

OSHA 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.

Family Medical Leave Act EMPLOYER RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

State Minimum Wage Regular Rate: effective: 08-01-15 - \$8.25/hour effective: 01-01-19 - \$11.75/hour effective: 10-01-19 - \$9.25/hour

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, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.

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.

IRS Withholding You may need to check your withholding. Since you last filed Form W-4 with your employer did you...? What are your major changes to...?

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

USERRA (continued) If you leave your job to perform military service, you have the right to return to your job or to a comparable position.

Breaks All employees must receive a meal break of at least 30 consecutive minutes if the employee is scheduled to work 7.5 or more hours per day.

Federal Minimum Wage The minimum wage is the lowest amount an employer can pay for the work performed.

USERRA (continued) If you are eligible to be reinstated, you must be restored to the job and benefits you would have attained if you had not been absent due to military service.

Workers' Compensation IMPORTANT THINGS TO DO IN CASE OF INJURY THE EMPLOYER SHOULD: Carry Workers' Compensation insurance coverage. Provide all necessary medical, surgical, and hospital treatment from the accident date.

Pregnant Workers Fairness Act (PWFA) The Pregnant Workers Fairness Act (PWFA) is a federal law that, starting June 27, 2023, requires covered employers to provide "reasonable accommodations" to a pregnant worker.

Polygraph Protection 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.

Payment of Wages EMPLOYERS OF 4 OR MORE EMPLOYEES ARE REQUIRED TO: Notify employees in writing at the time of hire of: 1. rate of pay; 2. day, hour and place of payment;

Equal Employment Opportunity 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.

Discrimination Employers are prohibited by state law from discriminating against employees because of their RACE, COLOR, NATIONAL ORIGIN, SEX (INCLUDING PREGNANCY), RELIGION, DISABILITY, AGE (45+).

Whistleblowers' Protection Act (3) Because an employee refuses to commit or assist in the commission of a violation, as defined in this chapter; or (4) Because an employee reports verbally or in writing to the employer or to the employer's supervisor a violation, which the employee knows or reasonably believes has occurred or is about to occur.

What's New? Pregnancy Accommodations The Pregnant Workers Fairness Act (PWFA) is a federal law that, starting June 27, 2023, requires covered employers to provide "reasonable accommodations" to a pregnant worker.

Clean Indoor Air Act No person shall smoke in any enclosed area in which the general public is invited or in which the general public is permitted, including but not limited to any workplace not exempted.

Whistleblowers' Protection Act (continued) (4) "Public body" means all of the following: a. A state-wide elected official, agency, department, division, bureau, board, commission, council, authority, or other body in the executive branch of state government or employees of them;

What's New? Pregnancy Accommodations (continued) The Pregnant Workers Fairness Act (PWFA) is a federal law that, starting June 27, 2023, requires covered employers to provide "reasonable accommodations" to a pregnant worker.

Clean Indoor Air Act (continued) The following places are specifically excluded from the Clean Indoor Air Act: Private homes, private residences and private automobiles, except when such homes, residences or vehicles are used for child care or day care.

Whistleblowers' Protection Act (continued) (5) "Supervisor" means any individual to whom an employer has given the authority to direct and control the work performance of the employee or any individual who has the authority to take corrective action regarding the violation of a law, rule or regulation about which the employee complains.

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Payday Notice PAYDAY IS ON MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY SUNDAY

Whistleblowers' Protection Act (continued) (6) "Whistleblower" means an individual or omission by an employer, or an agent thereof, that is: a. Materially inconsistent with, and a serious deviation from, standards implemented pursuant to a law, rule, or regulation promulgated under the laws of this State;

Sexual Harassment Delaware Sexual Harassment Notice STATE OF DELAWARE DEPARTMENT OF LABOR DIVISION OF INDUSTRIAL AFFAIRS

Penalty It is unlawful to retaliate against an employee because (s)he has made a complaint or given information to the Dept. of Labor about possible labor law violations.

Emergency Notice AMBULANCE: FIRE-RESCUE: HOSPITAL: POLICE: ALTERNATE: OSHA: HAZARDOUS MATERIALS