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LOUISIANA & FEDERAL LABOR LAW POSTER

LaborLawCenter.com 1-800-745-9970 • Product ID: LA50

Compliance Code: LA-1224-F04 • Check Compliance By Scanning Here •

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

DISCRIMINATION

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. 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 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) Unions Statfing agencies What Types of Employment Discrimination are Illegal? Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of: Religion Aace Color National origin Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity) Age (40 and older) Disability Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history) Requesting or disclosing medical information 	 participating in an investigation or proceeding Conduct that coerces, intimidates, threatens, or interwith 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 ha Occurred? Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strictlimits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can rethe EEOC in any of the following ways: Submit an inquiry through the EEOC's public portal. <i>https://publicportal.eeoc.gov/Portal/Login.aspx</i> Call 1–800–669–4000 (toll free) 1–800–669–4820 (TTY) 1–844–234–5122 (ASL video phone) Visit an EEOC field office (information at www.eeoc.gov/field-office)
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tigation or proceeding timidates, threatens, or interferes a their riahts, or someone someone else to exercise y discrimination (including gnancy accommodation mination ha eve Dis EOC promptly if you suspect elay, because there are strict tim of discrimination (180 or 300 re you live/work). You can reach lowing wavs gh the EEOC's public portal: gov/Portal/Login.aspx √I free) (TTY) ∠ (ASL video phone) □STATION Compation at bout the EEOC, out filing a charge able at www.eeoc.gov

sonably discourage someone

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

authorities should contact immediate

U.S. Department of Labor

1-800-397-6251 (toll-free)

Washington, D.C. 20210

200 Constitution Avenue, N.W

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

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) Protected Veteran Status The Vietnam Era Veterans' Readjustment Assistance Act of enforces the nondiscrimination and affirmative action commitments of companies 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and doing business with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under veterans, recently separated veterans (i.e., within three years of discharge or release from ederal law from discrimination on the following bases: active duty), active duty wartime or campaign badge veterans, or Armed Forces service

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin Executive Order 11246, as amended, prohibits employment discrimination by Federal **Retaliation** Retaliation is prohibited against a person who files a complaint of contractors based on race, color, religion, sex, sexual orientation, gender identity, or discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination national origin, and requires affirmative action to ensure equality of opportunity in all by Federal contractors under these Federal laws. Any person who believes a contractor aspects of employment.

Asking About, Disclosing, or Discussing Pay Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of ther applicants or emp

Disability Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, inge benefits, job training, classification, referral, and other aspects of employmer by Federal contractors. Disability discrimination includes not making reasonable If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 to access accommodation to the known physical or mental limitations of an otherwise gualified ndividual with a disability who is an applicant or employee, barring undue hardship to a question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage of employment, including the executive level.

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, prohibits prohibits employment discrimination on the basis of disability in any program or activity ination on the basis of race, color or national origin in programs or activities receiving which receives Federal financial assistance. Discrimination is prohibited in all aspects Federal financial assistance. Employment discrimination is covered by Title VI if the primary of employment against persons with disabilities who, with or without reasonable objective of the financial assistance is provision of employment, or where employment accommodation, can perform the essential functions of the job. If you believe you have a causes or may cause discrimination in providing services under such programs. been discriminated against in a program of any institution which receives Federal financial Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance. (Revised 6/27/2022) (Revised 6/27/2023)

EMPLOYEE POLYGRAPH PROTECTION ACT

EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from preempt any provision of any State or local law or any collective bargaining agreement using lie detector tests either for pre-employment screening or during the course which is more restrictive with respect to lie detector tests. EXAMINEE RIGHTS Where polygraph tests are permitted, they are subject to numerous

of employment. **TIONS** Employers are generally prohibited from requiring or requesting any strict standards concerning the conduct and length of the test. Examinees have a number employee or job applicant to take a lie detector test, and from discharging, disciplining, of specific rights, including the right to a written notice before testing, the right to refuse or or discriminating against an employee or prospective employee for refusing to take a discontinue a test, and the right not to have test results disclosed to unauthorized persons. test or for exercising other rights under the Act.

law does not apply to tests given by the Federal Government to certain private own court actions.

kind of lie detector) tests to be administered in the private sector, subject to restrictions, JOB APPLICANTS CAN READILY SEE IT. 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

ENFORCEMENT The Secretary of Labor may bring court actions to restrain violations and **EXEMPTIONS** Federal, State and local governments are not affected by the law. Also, the assess civil penalties against violators. Employees or job applicants may also bring their individuals engaged in national security-related activities. The Act permits polygraph (a THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND

has violated its nondiscrimination or affirmative action obligations under OFCCP's

The Office of Federal Contract Compliance Programs (OFCCP)

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR	
1-866-487-9243 www.dol.gov/agencies/whd	WH1462 REV 02/22

Rev. 05-08

EQUAL OPPORTUNITY FOR ALL What to Do Equal opportunity is the law. It is against the law for recipients If you think that you have been subjected to discrimination of Federal financial assistance to discriminate on the basis of under a WIOA Title I financially assisted program or activity,

vou may file a complaint within 180 days from the date of the Post Office Box 94094 the following: I. Against any individual in the United States, on the basis of alleged violation. 1001 North 23rd Street Baton Rouge, LA 70804-9094 race, color, religion, sex, national origin, age, disability, If you elect to file your complaint with the State Equal Phone (225) 342-3075 Opportunity (EO) Officer or with this office, you must wait political affiliation or belief: and Fax (225) 342-7961 2. Against any beneficiary of any program financially assisted until the recipient issues a decision or until 90 days have TDD 1-800-259-5154 under Title I of the Workforce Innovation & Opportunity passed, whichever is sooner, before filing with Civil Rights Or you may file at this office: Act (WIOA) on the basis of the beneficiary's citizenship/ Center (CRC) (see address to the right). Director of the Civil Rights status as a lawfully admitted immigrant authorized to work If the state EO Officer or this office has not provided you with in the United States, or on the basis of his/her participation a written decision within 90 days of the filing of the complaint, U. S. Department of Labor in any Louisiana Workforce Commission (LWC) program or you need not wait for a decision to be issued, but may file a 200 Constitution Avenue NW complaint with CRC within 30 days of the expiration of the 90 activity. Room N-4123 The recipient must not discriminate in any of the following day period. (In other words, within the 120 days after the day Washington, DC 20210. on which you filed your complaint with the recipient.) areas: This notice must be posted in a 1. Deciding who will be admitted or who will have access to If the State EO Officer or this office does give you a Written conspicuous place, setting Notice of Final Action on your complaint, but you are forth information to effectuate any LWC financially assisted program or activity, 2. Providing opportunities in, or treating any person with dissatisfied with the recipient's resolution of your complaint, this purpose regard to, such a program or activity, you may file a complaint with CRC. Such complaints must be WORKFORCE 3. Making employment decisions in the administration of, or filed within 30 days of the date you received the Written Notice of Final Action. in connection with, such a program or activity. R.S. 23:314 www.laworks.net Revised March 2017 An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

WITHHOLDING STATUS

YOU MAY NEED TO CHECK YOUR WITHHOLDING

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

> > us/HumanRights/

LSA-R.S. 51:2231(c)

and keep posted in

Every employer

numanrightshome.htm.

employment agency, and

labor organization shall post

conspicuous places upon its

prepared by the Louisiana

setting forth information as

R.S. 23:352, 354

Revised April 2010

i WORKFORCE

www.laworks.net

🛑 COMMISSION

premises a notice, to be

Workforce Commission,

the department deems

appropriate to effectuate

the purposes of this Part.

To file your complaint contact

ouisiana Equal Opportunity

Officer, Compliance Programs

Director, Louisiana Workforce

Commission

WORKERS' COMPENSATION

 Reporting Injury You should report to your employer any occupational disease or personal injury that is work-related, even if you claim it to be minor. Occupational Disease or Death In case of an 	death. In addition, any fraudulent action by the employer, employee, or any other person for the purpose of obtaining or defeating any benefit or payment of workers' compensation shall subject such person to criminal as well as civil liabilities.	as prescribed by law, you may call or write to the Office of Workers' Compensation Administration, Post Office Box 94040, Baton Rouge, Louisiana 70804- 9040 or telephone (225) 342-7555.
occupational disease, all claims are barred unless	The above mentioned notice should be filled with	Name and Address of Insurance Company
the employee files a claim with his/her employer	the employer at the address shown to the right. A	
within one year of the date that: 1. The disease manifests itself.	notice so given shall not be held invalid because	
2. The employee is disabled as a result of	of any inaccuracy in stating the time, place, nature or cause of injury, or otherwise, unless it is shown	
the disease.	that the employer was in fact misled to his	
3. The employee knows or has reasonable	detriment thereby. Failure to give notice may not	Notice shall be given by delivering it or sending
grounds to believe that the disease is	harm the employee if the employer knew of the	it by certified mail or return receipt requested to:
occupationally related.	accident or if the employer was not prejudiced by	Employer Representative
In case of death arising from occupational	the delay or failure to give notice.	
disease, all claims are barred unless the	Physicians In the event you are injured, you are	
dependent(s) file a claim with the deceased	entitled to select a physician of your choice for	
employee's employer within one year of: 1. The date of death.	treatment. The employer may choose another physician and arrange an examination which you	Employer
2. The date the claimant has reasonable grounds	would be required to attend.	
to believe that the death resulted from	Formal Claim In order to preserve your right to	
occupational disease.	benefits under the Louisiana Workers'	R.S 23:1302 states that this notice should be
Filing Notice In case of injury or death caused by	Compensation Law, you must file a formal claim	posted in a convenient and conspicuous place in
a work-related accident, an injured employee or	with the Office of Workers' Compensation	the employer's place of business.
any person claiming to be entitled to compensation	Administration within one year after the	Powised May 2002
either as a claimant or as a representative of a	accident if payments have not been made or	Revised May 2003
person claiming to be entitled to compensation,	within one year after the last payment of	
must give notice to the employer within 30 days	benefits.	
of the injury. If notice is not given within 30 days,	Information If you desire any information	

ligible employees can take **up to 12 workweeks** of FMLA leave in a 12-month period for: 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 any state or local law or collective bargaining agreement that provides greater family or condition, and Certain qualifying reasons related to the foreign deployment of your spouse, child or

parent who is a military servicemember. n 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 eave in a single 12-month period to care for the servicem

You have the right to use FMLA leave in **one block of time.** When it is medically **must:** ecessary 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.

MLA 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. m I eligible to take FMLA leave? You are an eligible employee if all of the following

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 /our employer has at least 50 employees within 75 miles of your work location. rline flight crew employees have different "hours of service" requirements.

You work for a **covered employer** if <u>one</u> of the following applies: You work for a private employer that had at least 50 employees during at least 20 vorkweeks 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. Mo federal employees are covered by Title II of the FMLA, administered by the Office of

Personnel Management. low do I request FMLA leave? Generally, to request FMLA leave you <u>must</u>

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

The prohibitions herein listed shall be limited to individuals who are at least forty years of age.

A. It is unlawful for an employer to engage in any of the following practices:

against any individual with respect to his compensation, or his terms, conditions, or privileges of employment because of the individual's age. . Limit, segregate, or classify his employees in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee because of the individual's age.

. Reduce the wage rate of any employee in order to comply with the requirements herein.

B. It is unlawful for an employment agency to fail or refuse to refer for employment, or otherwise to discriminate against, any individual because of the individual's age, or to classify or refer for employment any individual on the basis of the individual's age.

. It is unlawful for a labor organization to engage in any of the following practices: 1. Exclude or expel from its membership, or otherwise to discriminate against any individual because of his age.

2. Limit, segregate, or classify its membership, or to classify or fail or refuse to refer for employment any individual, in any way which would deprive or tend to deprive any individual of employment opportunities, or would limit such in violation of the provisions herein.

D. It is unlawful for an employer to discriminate against any of his employees or information to effectuate this purpose. R.S. 23:311, 312 applicants for employment, for an employment agency to discriminate against An Equal Opportunity Employer Program. Auxiliary aids and services any individual, or for a labor organization to discriminate against any member are available upon request to individuals with disabilities. thereof or applicant for membership because the individual, member, or 1-800-259-5154 (TDD) applicant for membership has opposed any practice made unlawful by this

that 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 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 TMLA for most employees. 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

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 employer

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 leave. 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 WHD investigation. After becoming aware that your need for leave is for a reason that may gualify under the

FMLA, your **employer <u>must</u> 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 info Call 1-866-487-9243 or visit dol.gov/fmla to learn more. If you believe your rights unde the FMLA have been violated. you may file a complaint with WHD or file a private lawsuit against your employer in court Scan the QR code to learn

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR WH1420 REV 04/2

SCAN ME

AGE DISCRIMINATION

FMLA - FAMILY AND MEDICAL LEAVE ACT

Your Employee Rights Under the Family and Medical Leave Act

Section, or because such individual, member or applicant for membership has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or litigation pursuant to the listed herein provisions. I. Fail or refuse to hire, or to discharge, any individual or otherwise discriminate E. It is unlawful for an employer, labor organization, or employment agency to

about our WHD

complaint process.

print or publish, or cause to be printed or published, any notice or advertisement relating to employment by the employer or membership in or any classification or referral for employment by such an employment agency indicating any preference, limitation, specification, or discrimination based on age. F. It is not unlawful for an employer, employment agency, or labor organization

to engage in any of the following practices:

. Take any action otherwise prohibited under Subsection A, B, C, or E, where age is a bona fide occupational qualification reasonably necessary for the normal operation of the particular business, or where the differentiation is based on reasonable factors other than age.

2. Take any action otherwise prohibited under Subsection A, B, C, or E to observe the terms of a bona fide employee benefit plan, such as retirement, pension, or insurance plan, which is not a subterfuge to evade the purpose herein except that no such employee benefit plan shall excuse the failure to hire any individual.

3. Discharge or otherwise discipline an individual for good cause.

Acts 1997, No. 1409 If you believe you have been discriminated against, please employment opportunities or otherwise adversely affect his status as an contact the Louisiana Commission on Human Rights at 1-888-248-0859 or visit employee or as an applicant for employment, because of the individual's age. us at www.gov.state.la.us/HumanRights/humanrightshome.htm. LSA-R.S. 3. Cause or attempt to cause an employer to discriminate against an individual 51:2231(c). Every employer, employment agency, and labor organization shall post and keep posted in conspicuous places upon its premises, setting forth



PREGNANCY RIGHTS OF EMPLOYEES

Non-Discrimination Louisiana employers who employ more than twenty-five <u>Employer Obligations</u> In addressing an employee's pregnancy, childbirth, or employees for each working day in each of twenty or more calendar weeks in the related medical condition, Louisiana employers may not: current or preceding calendar year are prohibited from discriminating against an • Refuse to promote her;

to promotion;

Refuse to select her for a training program leading to promotion, provided

the anticipated date of departure for her pregnancy leave;

she is able to complete the training program at least three months prior to

• Discharge her from employment or from a training program leading

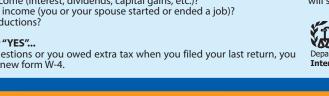
• Discriminate against her in compensation or in terms, conditions, or

• Your family wage income (you or your spouse started or ended a job)? • Your itemized deductions? Your tax credits? If you can answer "YES"... ay need to file a new form Ŵ-4. telecommunications relay services. OFCCP may also be contacted by submitting

Discrimination Has No Place

• Marry or divorce?

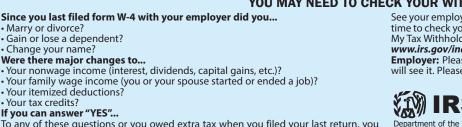
To any of these questions or you owed extra tax when you filed your last return, you



 Change your name? Were there major changes to... • Your nonwage income (interest, dividends, capital gains, etc.)?

• Gain or lose a dependent?

irs 🕅 Department of the Treasury Internal Revenue Service www.irs.gov



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.

NO SMOKING NOTICE



Smoking is PROHIBITED in accordance with the Louisiana Smoke-Free Air Act (Act 815).

© The Louisiana Campaign for Tobacco-Free Living. For more information visit myTFL.org or call 1-866-I-AM-4-TFL

UlTaxfraud@lwc.la.gov.

Independent Contractors:

ouisiana and Federal Law.

Employer Consequences:

INDEPENDENT CONTRACTOR OR EMPLOYEE

ATTENTION ALL EMPLOYEES, EMPLOYERS, INDEPENDENT CONTRACTORS AND SUBCONTRACTORS:

The law says that you are an employee unless:

- You are free from direction and control in performing your job, AND You perform work that is not part of the usual work done by the business
- that hired you OR is not performed on the business's premises, AND · You are customarily engaged in an independently established trade,

occupation, profession or business. Your employer cannot consider you to be an independent contractor unless all three of these facts apply to your work.

IT IS AGAINST THE LAW FOR AN EMPLOYER TO MISCLASSIFY EMPLOYEES AS INDEPENDENT CONTRACTORS OR PAY **EMPLOYEES OFF THE BOOKS.**

Employee Rights:

If you are an employee, you are entitled to: Unemployment benefits, if unemployed through no fault of your own, able to work, and meet other eligibility requirements. Workers' Compensation benefits for on-the-job injuries.

misclassifying a worker as an independent contractor include: Fines of up to \$2500 per misclassified worker per instance. • Imprisonment for up to 90 days. Prohibited from contracting with any state agency iiii WORKFORCE or political subdivision of the state for three years. This notice must be posted in a conspicuous place, www.laworks.net setting forth information to effectuate this purpose. R.S. 23:1711 September 2021

It is a violation of this law for employers to retaliate against anyone who

asserts their rights under the law. Retaliation subjects an employer to civil

penalties, a lawsuit or both. If you have questions about whether you are an

employee or independent contractor, or you want to file a complaint, call the

Louisiana Workforce Commission Fraud Hotline at 1-(866)-783-5567 or email

If you are an independent contractor, you must pay all taxes required by

Pursuant to Louisiana Employment Security Law R.S. 23:1711 (G): Penalties for

An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

PAYMENT OF WAGES ACT

TIMELY PAYMENT OF WAGES

Your employer has a duty to inform you at 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. If your employer should, for reasons within his control, fail to pay you according to that agreement, you must lodge a complaint with him. If no action is taken to resolve your complaint, you may report the violation to the Louisiana Workforce Commission. This notice must be posted in a conspicuous place, setting forth information to effectuate this purpose i Workforci

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

R.S. 23:633(D) Revised January 2016

NATIONAL GUARD RESERVE RIGHTS



ents will be made for such injury or regarding your rights and entitlement to benefits

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to Individuals with disabilities. 1-800-259-5154 (TDD)

SICKLE CELL DISCRIMINATION

provisions herein

individual has sickle cell trait.

under the provisions herein.

deprive any individual of employment opportunities, or

limit such employment opportunities, or otherwise

adversely affect his status as an employee or as an

discriminate against an individual in violation of the

any of his employees or applicants for employment, for

applicant for employment, solely because such

D. It is unlawful for an employer to discriminate against

an employment agency to discriminate against any

individual, or for a labor organization to discriminate

applicant for membership has opposed any practice

individual, member, or applicant for membership has

manner in an investigation, proceeding, or litigation

E. It is unlawful for an employer, labor organization, or

printed or published, any notice or advertisement

membership in or any classification or referral for

employment agency indicating any preference,

sickle cell trait. Acts 1997, No. 1409, §1

relating to employment by such employer or

made a charge, testified, assisted, or participated in any

employment agency to print or publish, or cause to be

employment by such a labor organization, or relating to

any classification or referral for employment by such

limitation, specification, or discrimination based on

membership because such individual, member, or

(3) Cause or attempt to cause an employer to

against any member thereof or applicant for

made unlawful by this Section, or because the

Prohibition of sickle cell trait discrimination; exceptions

A. It is unlawful for an employer to engage in any of the following practices: (1) Fail or refuse to hire, or to discharge, any individual or otherwise discriminate against any individual with respect to his compensation, terms, conditions, or

privileges of employment, because such individual has sickle cell trait. (2) Limit, segregate, or classify his employees in any way which would deprive or tend to deprive any individual of employment opportunities, or otherwise adversely affect his status as an employee, because such

individual has sickle cell trait. (3) Reduce the wage rate of any employee in order to comply with the provisions herein. B. It is unlawful for an employment agency to fail to refer

or refuse to refer for employment, or otherwise to discriminate against, any individual because such individual has sickle cell trait, or to classify or refer for employment any individual on the basis that such individual has sickle cell trait.

C. It is unlawful for a labor organization to engage in any of the following practices: 1) Exclude or expel from its membership, or otherwise discriminate against, any individual because of sickle cell trait.

(2) Limit, segregate, or classify its membership, or classify or fail to refer or refuse to refer for employment any individual in any way which would deprive or tend to

An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

PAYDAY NOTICE

Regular Paydays for Employees of





Genetics in the Workplace Louisiana law forbids genetic discrimination terms, or conditions of employment, or other mutual aid or protection in and limits genetic testing in the workforce. Employers also must grant one relation to employment or any agent acting for such an organization. day's leave of absence from work to obtain genetic testing or preventative 5. "Medically necessary" means those healthcare services that are in cancer screening. Employees must provide at least 15 days notice prior to accordance with evidence-based medical standards or that are considered the leave and make a reasonable effort to schedule the leave so as not to by most physicians or independent licensed practitioners within the unduly disrupt the employer's operations. An employee shall not be community to be the standard of care.

required to share the results of genetic testing or a preventative cancer **6. "Preventative cancer screening"** means healthcare services necessary for screening with the employer. The employer is not required to provide paid the detection of cancer in an individual, including but not limited to magnetic time off for the leave, but shall permit the employee to use any accrued resonance imaging, ultrasound, or some combination of tests.

vacation or other appropriate leave.

and privacy protections. They are as follows: 1. "Genetic monitoring" is the periodic examination of employees individual.

to evaluate changes to their genetic material that may have developed in Nondiscrimination Louisiana law also provides that an employer, labor the course of employment due to exposure to toxic substances in organization or employment agency shall not discriminate on the basis of the workplace.

Compensation Fraud.

23:1208], it is unlawful:

assess, or interpret genetic information for diagnostic or therapeutic training, or other training program shall not discriminate on the basis of purposes, or for genetic education or counseling.

3. "Genetic test" means the analysis of human DNA, RNA, chromosomes, Exceptions An employer, labor organization or employment agency may and those proteins and metabolites used to detect heritable or some request protected genetic information with an offer of employment in somatic disease related genotypes or karyotypes for clinical purposes. It limited circumstances. They may request, collect or purchase protected must be generally accepted in the scientific and medical communities to genetic information under limited circumstances if there qualify under this definition.

4. "Labor organization" means any organization which exists for the effect of genetic monitoring of toxic substance shall be purpose of collective bargaining with employers concerning grievances, permitted in the workplace.

If you believe you have been discriminated against, please contact the Louisiana Commission on Human Rights at {225} 342-6969, or visit us at www.gov.louisiana.gov/ page/lchr. LSA-R.S. Sl:2231(c) This notice must be posted in a conspicuous place, setting forth information to effectuate this purpose. R.S. 23:302; R.S. 23:368, 369, and 370

WHAT IS WORKERS' COMPENSATION FRAUD

claimant to willfully make a false statement or representation. WHAT IS WORKERS' COMPENSATION FRAUD

Common forms of workers' compensation fraud include:

WORKERS' COMPENSATION FRAUD

Workers' compensation fraud is punishable by Louisiana law

· Faking an injury or illness in order to collect workers' compensation benefits

· Claiming that an injury which occurred in another location happened in the workplace

themselves (himself) or another person, to willfully make a false statement or representation.

· Claiming that a work-related injury or illness is more severe than it really is

· Collecting workers' compensation benefits long after an injury has healed

The Louisiana Workforce Commission is working with law enforcement to find and prosecute Workers'

These actions are illegal. Under the Louisiana Workers' Compensation law [Louisiana Revised Statutes, Section

For any person, for the purpose of counseling or defeating any workers' compensation benefit payment for

For any person, either directly or indirectly, to aid and abet an employer or claimant or counsel an employer or

applicant for employment or an employee with medical needs causing limitations arising from pregnancy, childbirth, and related medical conditions. Reasonable Accommodations Louisiana employers have a general duty to reasonably accommodate an employee's physical limitations caused by her pregnancy, unless the employer can demonstrate the accommodation would pose an undue hardship on the operation of its business. "Reasonable accommodation" may include but is not limited to: If you believe you have Making existing facilities readily accessible to and usable by an applicant or been discriminated against employee with covered limitations: please contact the Louisiana Providing scheduled and more frequent or longer compensated break periods; Commission on Human Providing more frequent bathroom breaks; Rights at 1-888-248-0859 or visit us at www.gov.state.la.

Providing a private place, other than a bathroom stall, for the purpose of expressing breast milk; Modifying food or drink policy;

Providing seating or allowing the employee to sit more frequently if the job requires the employee to stand;

Assistance with manual labor and limits on lifting;

Temporarily transferring the employee to a less strenuous or hazardous vacant position, if qualified;

Providing job restructuring or light duty, if available; Acquiring or modifying equipment or devices necessary for performing

essential job functions; or

Modifying work schedules.

service in the uniformed service and:

that particular emplo

than honorable conditions.

service; and

a comparable job.

privileges of employment; Deny the same benefits and privileges of employment given other nonpregnant persons, including the taking of disability or sick leave made available to temporarily disabled employees; Deny leave to her for a reasonable amount of time;

• Refuse to transfer her to a less strenuous or hazardous position, if so requested and if a policy, practice, or collective bargaining agreement is in place authorizing such a transfer.

The provisions of law detailed herein may be found in La. R.S. 23:341 and 23:342. Complaints arising from these provisions of law may be made to the Louisiana Commission on Human Rights (LCHR). To learn more or to file a complaint online please visit the following site: https://gov.louisiana.gov/page/lchr. i Workforcf

La. R.S. 23:342 states that this notice shall be posted in a conspicuous place in an area that is accessible to employees in an employer's place of business. The Department of Labo www.laworks.net An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD) November 2021

EARNED INCOME CREDIT

Earned Income Credit EIC 2024

You may claim the Earned Income Credit on Form 1040 and add Schedule EIC Notice to Employees of Federal Earned Income Tax Credit (EIC) if you have children If you make \$60,000* or less, your employer should notify you at the If you need more information regarding the EITC or to check on updates, you time of hiring of the potential availability of Earned Income Tax Credits. Earned should contact the IRS at 1-800-829-1040 or visit the IRS Website at www.irs.gov. Income Tax Credits are reductions in federal income tax liability for which you Additional EITC resources are also available at the IRS EITC Home page: may be eligible if you meet certain requirements. Additional information and https://www.irs.gov/credits-deductions/individuals/earned-income-taxforms for these programs can be obtained from your employer or the Internal credit-eite Revenue Service. Visit the IRS on the Web at <u>www.irs.gov</u> or call toll-free at 1-800-829-1040. *Earned Income and adjusted gross income (AGI) must each be less than: Every employer shall keep conspicuously posted in or about the premises wherein any • \$59,899 (\$66,819 married filing jointly) with three or more qualifying children worker is employed, a printed copy or abstract of those labor laws which the Secretary • \$55,768 (\$62,688 married filing jointly) with two qualifying children may designate, in a form to be furnished by the Secretary. • \$49,084 (\$56,004 married filing jointly) with one qualifying child R.S. 23:15, 23:1018.2

• \$18,591 (\$25,511 married filing jointly) with no qualifying children Revised July 2024 n Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

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

f you are eligible to be reemployed, you must be restored to the job and benefits you

ould have attained if you had not been absent due to military service or, in some cases,

If you: • are a past or present member of the uniformed service; • have applied for membership in the uniformed service; or • are obligated to serve in the uniformed service;

hen an employer may not deny you: • initial employment; • reemployment; • retention in

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

GHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

proceeding under USERRA, even if that person has no service connection.

IEALTH INSURANCE PROTECTION You have the right to be reemployed in your civilian job if you leave that job to perform 🔸 If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military. you ensure that your employer receives advance written or verbal notice of your service; you have five years or less of cumulative service in the uniformed services while with • Even if you don't elect to continue coverage during your military service, you have

the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition you return to work or apply for reemployment in a timely manner after conclusion of exclusions) except for service-connected illnesses or injuries. you have not been separated from service with a disqualifying discharge or under other **ENFORCEMENT**

The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations.

VETS at 1-866-4-USA-DOL or visit its website at https://www.dol.gov/agencies/vets/. n 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

• You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

Publication Date — May 2022

The Department of Labor

www.laworks.net

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 Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.



OUT-OF-STATE MOTOR VEHICLE

Duties of employees and employers A. Any person who is a resident of a state which requires registration of the motor vehicle or motor vehicles of a person who is employed in that state within thirty days of such employment, and who is employed in and maintains a residence in Louisiana and who ouisiana shall apply for a certificate of registration for each of those vehicles within thirty days of the date on which the person was mployed in Louisiana

B. Each employer in this state shall notify each person employed by that An Equal Opportunity Program. employer of the requirement of Subsection A of this Section. The Auxiliary aids and services are available notice shall be by direct communication at the time of employment upon request to individual with disabilities. 1-800-259-5154 (TDD) This and by posting a notice in a prominent location at the place of notice must be posted in a

conspicuous place, setting forth

actively serving in the armed forces of the United States. Acts 1993,

R.S. 47:501.1

7. "Protected genetic information" is information about the genetic tests **Definitions** Key terms are used to establish specific genetic discrimination of an individual or that of an individual's family members, or the occurrence of a disease, or medical condition or disorder in family members of the

protected genetic information, and an employer, labor organization or joint 2. "Genetic services" are defined as the health services provided to obtain, labor management committee controlling apprenticeship, on-the-job

protected genetic information. is a request for, or receipt of, genetic services, and the

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Revised August 2023

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employment No. 765, §1.

operates one or more vehicles on the public streets and roads in **C.** The provisions of this Section shall not be applicable to members information to effectuate this purpose.

reserves, or on active duty?

You have certain protected employment and re-employment rights, freedom from discrimination rights, and civil relief rights. Under 38 U.S.C. 4301 et seq. (USERRA) and 50 U.S.C. 3901 et seq. (SCRA) and state law R.S. 29:401et seq. (MSRA), 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.mil or e-mail guestions to guestions@LAESGR.com.





An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

United States

Support your uniformed services, and place this poster

in a conspicuous place as required by law.

UNEMPLOYMENT INSURANCE

notice, or severance pay).

at which you are or were last employed, and in which you are

For any week with respect to which or a part of which you

have received or are seeking unemployment benefits under

an unemployment insurance law of another state or the

3 For any week with respect to which or a part of which you are

receiving or have received other remuneration (i.e., Workers'

Compensation, pensions, vacation pay, wages in lieu of

Penalties If you make a false statement knowing it to be false or

intentionally fail to disclose an important fact in order to receive

or increase a benefit amount, you shall be disqualified for not

more than the 52 weeks which immediately follow the week in

which such determination is made and shall not be entitled to

further benefits until cash repayment has been made or the

a foreign government, either for himself or for any other person,

shall be guilty of a misdemeanor, and shall be fined not less than

\$50 nor more than \$1,000 or imprisoned for not less than 30 days

nor more than 90 days, or both, in the discretion of the court.

participating, or in which you are interested

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 Fund from which benefits are paid. No amount of contributions to the Trust Fund is deductible from your earnings. Total Unemployment You may be eligible to receive unemployment insurance benefits provided: I You are unemployed.

2 You have registered for work. 3 You are able to work, available for work, and actively conducting a search for work.

4 You have been paid wages by employers subject to the Louisiana Employment Security Law during your base period in an amount sufficient to qualify you under the law.

Disqualification You may be disqualified from drawing benefits on your claim if:

I You have left work voluntarily without good cause attributable claim for repayment has prescribed. to a substantial change made to the employment by the In addition, the law provides: Whoever makes a false statement or

representation to the Agency knowing it to be false, or knowingly 2 You have been discharged for misconduct connected with fails to disclose a material fact to obtain or increase any benefit or other payment under this Chapter, or under an employment your work.

3 You fail without good cause to: (a) apply for available suitable security law of any other State, or the Federal Government, or of work, (b) accept suitable work when offered, or (c) return to your customary self-employment when directed.

I You have been discharged for the use of illegal drugs. **/ou may also be disqualified**

For any week with respect to which the Administrator finds Each such false statement or representation or failure to disclose that your unemployment is due to a labor strike which is in a material fact shall constitute a separate offense. active progress at the factory, establishment or other premises

An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009 penalties may be assessed for each child labor violation that results in the death or serious

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. ADDITIONAL INFORMATION 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

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. Certain narrow exemptions also apply to the pump at

work requirements. Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.









Any person who violates these provisions of the Workers' Compensation law will be subject to punishment based on the value of the benefits or payment obtained. [L.R.S., Section 23:1208(C)] **TO REPORT WORKERS'** \cdot \$10,000 or more: The person shall be imprisoned (with or without hard labor) for up to 10 years, fined up to \$10,000, **COMPENSATION FRAUD** or both. Between \$2,500 and \$10,000: The person shall be imprisoned (with or without hard labor) for up to 5 years, fined up CONTACT to \$5,000, or both Louisiana Workforce · Less than \$2,500: The person shall be imprisoned (with or without hard labor) for up to 6 months, fined up to \$500, Commission or both. Workers' Compensation Any person who violates these provisions of the Workers' Compensation law may also be assessed civil penalties by Fraud Section the workers' compensation judge or not less than \$500 or more than \$5,000 and may be ordered to make restitution Toll-Free Fraud Hotline: for benefits claimed or payments obtained through fraud.[L.R.S. Section 23:1208(D)] 1-800-201-3362 Any employee who violates these provisions of the Workers' Compensation law will, upon determination by a workers' (All information remains compensation judge, forfeit any right to compensation benefits. [L.R.S. 23:1208(E)] anonymous)

CHILD LABOR LAWS

Louisiana Minor Labor Law Placard Title 23, Chapter 3 of Revised Statutes of 1950 as Amended

No minor under the age of 18 years shall be employed until the employer 7. In or about sawmills or cooperage stock mills; has procured and has on file an employment certificate for such minor 8. In the operation of power-driven woodworking machines, or off-bearing issued by the city or parish superintendent of schools. from circular saws;

No minor under the age of 14 years may be employed, permitted, or 9. In logging operations; suffered to work except as provided in RS 23:151. Youths 14 and 15 years old may work outside school hours in various nonmanufacturing, non-mining, non-hazardous jobs under the following

conditions, if no more than • 3 hours on a school day or 18 hours in a school week; 8 hours on a non-school day or 40 hours in a non-school week. Also, work may not begin before 7 a.m. or end after 7 p.m., except from June

12. In spray painting or in occupations involving exposure to lead or its 1 through Labor Day, when evening hours are extended to 9 p.m. No minor under the age of 16 years may be employed, permitted, or 13. In any place or establishment in which the sale of alcoholic beverages, suffered to work for any five hour period without one interval of at least thirty minutes within such period for meals. Such interval shall not be

included as part of the working hours of the day. There are no time standards for minors 16 and 17 years of age regarding the numbers of hours worked per day or per week, however, minors shall

receive an eight hour rest break at the end of each work day, before the commencement of the next day of work. For purposes of the following items, a day during which school is in

session will be that designated as such by the local school superintendent for the school district in which the minor resides.

1. No minor 16 years of age who has not graduated from high school shall be employed, or permitted, or suffered to work between the hours of 11:00 p.m. and 5:00 a.m. prior to the start of any school day. No minor 17 years of age who has not graduated from high school shall

be employed, or permitted, or suffered to work between the hours of Specific Violations: Penalty 12:00 a.m. and 5:00 a.m. prior to the start of any school day. Any Person Who: No minor under 16 years of age who has not graduated from high school 1. Employs, permits or suffers a minor to work in violation of the provision shall be employed, or permitted, or suffered to work between the hours of of this part; or 7:00 p.m. and 7:00 a.m., except from June 1 through Labor Day, at which 2. Refuses to the Director of Workforce Development or authorized time the permissible hours are extended to 9:00 p.m. No minor under the age of 16 years shall be employed, permitted, or or otherwise obstructs the Director of Workforce Development or suffered to work more than three hours each day on any day when school representatives in the performance of their duties; or is in session, nor more than eighteen hours in any week when school is in 3. Hides or causes any minor to escape or gives him warning of the approach of any officer charged with the enforcement of the provision of

Prohibited Employment

Minors (except those indentured as apprentices in accordance with Chapter 4 of Revised Statutes, Title 23) shall not be employed, permitted, or suffered to work in the following occupations: 1. In oiling, cleaning, or wiping machinery or shafting, or in applying belts to pulleys;

nalty provided above be liable for a civil penalty not to exceed five In or about any mine or guarry;



All workers have the right to:

A safe workplace.

Raise a safety or health concern with related 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
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

This poster is available free from OSHA.

4. Violates any other provisions of this Part for which a penalty is not otherwise provided, shall be fined not less than one hundred dollars (\$100) nor more than five hundred (\$500), or imprisoned for not less than thirty (30) days nor more than six months, or both. 5. Any person who violates these provisions shall, in addition to the criminal

LOUISIANA

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10. As a driver of any motor vehicle on a public road if they are 16 years of

11. In the operation of passenger or freight elevators or hoisting machines;

as defined in R.S. 26:241, constitutes its main business, unless the minor

is a musician performing in a band on the premises under written

contract with the holder of the alcoholic beverage permit for a specified

time period and is under direct supervision of his parent or legal

guardian during such time. Any place or establishment holding a duly

issued retail dealer's alcoholic beverage permit or license, for which the

sale of alcoholic beverage does not constitute the main business of the

establishment may employ anyone under the age of 18 provided the

minor's employment does not involve the sale, mixing, dispensing, or

In any other place of employment or in any other occupation that the

Director of Workforce Development shall, after public hearing thereon

determine hazardous or injurious to the life, health, safety or welfare of

representatives admission to the premises where minors are employed,

serving of alcoholic beverages for consumption on the premises.

compounds, or to dangerous or poisonous dyes and chemicals;

the Louisiana Workforce Commission at 225-219-2989.)

age or younger. Minors 17 years of age or older may be employed,

permitted, or suffered to work as a driver of a motor vehicle only under

certain restrictions. (For an explanation of these restrictions contact





Job Safety and Health IT'S THE LAW!

Employers must:

your employer or OSHA, or report a work-

- speak in private to the inspector.



- 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.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.
- On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHAsupported consultation programs in every state.





lf vou do not have access to

the internet, or prefer to

Unemployment Insurance

claim by phone, call the

Jnemployment Insurance

Call Center at 1-866-783-5567

This notice must be posted

employer's place of business

d c

R.S. 23:1621

Revised January 2009

iii WORKFORC

www.laworks.net

in a convenient and

conspicuous place in the

manage your

heir 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 ployer 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 pworkers 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

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 indepe contractors are not.

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.

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

hundred dollars (\$500) for each violation which occurs. 3. In or about places where stone cutting or polishing is done;

4. In or about any plant manufacturing explosives or articles containing Continuing Violations: Penalty

explosive components, or in the use or transportation of the same; Each day during which any violation of these provisions continues shall 5. In or about iron or steel manufacturing plants, ore reduction works, constitute a separate offense and the employment of any minor in smelters, foundries, forging shops, hot rolling mills, or in any other place violation of these provisions shall, with respect to such minor, constitute **a** in which the heat treatment of metals is done; separate offense. 6. In the operation of machinery used in the cold rolling of heavy metals, or

in operation of power-driven machinery for punching, shearing, stamping, bending, or planing metals;

R.S. 23:241 Revised June 2024 An Equal Opportunity Employer Program. | Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

such minors.

this Part: or

Contact OSHA. We can help.



