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

An 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 leave in a single

You have the right to use FMLA leave in one block of time. When it is medically necessary or otherwise permitted, you may take FMLA leave intermittently in separate blocks of

FMLA 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

You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel

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. You

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or

• 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.

must also inform your employer if FMLA leave was previously taken or approved for the same reason when requesting additional leave. Your employer may request certificatio

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

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

After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your employer must confirm whether you are eligible or not eligible for FMLA leave

Call 1-866-487-9243 or visit dol.gov/fmla to learn more. If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit

For additional information: 1-866-4-USWAGE (1-866-487-9243) TTY: 1-877-889-5627 www.dol.gov/whd

U.S. Department of Labor • Wage and Hour Division

USERRA

• FOR USE BY PRIVATE SECTOR AND STATE GOVERNMENT EMPLOYERS •

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

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 that particular employer; • you return to work or apply for reemployment in a timely manner after conclusion of

If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military

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; then an employer may not deny you: • initial employment; • reemployment; • retention in employment; • promotion; or •

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. • Even if you don't elect to continue coverage during your military service, you have

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

violations. • For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-DOL or visit its website

at https://www.dol.gov/agencies/vets/. An 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

In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement

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

Polygraph Protection

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging,

Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to

The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective

employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers.

disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees

have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may

State Minimum Wage

Beginning January 1, 2027, the minimum wage will increase based on the cost-of-living increase as measured by the Consumer Price Index.

Except as provided below, every employer of four or more persons at any one time shall pay its employees a minimum wage per hour as listed above.

responsible for making up the difference between the actual hourly wage and gratuities paid to the employee and the current minimum wage.

• An employer may pay a new employee younger than 20 who is not a seasonal or migrant worker, a training wage of at least 75% of the federal

2. Employer shall include any individual, partnership, limited liability company, association, corporation, business trust, legal representative, or

c. Any individual employed in a bona fide executive, administrative, or professional capacity or as a superintendent or supervisor;

e. Any individual engaged in the activities of an educational, charitable, religious, or nonprofit organization when the employer-employee

organized group of persons employing four or more employees at any one time except for seasonal employment of not more than twenty weeks in

any calendar year, acting directly or indirectly in the interest of an employer in relation to an employee, but shall not include the United States, the

i. Any person who, directly or indirectly, is receiving any form of federal, state, county, or local aid or welfare and who is physically or mentally disabled

and employed in a program of rehabilitation, who shall receive a wage at a level consistent with his or her health, efficiency, and general well-being; 3. Occupational classification shall mean a classification established by the Dictionary of Occupational Titles prepared by the United States

4. Wages shall mean all remuneration for personal services, including commissions and bonuses and the cash value of all remunerations in any

Minor's Hour of Employment

HOURS OF EMPLOYMENT FOR CHILDREN UNDER SIXTEEN YEARS OF AGE

Employer or Employer's Agent

Nebraska Workforce Development, Department of Labor, Safety and Labor Standards -5404 Cedar St, 3rd Floor, Omaha, NE, 68106, (402) 595-3095.

MAKING UNAUTHORIZED COPIES IS AGAINST THE LAW AND MAY SUBJECT YOU TO CIVIL AND CRIMINAL LIABILITY

Commencing

In conformity with the provisions of section 48-310, compiled statutes of Nebraska, notice is hereby given that the number of hours which employees under the age of sixteen years employed in this room are required to work each day, the hours of commencing and

Hours Required

Each Day

• In the case of employees paid gratuities for services performed, the combined amount of hourly wage and gratuities given to the employee shall equal or exceed the current minimum wage. The hourly wage amount paid to the employee shall be at least \$2.13 per hour and the employer is

Any employer employing student-learners as part of a bona fide vocational training program shall pay such student-learners' wages at a rate of at

minimum wage for 90 days from the date the new employee was hired, subject to the terms and conditions described in Neb. Rev. Stat. §48-1203.01.

Minimum Hourly Wage Rate

\$9.00

\$10.50

\$12.00

\$13.50

\$15.00

For further information regarding the Nebraska Wage and Hour Act

Time Of Stopping

contact the Nebraska Department of Labor

Time Allowed

For Meals

WORKFORCE

PHONE 402-471-2239

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.

of Special Counsel, as applicable, for representation. • You may also bypass the VETS process and bring a civil action against an employer for

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-

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and:

service; and • you have not been separated from service with a disqualifying discharge or under other than honorable conditions.

PRODUCT ID: NE2-27X40-ENG

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 workrelated injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. OSHA will keep your name confidential. 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.

Contact OSHA. We can help.

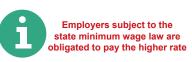
Employers must:

- 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.
- Comply with all applicable OSHA standards.
- Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye within 24 hours.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the
- Post OSHA citations at or near the place of the alleged violations.

FREE ASSISTANCE to identify and correct hazards is available to small and mediumsized employers, without citation or penalty, through OSHA-supported consultation programs in every state.



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



Federal Minimum Wage EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT \$7.25 PER HOUR BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it. At least 11/2 times the regular rate of pay for all hours worked over 40 in a workweek.



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. 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 their 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 employer must make up the difference.

NURSING MOTHERS (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 coworkers and the public, which may be used by the employee to express breast milk.

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 penalties may be assessed for each child labor violation that results in the death or serious 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.

The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other

ADDITIONAL INFORMATION:

Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico. 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 independent 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.

> 1-866-487-9243 • TTY: 1-877-889-5627 • www.dol.gov/whd WAGE AND HOUR DIVISION • UNITED STATES DEPARTMENT OF LABOR

Updated 6/23

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 qualified worker's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an "undue hardship." An undue hardship is defined as causing significant difficulty or expense.

"Reasonable accommodations" are changes to the work environment or the way things are usually done at work WHAT ARE SOME POSSIBLE ACCOMMODATIONS FOR PREGNANT WORKERS?

- Being able to sit or drink water Receiving closer parking Receiving appropriately sized uniforms and safety apparel
- Receiving additional break time to use the bathroom, eat, and rest Taking leave or time off to recover from childbirth Being excused from strenuous activities and/or exposure to chemicals not safe for pregnancy
- WHAT OTHER FEDERAL EMPLOYMENT LAWS MAY APPLY TO PREGNANT WORKERS?

Other laws that apply to workers affected by pregnancy, childbirth, or related medical conditions, include:

Title VII which prohibits employment discrimination based on sex, pregnancy, or other protected categories (enforced by the U.S. Equal Employment Opportunity The ADA which prohibits employment discrimination based on disability (enforced by the EEOC) The Family and Medical Leave Act which provides unpaid leave for certain workers for pregnancy and to bond with a new child (enforced by the U.S Department of The PUMP Act which provides nursing mothers a time and private place to pump at work (enforced by the U.S. Department of Labor)

Learn more at www.EEOC.gov/Pregnancy-Discrimination

IRS Withholding

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

Marry or divorce? Gain or lose a dependent? Change your name? Were there major changes to...

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

If you can answer "yes"... To any of these or you owed extra tax when you filed your last return, you

may need to file a new Form W-4. 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 website.

Employer: Please poster 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.

Unemployment Insurance

UNEMPLOYMENT INSURANCE: ADVISEMENT OF BENEFIT RIGHTS TITLE 219 - DEPARTMENT OF LABOR: CHAPTER 2 - CLAIMS FOR BENEFITS

To file a claim for unemployment benefits, go to NEworks.nebraska.gov.



001. This chapter is adopted pursuant to Neb. Rev. Stat. §§48-626, 48-627, 48-629, and 48-607

002. A. All claims shall be filed online through the Nebraska Department of Labor Claims Center's online web application available at

www.dol.nebraska.gov unless a special accommodation is required or no reasonable access to an office maintained by the Department of Labor is available. Conditions requiring a special accommodation shall include, but not be limited to, language barriers and physical and mental handicaps. If a special accommodation is required, claimants may file an application for benefits through the Nebraska Department of Labor Claims Center. The individual shall provide such information as required on the application. Each application shall be signed or attested to. An application may be signed by electronic signature or handwritten on a form prescribed by the Commissioner.

B. When filing a new initial claim, re-opening an existing claim, or filing a subsequent claim for unemployment benefits a claimant shall be required to register for work and create an active, online and searchable resume in the Nebraska Department of Labor's web application for Reemployment services in accordance with 219 NAC 4.

C. The initial application for benefits shall be effective Sunday of the week in which the applicant files an application with the Department. The Commissioner, for good cause, may establish a different effective date.

D. A week shall be deemed to be in, within, or during that benefit year which includes the greater part of such week.

B. An individual shall be ineligible for benefits for any week for which the individual fails to demonstrate that the individual engaged in an active and earnest search for work as required under 219 NAC 4.

003. A. A separate claim for benefits shall be made for each week of unemployment by a method of claiming prescribed by the

C. An electronic media claim transaction shall be completed by the claimant and received by the Department by the Saturday following the most recent week ending date. The failure of a claimant to timely complete an electronic media transaction shall be the basis for a denial of that week's benefits unless good cause for the late transaction can be shown. Any intervening weeks until the week in which the

transaction was completed and received by the Department shall also be denied, regardless of cause.

D. A claim for benefits shall be filed for waiting week credit even though benefits are not payable for that week.

E. A claim for benefits shall be filed for each week of eligibility during the time an applicant is awaiting the results of an appeal hearing if the applicant intends to claim benefits during that time period.

004. The Department may direct a claimant to contact one of its offices to meet eligibility or other reporting requirements, or to provide other information as needed in the administration of Nebraska Employment Security Law. Unless good cause is shown, failure to contact the office as directed may result in the denial of benefits beginning with the week the claimant was scheduled to report and ending the Saturday prior to the week in which he/she reports to the Department.

005. In the event that wage information cannot be obtained from an employer, the Department may request that such information be provided by the claimant. The claimant may be required to provide payroll check stubs, W-2's, or other reliable information corroborating the amount of wages stated by the claimant. A failure by the claimant to comply with such a request by the due date on the form shall cause the claim to be processed without the requested wages and may result in a denial of benefits until the week in which the information regarding requested wages is received by the Department.

permit backdating of the effective date of unemployment insurance claims to agree with the effective date of the federal disaster period. 007. Each worker engaged in employment covered by the Nebraska Employment Security Law, including service covered by election

006. In the event of a major disaster declared by both the Governor of the State of Nebraska and the President, the Commissioner may

of an employer, shall procure a federal social security account number and furnish that number to every employer for whom that worker performs covered employment. 008. Weeks of disqualification assessed and reductions in benefits determined pursuant to the Nebraska Employment Security Law, Neb.

Rev. Stat. §§48-601 to 48-683, shall be determined in accordance with the number of weeks of disqualification in effect on the applicable







Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember.

time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet #28M(c) for more information.

You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year

congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress.

he U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees.

• You have at least 1.250 hours of service for your employer during the 12 months before your leave, and

from a health care provider to verify medical leave and may request certification of a qualifying exigency.

If your employer determines that you are eligible, your employer must notify you in writing:

· Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and

and present members of the uniformed services, and applicants to the uniformed services.

Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period for:

To care for your spouse, child or parent with a serious mental or physical health condition, and

Your serious mental or physical health condition that makes you unable to work.

Your employer has at least 50 employees within 75 miles of your work location

Airline flight crew employees have different "hours of service" requirements

You work for an elementary or public or private secondary school, or

You work for a covered employer if one of the following applies:

• Follow your employer's normal policies for requesting leave.

If you are eligible for FMLA leave, your employer must

· About your FMLA rights and responsibilities, and

REEMPLOYMENT RIGHTS

service or, in some cases, a comparable job.

any benefit of employment because of this status.

screening or during the course of employment.

have test results disclosed to unauthorized persons.

1-866-487-9243 • TTY: 1-877-889-5627 www.dol.gov/whd

lie detector tests.

ENFORCEMENT

also bring their own court actions.

WAGE AND HOUR DIVISION

least 75% of the minimum wage rate.

1. Employ shall include to permit to work;

state, or any political subdivision thereof;

a. Any individual employed in agriculture;

Department of Labor; and

f. Apprentices and learners otherwise provided by law;

UNITED STATES DEPARTMENT OF LABOR

certain private individuals engaged in national security-related activities.

in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer.

Effective Date

January 1, 2016

January 1, 2023

January 1, 2024

January 1, 2025

January 1, 2026

48-1202. For purposes of the Wage and Hour Act, unless the context otherwise requires:

Employee shall include any individual employed by any employer but shall not include:

d. Any individual employed by the United States or by the state or any political subdivision thereof;

h. A child in the employment of his or her parent or a parent in the employment of his or her child; or

g. Veterans in training under supervision of the United States Department of Veterans Affairs;

relationship does not in fact exist or when the services rendered to such organization are on a voluntary basis;

b. Any individual employed as a baby-sitter in or about a private home;

stopping work and the time allowed for meals are as follows:

Name of Employee

HEALTH INSURANCE PROTECTION

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

existing condition exclusions) except for service-connected illnesses or injuries.

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

· 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

Allow you to take job-protected time off work for a qualifying reason,

• How much of your requested leave, if any, will be FMLA-protected leave.

requesting FMLA leave or cooperating with a WHD investigation

The birth, adoption or foster placement of a child with you.

You are an eligible employee if all of the following apply:

• You have worked for your employer at least 12 months,

which you need FMLA leave

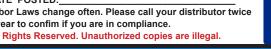
Am I eligible to take FMLA leave?

You work for a covered employe

How do I request FMLA leave?

Generally, to request FMLA leave you must:

a year to confim if you are in compliance.





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. If you believe you've been discriminated against at work or in applying for a job,

the EEOC may be able to help.

• Employees (current and former), including managers and temporary

• 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)

 Staffing 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:

 Color Religion National origin Sex (including pregnancy and related conditions, sexual orientation, or Age (40 and older)

Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history) Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding. • Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation

What Employment Practices can be Challenged as Discriminatory? All aspects of employment, including: Discharge, firing, or lay-off Harassment (including unwelcome verbal or physical conduct) Hiring or promotion

 Assignment Pay (unequal wages or compensation) • Failure to provide reasonable accommodation for a disability or a sincerely held religious belief, observance or practice

· Job training Classification Referral Obtaining or disclosing genetic information of employees Requesting or disclosing medical information of employees

 Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or · Conduct that coerces, intimidates, threatens, or interferes with 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 has Occurred? Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways:

eeoc.gov/Portal/Login.aspx **Call** 1–800–669–4000 (toll free) 1-800-669-6820 (TTY) -844-234-5122 (ASL video phone) Visit an EEOC field office information at www.eeoc.gov/field-office)

E-Mail info@eeoc.gov

JOB SAFETY AND HEALTH

Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov. **EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS** The Department of Labor's Office of Federal Contract Compliance

Programs (OFCCP) enforces the nondiscrimination and affirmative action

Submit an inquiry through the EEOC's public portal: https://publicportal.

receive Federal financial assistance.

Individuals with Disabilities

ASSISTANCE

functions of the job.

immediately contact the Federal agency providing such assistance. commitments of companies doing business with the Federal Government. If you are applying for a job with, or are an employee of, a company with a

became law under sections 48-443 thru 48-449 and provides job safety and health protection for public and private employees. The law applies to all public and private employers who are subject to The Nebraska Workers' Compensation Act. Safety and Health provisions of the law include the

Safety Committees On or before January 1, 1994, every private and public employer in Nebraska subject to worker's compensation who has one or more employees shall establish at least one safety committee. There shall be an equal number of committee members representing the employer and employees. The employer shall retain full authority to manage the worksite(s). Committee members shall meet at least once during each three months of operation. Employers of ten or less employees that had no injuries or illnesses normally reported, or claims filed, during the immediately preceding

twelve months need only meet once during the following twelve months. Employers shall compensate employee members of the committee at their

regular hourly wage plus benefits while employees are attending committee meetings. Committees shall maintain written minutes of all meetings

for at least three years. Committees are not, and shall not serve as, a bargaining unit. There is no authority to act as such or deal with collective

bargaining issues. The safety committee is limited to assisting the employer by making recommendations regarding methods of addressing safety and health hazards at each work site. Recommendations to the employer shall be advisory only and not deal with issues subject to collective **Written Injury Prevention Program** Employers in Nebraska shall establish an effective written Injury Prevention Program which shall address all work sites and all classes of workers. The program shall approach each category of workplace hazard with the intention of totally preventing workplace injuries and illnesses. The program shall include training regarding details of the safety program and hazards associated with the work. The employer shall communicate to all employees, including non-English speaking employees, the employer's safety rules, policies, and procedures. A copy of any employer-implemented

Employer refusal of entry to a Department of Labor Workplace Safety Consultant and/or failure to establish a safety committee, when required, are considered violations. Civil Penalties of not more than \$1,000 for each violation may be assessed against employers. Each day of continued violation shall constitute a separate violation. An employer who refuses to eliminate workplace hazards in compliance with an inspection shall pe referred to the Federal Occupational Safety and Health Administration (OSHA) or the Mine Safety and Health Administration (MSHA) for enforcement. If a public employer refuses to correct a serious hazard, a copy of the report will be forwarded to the most responsible authority for review and action, as appropriate. Discrimination Employees shall not be discharged or discriminated against by the employer for making any oral or written complaint to the safety committee or any

safety program shall be accessible to all employees and made available to the Department of Labor upon request.

government agency having regulatory responsibility for occupational safety and health. If an employee was discharged or discriminated against, the employee must file a complaint with the Nebraska Department of Labor within fifteen days of the alleged occurrence. The Department shall investigate such complaints and if substantiated, the employer shall be required to reinstate the employee and pay any lost wages and benefits **Consultation Services** Consultation services are available at an employer's request to determine if they are complying with the standards issued by the Federal Occupational Safety and Health Administration (OSHA) or Mine Safety and Health Administration (MSHA). This service is provided to public and

are trained in the federal standards and in the recognition of safety and health hazards. Standards for Safety and Health Program Evaluation The Nebraska Department of Labor is not an OSHA or MSHA enforcement authority. However, state law requires compliance with, and enforcement of, those standards. For that reason, OSHA and MSHA standards shall be considered in determining minimum acceptable standards. **Notification of Death** Employers shall report any workplace deaths within 48 hours to the Department of Labor, Division of Safety and Labor Standards (402) 595-3185 or (1-800- 627-3611). Private employers must also notify OSHA within 8 hours of any workplace deaths (1-800-642-8963).

The Nebraska Department of Labor's Workplace Safety Consultation Program provides this poster as an avenue to inform both public and private

private employers by knowledgeable and experienced employees of the Nebraska Department of Labor, Office of Safety and Labor Standards, who

employers and employees of their rights and obligations under the Nebraska Workers' Compensation Reform Law. This poster is available in Spanish. Display this poster conspicuously where notices to employees are customarily posted. Your designated Safety and Health Representative for this worksite is: More information A copy of the law, or additional information on the Workplace Safety Consultation Program, OSHA standards, MSHA standards, or other workplace

NEBRASKA DEPARTMENT OF LABOR, SAFETY AND LABOR STANDARDS 1-800-627-3611 Landmark Center, Suite 301 Centennial Mall South, LL 114 South Chestnut St. 5404 Cedar Street, 3rd Floor 338 PO Box 190 PO Box 95024

Lincoln, NE 68509-5024

2727 W. 2nd Street

Hastings, NE 68901-4663

308-535-8300 402-471-2239 (Fax) 402-595-3200 402-462-1898 (Fax) 308-535-8085 (Fax) 402-471-5039

(Fax) 402-462-1896 Equal Opportunity Employer/Program Auxiliary aids and services are available upon request to individuals with disabilities. TDD: 800.833.7352 • Lincoln: 402.471.2786

The Pregnancy Discrimination Act applies to all companies employing at least 15 people.

Omaha, NE 68106-2365

402-595-3185

safety information, may be obtained at our web site www.NebraskaWorkforce.com or by writing/calling:

North Platte, NE 69103-0190

Employment and Pregnancy Discrimination

Discrimination on the basis of pregnancy is prohibited by the Pregnancy Discrimination Actof 1978. This Act prohibits discrimination against women because of past, present and potential pregnancies. Because millions of women combine their careers with marriage and children, it is important for employers and employees to know their rights. Below is a description of benefits covered by the Pregnancy Discrimination Act.

Employers are required to treat pregnancy, childbirth and other related conditions in the same manner they treat medical conditions for other The Pregnancy Discrimination Act covers all areas of employment including hiring, promotion, firing, seniority rights and fringe benefits such as

sick leave and health insurance. It is illegal for a woman to be fired, refused a job or refused promotion because she is pregnant or has had an abortion.

Discrimination

STATE OF NEBRASKA EQUAL OPPORTUNITY COMMISSION

NOTICE TO Job Applicants, Employees, Employers, Labor Unions, Employment Agencies, Landlords, Tenants, Proprietors, Public: DISCRIMINATION IN EMPLOYMENT, HOUSING, PUBLIC ACCOMMODATIONS, IS PROHIBITED BY STATE LAW **Unlawful Employment Practices**

It is illegal for an employer to discriminate against you because of your Race, Color, Sex, Pregnancy, National Origin, Marital Status, Disability, Religion and/or Age (40- years-old and over). Discrimination may occur in such areas as Hiring, Promotions, Transfers, Lay-offs, Discipline and Termination, Compensation and Benefits, Training, Other Terms or Conditions of Employment, or Sexual Harassment. The Nebraska Equal Opportunity Commission is authorized to investigate allegations of discrimination under the Fair Employment Practices Act and the Equal Pay Act of Nebraska, both of which covers employers with 15 or more employees; and the Nebraska Age Discrimination in Employment Act, which covers employers with 20 or more employees. Labor Organizations, Employment Agencies, Apprenticeship and Training Programs are all covered by the law. Authority: Sections 48-1001 through 48-1009; Sections 48-1101 through 48-1125; Sections 48-1219 through 1227, R.R.S. Nebraska, 1943. **Public Accommodations and Housing Discrimination**

The Nebraska Fair Housing Act prohibits unlawful housing practices which includes discrimination because of Race, Color, Religion, National Origin, Sex, Disability and Familial Status in Purchases, Sales, Rentals, Loans, Publishing, Representation, Inquiry, Listings, Discharge, or Demotion of Agents or Employees in obedience to the law, blockbusting and other such actions. Authority: Sections 20-301 through 20-344, R.R.S. Nebraska, 1943. The Nebraska Civil Rights Act of 1969–Public Accommodation prohibits discrimination because of Race, Color, Religion, Sex, National Origin, or Ancestry in Services, Privileges, Facilities, Advantages and Accommodations by all Public Places and Businesses offering the same. Private establishments, etc. must meet the exceptions as set out in the law. Authority: Sections 20-132 through 20-143, R.R.S. Nebraska,

Protection From Retaliation The Laws enforced by the Nebraska Equal Opportunity Commission prohibit an employer, landlord, or others subject to the laws from engaging in any form of retaliation because opposed a practice made illegal by these laws, or acted as a witness in any investigation or hearing conducted by the Commission. In addition, the Fair Employment Practices Act makes it illegal for an employer to engage in any retaliation because a person has opposed any illegal practice or refused to carry out any action that is illegal under the laws of the State of Nebraska or the United States.

COMPLAINTS: The Nebraska EOC will investigate every complaint in an impartial manner, without cost to you and without publicity. If there is reasonable cause to believe that the law was violated, the Nebraska EOC will hold a conciliation conference. In case of failure to settle or resolve a charge by conference, mediation, conciliation, arbitration or persuasion, a public hearing or litigation may occur.

EMPLOYERS, EMPLOYMENT AGENCIES, UNIONS, LANDLORDS, LENDERS, REAL ESTATE OFFICES, PROPRIETORS, PUBLIC, ETC: You may call on the Nebraska EOC for information on procedures, advice on policy problems, literature, reading lists, films, speakers service, and aid in For Information or Assistance, Please Write, Call, or Come to:

Main Office

Panhandle Office Complex **Equal Opportunity Commission** 301 Centennial Mall South, 5th Floor P.O. Box 94934 Lincoln, Nebraska 68509-4934 Telephone (402) 471-2024 1-800-642-6112

4500 Avenue 'l' P.O. Box 1500 Scottsbluff, Nebraska 69363-1500 Telephone (308) 632-1340 1-800-830-8633 www.neoc.ne.gov

Branch Office

1313 Farnam on-the-Mall Omaha, Nebraska 68102-1836 Telephone (402) 595-2028 1-800-382-7820

Branch Office

THIS NOTICE MUST BE POSTED in conspicuous, well lighted places—e.g., hiring offices, employee bulletin boards, employment agency waiting rooms, union hall—which are frequented by employees, job seekers, or applicants for union membership. Firms and organizations that have more

than one such office, plant or posting place, should request extra copies of this notice. For information on exceptions write to Nebraska EOC. This document satisfies the requirements for posting pursuant to the laws administered by the NEOC. This Commission Investigates Unlawful Discrimination Complaints Filed Anywhere In The State Of Nebraska: At No Cost To The Person Making The Complaint

Emergency Notice

AMBULANCE:	FIRE-RESCUE:
HOSPITAL:	PHYSICIAN:
ALTERNATE:	POLICE:
OSHA:	HAZARDOUS MATERIAL:
STATE DEPARTMENT OF LABOR SAFETY & HEALTH CONSULTATION SERVICE	

402-471-4717 LINCOLN, NEBRASKA

Payday Notice

PAY SCHEDULE IS ☐ WEEKLY ☐ BI-WEEKLY ☐ SEMI-MONTHLY ☐ MONTHLY ☐

■ MONDAY ■ TUESDAY ■ WEDNESDAY ■ THURSDAY ■ FRIDAY ■ SATURDAY ■ SUNDAY

discrimination on the following bases:

Federal contract or subcontract, you are protected under Federal law from

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race, color, religion, sex, sexual orientation gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all 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 other applicants or Disability Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified

individuals with disabilities from discrimination in hiring, promotion, discharge pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes

not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to 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 of employment, including the executive level. **Protected Veteran Status** The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment

disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans. Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes

discrimination by Federal contractors under these Federal laws. Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact

The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, D.C. 20210 1-800-397-6251 (toll-free) If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at https://

of Labor and on OFCCP's "Contact Us" webpage at https://www.dol.gov/ PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL

ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district office,

listed in most telephone directories under U.S. Government, Department

Race, Color, National Origin, Sex 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 in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential

If you believe you have been discriminated against in a program of

any institution which receives Federal financial assistance, you should

State OSHA