

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

Know Your Rights: Workplace Discrimination is Illegal
The U.S. Equal Employment Opportunity Commission (EEOC) enforces federal laws that protect you from discrimination in employment.

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

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE
In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color, or national origin.

PAYMENT OF WAGES
STATE OF NEW HAMPSHIRE DEPARTMENT OF LABOR
PROTECTIVE LEGISLATION LAW
Wages in This Establishment Will Be Paid On:

SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

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

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.

EQUAL PAY RSA 275:37
STATE OF NEW HAMPSHIRE DEPARTMENT OF LABOR
EQUAL PAY RSA 275:37
It is illegal in New Hampshire under both state and federal law to pay employees different wages for the same work based solely on sex.

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

EMPLOYEE OR INDEPENDENT CONTRACTOR
State of New Hampshire Department of Labor
Criteria to Establish an Employee or Independent Contractor
'Employee' means and includes every person who may be permitted, required, or directed by any employer, in consideration of direct or indirect payment of money, to engage in any employment.

NOTICE OF VETERANS' BENEFITS AND SERVICES
STATE OF NEW HAMPSHIRE DEPARTMENT OF LABOR
NOTICE OF VETERANS' BENEFITS AND SERVICES
Employees may access information about veterans' benefits and services through the following:

WHISTLEBLOWERS' PROTECTION ACT
STATE OF NEW HAMPSHIRE DEPARTMENT OF LABOR
THE WHISTLEBLOWERS' PROTECTION ACT - RSA 275-E
An employer shall not discharge, threaten, or discriminate against any public or private employee.

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NEW HAMPSHIRE MINIMUM WAGE
STATE OF NEW HAMPSHIRE DEPARTMENT OF LABOR
NEW HAMPSHIRE MINIMUM WAGE LAW
Revised Statutes Annotated Chapter 279, as amended

\$7.25 PER HOUR EFFECTIVE SEPTEMBER 1, 2008
Employees engaged in Household Labor, Domestic Labor, Farm Labor, Outside Sales Representatives, Summer Camps for Minors, Newspaper Carriers, Non-Professional Ski Patrol and Golf Caddies.

NEW HAMPSHIRE YOUTH EMPLOYMENT LAW
No youth under the age of 16 shall be employed or permitted to work without first obtaining a New Hampshire Youth Employment Certificate except for his/her parents, grandparents, guardian, or at work defined as casual or farm labor.

INSPECTION DIVISION
PO BOX 2076
CONCORD, NH 03302-2076
(603) 271-1492 & 271-3176

NEW HAMPSHIRE WORKERS' COMPENSATION
NOTICE TO EMPLOYERS - WORKERS' COMPENSATION
Employers need to post their Workers' Compensation, "Notice of Compliance" notice in a conspicuous place.

PAYDAY NOTICE
Regular Paydays for Employees of
Company Name: Shall be as follows:
Weekly Bi-Weekly Monthly Other

WITHHOLDING STATUS
YOU MAY NEED TO CHECK YOUR WITHHOLDING
Since you last filed Form W-4 with your employer did you...
- Married or divorced?
- Gain or lose a dependent?

VACATION SHUTDOWN NOTICE
PLEASE HELP YOUR EMPLOYEES BY VOLUNTARILY POSTING THIS IN A CONSPICUOUS PLACE
NHEIS New Hampshire Employment Security

IS YOUR COMPANY HAVING A VACATION SHUTDOWN?
After your last day of work, open a claim on the internet at www.nhes.nh.gov

UNEMPLOYMENT COMPENSATION
YOU ARE REQUIRED BY LAW TO POST THIS IN A CONSPICUOUS PLACE
IF YOU BECOME PARTIALLY OR TOTALLY UNEMPLOYED:
Failure to apply as explained below may result in a loss in your entitlement to some benefits!

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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.

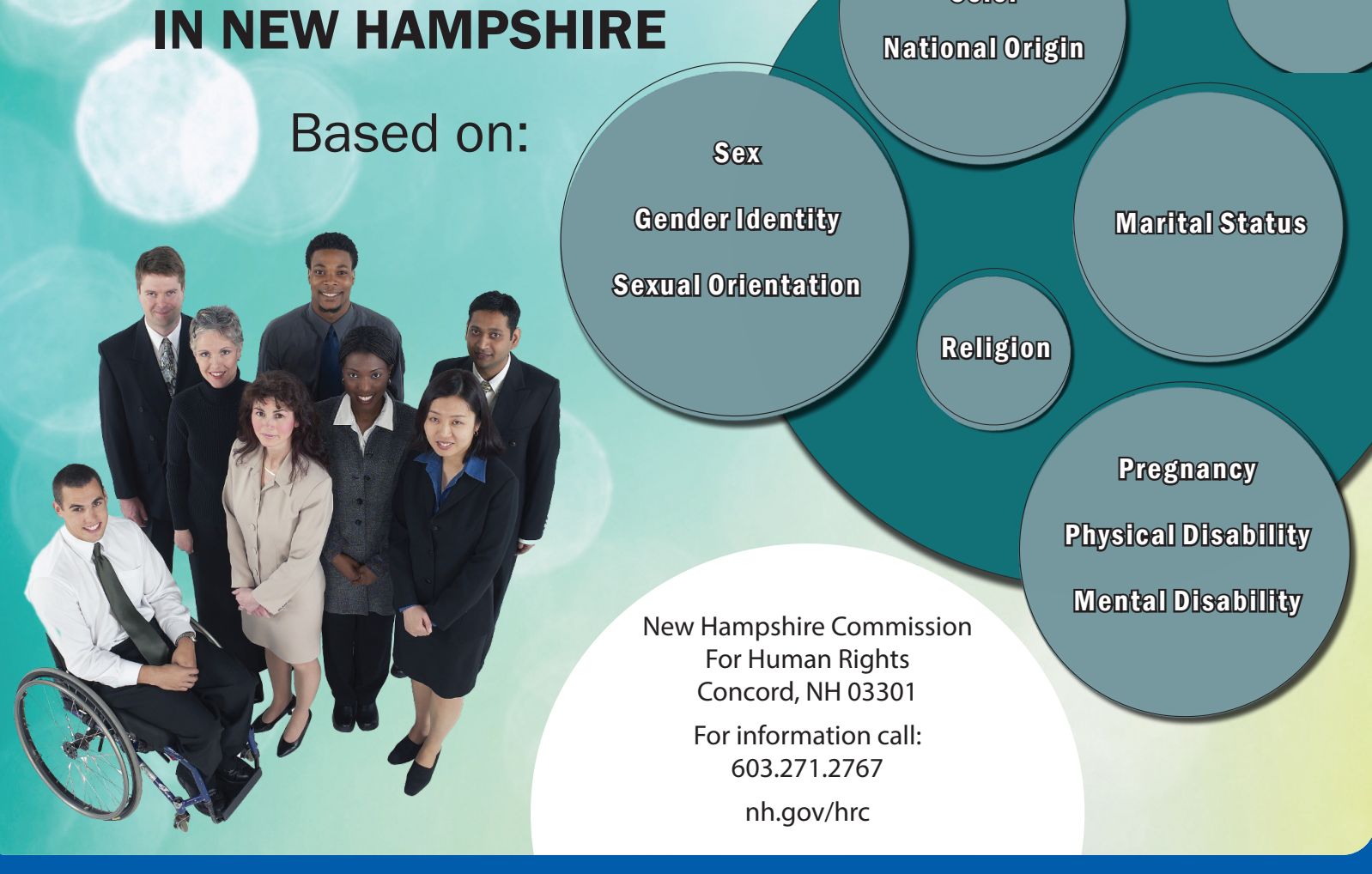
How do I know if I am eligible? You are eligible if you are an employee of a covered employer, you have worked for that employer for at least 12 months, and you have worked at least 1,250 hours of service for your employer during the 12 months before your leave.

How do I request FMLA leave? Generally, to request FMLA leave you must:
- 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.

RIGHT TO KNOW ACT
STATE OF NEW HAMPSHIRE DEPARTMENT OF LABOR
WORKER'S RIGHT TO KNOW ACT
Revised Statutes Annotated Chapter 277-A, as amended

YOU HAVE A RIGHT TO KNOW ABOUT TOXIC SUBSTANCES USED IN THIS WORKPLACE
The New Hampshire "Right to Know" law (RSA 277-A) guarantees that:
- You are notified by a posting of the long and short-term health hazards of all toxic substances that you may come into contact with.

DISCRIMINATION
EMPLOYMENT DISCRIMINATION
Race Color National Origin Sex Gender Identity Sexual Orientation Religion Pregnancy Physical Disability Mental Disability



USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT
YOUR RIGHTS UNDER USERRA
THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT
USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System.

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

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