Protected? Employees (current and former), including managers and temporary employees. What Organizations are Covered? Union members and applicants for membership in a union. Most private employers. State and local governments (as employers). Educational institutions (as employers).

What Types of Employment Discrimination are Illegal? What Organizational Policies are Illegal? What Types of Employment Discrimination are Illegal? Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS. Protected Veterans Status. The Vietnam Era Veterans' Readjustment Assistance Act (VEVRA) of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE. Individuals with Disabilities. Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity that receives Federal financial assistance.

EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act (EPPA) prohibits most private employers from using lie detector tests on their employees. Public employers are generally prohibited from requiring or requesting an employee or job applicant to take a lie detector test.

ANTI-DISCRIMINATION NOTICE

It is illegal to discriminate against work authorized individuals. Employees 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.

NO SMOKING NOTICE

Smoking is PROHIBITED in accordance with the Louisiana Smoke-Free Air Act (Act 15). For more information visit myTLF.org or call 1-866-4-AM-4-TL.

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INDEPENDENT CONTRACTOR OR EMPLOYEE

ATTENTION ALL EMPLOYEES, EMPLOYERS, INDEPENDENT CONTRACTORS AND SUBCONTRACTORS. If you have questions about whether you are an employee or independent contractor, or if you are an independent contractor, you must pay all taxes required by Louisiana and Federal Law.

NATIONAL GUARD RESERVE RIGHTS

You have certain protected employment and re-employment rights, freedom from discrimination rights, and civil relief rights. Under state and federal law, if you feel that you have been discriminated against or denied such rights on account of your service in the uniformed services, contact the Employer Support of the Guard and Reserve Committee at 1-800-336-4590, or log on to www.ESGR.org, or e-mail questions to questions@AESGR.com.

Honoring your service.

Support your uniformed services, and place this poster in a conspicuous place as required by law. An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

UNEMPLOYMENT INSURANCE

Notice to Workers: Your employer is subject to the Louisiana Employment Security Law and is required to post this notice in a conspicuous place. Your employer has contributed to the Louisiana Trust of which your benefits are paid. No amount of contributions to the Trust Fund is deductible from your earnings.

FEDERAL MINIMUM WAGE

Effective July 24, 2009, the federal minimum wage is \$7.25 per hour. This notice is required to be posted in a conspicuous place as required by law.

FEDERAL EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

Employees have the right to organize and bargain collectively through representatives of their own choosing. Employees have the right to refrain from any such activity without fear of retaliation.

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

The Labor Department requires employers to display this poster for all employees who can readily see it. OVERTIME PAY: At least 1.5 times your regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR

Child Labor: An employee must be at least 16 years old to work in most non-farm jobs and at least 18 years old in non-farm jobs declared hazardous by the Secretary of Labor.

WORKERS' COMPENSATION

Reporting Injury: You should report to your employer any occupational disease or personal injury that works related, even if you claim to be minor. Occupational Disease or Death in Case of an Employee: If you die from an occupational disease or death in case of an employee, the employer should be notified.

SICKLE CELL DISCRIMINATION

Prohibition of sickle cell trait discrimination: exceptions. It is unlawful for an employer to engage in any of the following practices: (1) Fail to refer to hire, or to discharge, any individual or otherwise discriminate against any individual because such individual has sickle cell trait.

PAYDAY NOTICE

Regular Paydays for Employees of Louisiana. (Company Name) Shall be as follows: Weekly, Bi-Weekly, Monthly, Other. An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

WORKERS' COMPENSATION FRAUD

IS SOMEONE YOU KNOW CHEATING THE SYSTEM? Nationwide Toll-Free Fraud Hotline: 1-800-201-3362. Office Hours: 8:30 a.m. - 5:00 p.m. (All information remains anonymous).

WITHHOLDING STATUS

Now it's time to check your withholding. For more details, get Publication 2251-29-2969. You may file a claim for a refund of over-withholding.

OUT-OF-STATE MOTOR VEHICLE

Duties of employees and employers. Each employer in this state shall notify each person employed by that employer of the requirement of Subsection A of this Section. The notice shall be by direct communication at the time of employment and by posting a notice in a prominent location at the place of employment.

PAYMENT OF WAGES

Time of Payment of Wages. Your employer has a duty to inform you of the time of your hire what your wage rate will be, how often you will be paid and how you will be paid, and of any subsequent changes thereto.

EQUAL OPPORTUNITY FOR ALL

Discrimination Has No Place. Equal opportunity is the law. It is against the law for recipients of Federal financial assistance to discriminate on the basis of race, color, sex, or national origin.

DISCRIMINATION

Genetics in the Workplace. Louisiana law forbids genetic discrimination and genetic testing in the workplace. Employees have the right to privacy regarding their genetic information.

CHILD LABOR LAWS

Child Labor: An employee must be at least 16 years old to work in most non-farm jobs and at least 18 years old in non-farm jobs declared hazardous by the Secretary of Labor.

LOUISIANA MINOR LABOR LAW PLACARD

Minor under the age of 18 years shall be employed until such time as the minor has procured and has on file an employment certificate for such minor issued by the city or parish superintendent of schools.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

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.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

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.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

Employers must: Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related incident resulting in hospitalization, amputation, or loss of an eye.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

Employers must: Provide required training to all workers in a language and vocabulary they can understand. Prominently display this poster in the workplace.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

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

FMLA - FAMILY AND MEDICAL LEAVE ACT

Your Employee Rights Under the Family and Medical Leave Act. What is FMLA? 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.

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

How do I request FMLA leave? Generally, to request FMLA leave you must: Give notice at least 30 days before you need FMLA leave, or if advance notice is not possible, give notice as soon as possible.

What are my FMLA rights? You have the right to take up to 12 workweeks of FMLA leave in a single 12-month period to care for the next of kin. When it is medically necessary or otherwise permitted, you may take FMLA leave intermittently in separate blocks of time on a reduced schedule by working less hours each day or week.

How do I request FMLA leave? Generally, to request FMLA leave you must: Give notice at least 30 days before you need FMLA leave, or if advance notice is not possible, give notice as soon as possible.

AGE DISCRIMINATION

The prohibitions herein listed shall be limited to individuals who are at least 40 years of age. It is unlawful for an employer to engage in any of the following practices: (1) Fail to refer to hire, or to discharge, any individual or otherwise discriminate against any individual because of his or her age.

PREGNANCY RIGHTS OF EMPLOYEES

Non-Discrimination. Louisiana employees who employ more than twenty-five employees each working day in each of twelve calendar weeks in the current or preceding calendar year are prohibited from discriminating against an applicant for employment or an employee with medical needs causing limitations arising from pregnancy, childbirth, or related medical conditions.

EARNED INCOME CREDIT

Earned Income Credit (EIC) 2023. You may claim the Earned Income Credit on Form 1040 and add Schedule EIC if you have children. If you need more information regarding the EIC or to check on updates, you should contact the IRS at 1-800-829-1040 or visit the IRS Website.

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 Defense Medical System.

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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.

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