

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.

- Who is Protected? - Employees (current and former), including full-time and temporary employees. What Organizations are Covered? - Most private employers. What Types of Employment Discrimination are Illegal? - National origin. Retaliation for filing a charge...

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

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin Executive Order 11246, as amended, prohibits employment discrimination based on race, color, religion, sex, sexual orientation, gender identity, or national origin...

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 aspects of employment by Federal contractors...

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 which receives Federal financial assistance.

WORKERS' COMPENSATION STATE OF ALABAMA WORKERS' COMPENSATION INFORMATION

If you are injured on the job, or contract an occupational disease, notify your employer immediately. Your employer will advise you of the physician to see for authorized medical treatment.

WORKERS' COMP INSURANCE CARRIER TELEPHONE NUMBER ASSISTANCE IS AVAILABLE UNDER THE ALABAMA WORKERS' COMPENSATION LAW INCLUDING MEDIATION SERVICE.

FOR INFORMATION CALL: 1-800-528-5166 Department of Labor Workers' Compensation Division 649 Monroe Street Montgomery, AL 36131

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

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

PAYDAY NOTICE Regular Paydays for Employees of

Form for payday notice with fields for Company Name, Weekly, Bi-Weekly, Monthly, Other, and By: Title:

WITHHOLDING STATUS YOU MAY NEED TO CHECK YOUR WITHHOLDING

Since you last filed form W-4 with your employer did you... Married or divorced? Gain or lose a dependent? Change your name? Were there major changes... See your employer for a copy of Form W-4 or call the IRS at 1-800-829-3676.

CHILD LABOR LAWS ALABAMA CHILD LABOR LAWS

Each employer shall obtain and display the proper Child Labor Certificate(s) for each location where minors under the age of 18 are employed. To apply for a certificate(s) go to www.labor.alabama.gov

Table with columns for Minors Age 14/15 and Minors Age 16/17/18. Rows include Employment Certificate, Work Time Restrictions, Breaks, Occupations, Record Keeping, and Alcoholics Beverages.

UNEMPLOYMENT COMPENSATION FRAUD UNEMPLOYMENT COMPENSATION FRAUD IS A CRIME

Some examples of fraud include: Making false statements to obtain unemployment compensation. Attempting to draw benefits while working. Continuing to file a claim after returning to work.

FRAUD IS STEALING! FRAUD PENALTIES ARE SEVERE

Up to a Class B Felony. Fines of up to \$500 AND up to 12 months in jail for each fraudulent week claimed. Mandatory ineligibility for up to a two year period.

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.

REEMPLOYMENT RIGHTS You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and: you ensure that your employer receives advance written or verbal notice of your service;

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job.

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 this address: https://www.dol.gov/agencies/vets/programs/userra/poster.

UNEMPLOYMENT COMPENSATION YOUR JOB INSURANCE

Workers in this establishment are covered by the Alabama Unemployment Compensation Law. YOU MAY BE ENTITLED TO BENEFITS IF: (1) You become totally or partially unemployed under conditions defined by law and you are otherwise eligible and qualified for benefits and

However, if you voluntarily leave your employment without good cause connected with your work or if you are discharged for "cause", your benefits may be postponed and reduced or entirely denied. IMPORTANT: Be sure that your employer is using your correct social security number; if not, your claim may be delayed.

ALABAMA DEPARTMENT OF LABOR Alabama Administrative Code 480-4-2-.19 requires that this notice be posted conspicuously

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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. You must also inform your employer if FMLA leave was previously taken or approved for the same reason when requesting additional leave.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT Job Safety and Health IT'S THE LAW!

OSHA Occupational Safety and Health Administration 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.

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 Employees 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.

WORKERS' COMPENSATION FRAUD NOTICE WORKERS' COMPENSATION FRAUD It could be a ticket to jail!



WANTED INFORMATION LEADING TO THE DISCOVERY AND OR CONVICTION OF WORKERS' COMPENSATION FRAUD.

Making a false statement to obtain workers' compensation benefits (Ala. Criminal Code, Section 13A-11-124) is a Class C Felony under Alabama law. Class C Felonies are punishable by imprisonment for as much as 10 years and monetary fines of up to \$15,000.

WORKERS' COMPENSATION FRAUD CAN BE: Reporting an off the job accident as an on the job accident. Reporting an accident that never happened.

TO REPORT WORKERS' COMPENSATION FRAUD CALL 1-800-923-2533 OR 334-242-7345

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 1/2 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 restrictions.

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.

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR 1-866-487-9243 www.dol.gov/agencies/whd