

North Carolina and Federal Employment Notices

OSHA Job Safety and Health IT'S THE LAW! Occupational Safety and Health Administration

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

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

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

OSHA 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."

OSHA State OSHA Wage and Hour Notice to Employees and OSH Notice to Employers

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OSHA USERRA HEALTH INSURANCE PROTECTION EMPLOYEES RIGHTS UNDER THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

OSHA 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.

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OSHA Wage & Hour The wage payment provisions apply to all private-sector employers doing business in North Carolina. The wage payment provisions do not apply to any federal, state or local agency or instrumentality of government.

OSHA Youth Employment Rules for all youths under 18 years old are: Youth employment certificates are required. To obtain a YEC, please visit our website at www.labor.nc.gov.

OSHA Additional rules for 16- and 17-year-olds are: No work between 11 p.m. and 5 a.m. when there is school the next day. Exception: When the employer gets written permission from the youth's parents and principal.

OSHA Additional rules for 14- and 15-year-olds are: Where work can be performed: Retail businesses, food service establishments, service stations and offices of other businesses. Work is not permitted in manufacturing, mining or construction, or with power-driven machinery.

OSHA 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.

OSHA Equal Employment Opportunity What are some possible accommodations for pregnant workers? Being able to sit or drink water. Receiving closer parking. Having flexible hours.

OSHA Equal Employment Opportunity What Other Federal Employment Laws May Apply to Pregnant Workers? Title VII which prohibits employment discrimination based on sex, pregnancy, or other protected categories (enforced by the U.S. Equal Employment Opportunity Commission (EEOC)).

OSHA Equal Employment Opportunity 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).

OSHA Equal Employment Opportunity 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).

OSHA Equal Employment Opportunity Submit an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx

OSHA Equal Employment Opportunity Ambulance: FIRE-RESCUE: PHYSICIAN: POLICE: HAZARDOUS MATERIAL:

ProService HAWAII The state that powers your business

OSHA Payday Notice PAYDAY IS THURSDAY

OSHA Emergency Notice Ambulance: FIRE-RESCUE: PHYSICIAN: POLICE: HAZARDOUS MATERIAL:

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