



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.

preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests.

NO SMOKING NOTICE

NO SMOKING



There's a new Air about Pennsylvania Smoke-Free is now the Law!

NO FUMAR

Hay un nuevo aire sobre Pennsylvania Libre de humo es ahora la Ley!

PENNSYLVANIA MINIMUM WAGE

MINIMUM WAGE LAW SUMMARY MUST BE POSTED IN A CONSPICUOUS PLACE IN EVERY PENNSYLVANIA BUSINESS GOVERNED BY THE MINIMUM WAGE ACT

The Pennsylvania Minimum Wage Act establishes a fixed Minimum Wage and Overtime Rate for employees. It also sets forth compliance-related duties for the Department of Labor & Industry and for employers.

- Individuals with a physical or mental deficiency or injury may be paid less than the applicable minimum wage if a license specifying a rate commensurate with productive capacity is obtained from the Bureau of Labor Law Compliance.

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ANTI-DISCRIMINATION NOTICE

It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which documents they will accept from an employee.

CHILD LABOR LAWS

ABSTRACT OF THE CHILD LABOR ACT HOURS PROVISIONS

Table with columns: HOURS OF EMPLOYMENT, WORK TIME, During School Term, During School Vacations, During School Vacations.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action provisions of contracts and subcontracts.

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE \$7.25

Table with columns: NAME OF EMPLOYEE, AGE, SUNDAY, MONDAY, TUESDAY, WEDNESDAY, THURSDAY, FRIDAY, SATURDAY, TOTAL HOURS PER WEEK, TOTAL HOURS FOR WORK.

DISCRIMINATION

EMPLOYMENT PROVISIONS OF THE PENNSYLVANIA HUMAN RELATIONS ACT

Act of October 27, 1955, P.L. 744, as Amended. PURPOSE OF PROVISIONS: The purpose of the employment provisions of the Pennsylvania Human Relations Act is to prevent and eliminate unlawful discriminatory practices in employment.

WORKERS' COMPENSATION

REMEMBER: IT IS IMPORTANT TO TELL YOUR EMPLOYER ABOUT YOUR INJURY

The name, address and telephone number of your employer's workers' compensation insurance company, third-party administrator (TPA), or person handling the workers' compensation claims for your company, as shown below.

- EMPLOYER INFORMATION: Name of Insurance Company, Address, Telephone Number, Insurer Code.

- INSURER INFORMATION: Name of Insurer, Address, Telephone Number, Insurer Code.

Table with columns: Employer Information, Claims Information Services, Hearing Impaired, Email.

PAYDAY NOTICE

Regular Paydays for Employees of Pennsylvania. (Company Name) Shall be as follows:

WITHHOLDING STATUS

YOU MAY NEED TO CHECK YOUR WITHHOLDING. Since you last filed Form W-4 with your employer, have you:

EQUAL PAY LAW

Must be Posted in a Conspicuous Place in Every Pennsylvania Business Governed by the Equal Pay Law. Discrimination on Basis of Sex Prohibited.

PUBLIC ACCOMMODATION

Under this act, a public accommodation is any accommodation which is open to or solicits the patronage of the general public, including government services.

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? Who is Excluded? What Organizations are Covered? What Types of Employment Discrimination are Illegal?

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

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.

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.

Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.

Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.

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

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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.

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