

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. 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 are the laws? Federal laws and state laws. What are the remedies? Back pay, reinstatement, damages, etc.

DISCRIMINATION

TENNESSEE LAW PROHIBITS DISCRIMINATION IN EMPLOYMENT

IT IS ILLEGAL TO DISCRIMINATE AGAINST ANY PERSON BECAUSE OF RACE, COLOR, CREED, RELIGION, SEX, AGE, DISABILITY, OR NATIONAL ORIGIN IN RECRUITMENT, TRAINING, HIRING, DISCHARGE, PROMOTION, OR ANY CONDITION, TERM OR PRIVILEGE OF EMPLOYMENT.

LA LEY DE TENNESSEE PROHIBE LA DISCRIMINACIÓN EN EL EMPLEO. ES ILLEGAL DISCRIMINAR EN CONTRA DE CUALQUIER PERSONA DEBIDO EN BASE A LA RAZA, COLOR, CREDO, ESEÑ, SEXO, EDAD, INCAPACIDAD U ORIGEN EN EL SELECCIÓN, ENTRENAMIENTO, EMPLEO, AL DESPIDO, PROMOCIÓN O CUALQUIER CONDICIÓN, TÉRMINO O PRIVILEGIO DE EMPLEO.

CONTACT US/PARA MAS INFORMACIÓN: TENNESSEE HUMAN RIGHTS COMMISSION. WILLIAM R. SNODGRASS TENNESSEE TOWER 312 ROSA L. PARKS AVENUE 23RD FLOOR NASHVILLE, TENNESSEE 37243-1102

OCCUPATIONAL SAFETY AND HEALTH PROTECTION

You Have a Right to a Safe and Healthful Workplace.

IT'S THE LAW!

- You have the right to notify your employer or TOSHA about workplace hazards. You may ask TOSHA to keep your name confidential. You have the right to request a TOSHA inspection if you believe that there are unsafe and unhealthy conditions in your workplace.

WORKERS' COMPENSATION

TENNESSEE WORKERS' COMPENSATION INSURANCE POSTING NOTICE

How to Report Work-Related Injuries

Form for reporting work-related injuries. Includes fields for Printed name and title of the employer representative, Telephone number of employer representative, and Address of employer representative.

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 do not have to share a medical diagnosis but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection.

UNEMPLOYMENT INSURANCE

UNEMPLOYMENT INSURANCE POSTER FOR EMPLOYEES

Your employer provides insurance to help protect you when you become unemployed through no fault of your own. Tennessee employers pay the full cost of unemployment insurance for their employees. To be eligible for benefits you must: Be separated from employment through no fault of your own.

NO SMOKING NOTICE

NO SMOKING

Individual Violation: \$50 fine Business Violation: \$100 - \$500 fine

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

YOUR RIGHTS UNDER USERRA

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.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

Job Safety and Health

IT'S THE LAW!

All workers have the right to: A safe workplace. Employers must: Provide employees a workplace free from recognized hazards.

EMPLOYEE POLYGRAPH PROTECTION ACT

EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT

The Tennessee Occupational Safety and Health Act of 1972, T.C.A. § 50-3-101 et seq., assures safe and healthful working conditions for working men and women throughout the state. The Department of Labor and Workforce Development, Division of Occupational Safety and Health (TOSHA) has the primary responsibility for administering the TOSHA Act.

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 to... • Your nonwage income (interest, dividends, capital gains, etc.)? • Your family wage income (you or your spouse started or ended a job)? • Your itemized deductions? • Your tax credits?

PAYDAY NOTICE & BEREAVEMENT BENEFITS

TENNESSEE DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

WAGE REGULATIONS ACT

It is unlawful for any employer to employ, permit or suffer to work any person without first informing the employee of the amount of wages to be paid (T.C.A. 550-2-101). All wages or compensation of employees in private employment shall be due and payable not less frequently than once per month.

CHILD LABOR ACT

Minors 14 and 15 years of age may not be employed (T.C.A. 550-5-104): 1. During school hours; 2. Between 7:00 pm and 7:00 am if the next day is a school day;

OCCUPATIONS PROHIBITED FOR MINORS UNDER THE AGE OF 18 (T.C.A. 550-5-106)

- (a) A minor may not be employed in connection with the following: 1. Occupations in or about plants or establishments manufacturing or using explosives or articles containing explosive components; 2. Motor vehicle driving occupations;

DUTIES OF EMPLOYERS (T.C.A. 550-5-111)

Employers of minors shall: 1. Maintain a separate file record for each minor employed which shall be kept at the minor's place of employment and shall include the following: a. Employment application;

RIGHT TO WORK

TENNESSEE RIGHT TO WORK LAW

Tennessee Code Annotated 550-1-201 et seq. states that it is unlawful for any employer or organization of any kind: 1. To deny or attempt to deny employment to any person by reason of the person's membership in, affiliation with, resignation from or refusal to join or affiliate with any labor union or employee organization of any kind.

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. CURRENTLY AT LEAST 11% THE REGULAR RATE OF PAY FOR ALL HOURS WORKED OVER 40 IN A WORKWEEK.

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.

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. CURRENTLY AT LEAST 11% THE REGULAR RATE OF PAY FOR ALL HOURS WORKED OVER 40 IN A WORKWEEK.

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.

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. CURRENTLY AT LEAST 11% THE REGULAR RATE OF PAY FOR ALL HOURS WORKED OVER 40 IN A WORKWEEK.

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.

WAGE REGULATIONS ACT

It is unlawful for any employer to employ, permit or suffer to work any person without first informing the employee of the amount of wages to be paid (T.C.A. 550-2-101). All wages or compensation of employees in private employment shall be due and payable not less frequently than once per month.

CHILD LABOR ACT

Minors 14 and 15 years of age may not be employed (T.C.A. 550-5-104): 1. During school hours; 2. Between 7:00 pm and 7:00 am if the next day is a school day;

OCCUPATIONS PROHIBITED FOR MINORS UNDER THE AGE OF 18 (T.C.A. 550-5-106)

- (a) A minor may not be employed in connection with the following: 1. Occupations in or about plants or establishments manufacturing or using explosives or articles containing explosive components;

DUTIES OF EMPLOYERS (T.C.A. 550-5-111)

Employers of minors shall: 1. Maintain a separate file record for each minor employed which shall be kept at the minor's place of employment and shall include the following: a. Employment application;

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

Job Safety and Health

IT'S THE LAW!

All workers have the right to: A safe workplace. Employers must: Provide employees a workplace free from recognized hazards.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

Job Safety and Health

IT'S THE LAW!

All workers have the right to: A safe workplace. Employers must: Provide employees a workplace free from recognized hazards.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

Job Safety and Health

IT'S THE LAW!

All workers have the right to: A safe workplace. Employers must: Provide employees a workplace free from recognized hazards.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

Job Safety and Health

IT'S THE LAW!

All workers have the right to: A safe workplace. Employers must: Provide employees a workplace free from recognized hazards.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

Job Safety and Health

IT'S THE LAW!

All workers have the right to: A safe workplace. Employers must: Provide employees a workplace free from recognized hazards.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

Job Safety and Health

IT'S THE LAW!

All workers have the right to: A safe workplace. Employers must: Provide employees a workplace free from recognized hazards.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

Job Safety and Health

IT'S THE LAW!

All workers have the right to: A safe workplace. Employers must: Provide employees a workplace free from recognized hazards.

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