

OSHA Job Safety and Health IT'S THE LAW!

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

Family Medical Leave Act

Family Medical Leave Act EMPLOYER RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION What is FMLA leave? FMLA is a federal law that provides eligible employees with job-protected leave for family and medical reasons.

IRS Withholding If you can answer "yes" to any of these questions, you may need to file a new Form W-4. See your employer for a copy of Form W-4 and call the IRS at 1-800-829-3878.

USERRA FOR USE BY PRIVATE SECTOR AND STATE GOVERNMENT EMPLOYERS YOUR RIGHTS UNDER FEDERAL AND STATE GOVERNMENT RIGHTS ACT USERRA protects the jobs of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of services in the National Disaster Medical System.

Employment Provisions

EMPLOYMENT PROVISIONS OF THE PENNSYLVANIA HUMAN RELATIONS ACT Act of October 27, 1965, P.L. 74, as Amended PURPOSE OF PROVISIONS The purpose of the provisions of the Pennsylvania Human Relations Act is to prevent and eliminate unlawful discriminatory practices in employment because of race, color, religion, sex, national origin, non-job related disability, knowledge, association with a disabled individual, possession of a diploma based on passing a general education test, or willful or negligent participation in election or non-election to an office.

Fair Housing Practices IT IS ALSO UNLAWFUL FOR: any person to retaliate against an individual because the individual has filed a complaint with the Commission, or has otherwise participated in any Commission proceeding, or for any person to aid or abet any unlawful discriminatory practice under the Human Relations Act.

Hours of Work for Minors Hours of Work for Minors Under Eighteen employed at (On one main job or two if otherwise designated workers to whom this schedule applies.) Show daily time of starting work, time for meal or rest periods, and time of stopping work.

Federal Minimum Wage EMPLOYEES UNDER THE FAIR LABOR STANDARDS ACT 15 PER HOUR BEGINNING JULY 24, 2009

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.

Clean Indoor Air Act Beginning on September 11, 2008, smoking is not allowed in public places or workplaces. The CAA defines a "public place" as an enclosed area which serves as a workplace, commercial establishment, or an area where the public is invited or permitted.

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 on the basis of race, the EEOC may be able to help.

State Minimum Wage 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 Compliance.

Child Labor Abstract MUST BE POSTED IN A CONSPICUOUS PLACE WHERE ANY PERSON UNDER AGE 18 IS EMPLOYED. This summary is for general information, and is not to be considered in the same light as official statements contained in the Act or its regulations.

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

Public Accommodations COMMONWEALTH OF PENNSYLVANIA HUMAN RELATIONS COMMISSION PUBLIC ACCOMMODATIONS PENNSYLVANIA HUMAN RELATIONS ACT Act of October 27, 1965, P.L. 74, as Amended Under this Act, a public accommodation is any accommodation which is open to, accepts or solicits the patronage of the general public, including government services.

Unemployment Compensation For State Employees OFFICE OF UNEMPLOYMENT COMPENSATION BENEFITS COMPENSATION FOR STATE EMPLOYEES Under the provisions of the Pennsylvania Unemployment Compensation (UC) Law, we are registered with the Pennsylvania Department of Labor & Industry as:

Right to Know Act MSDS must be accessible in the work area where the hazardous substance is stored or used. MSDS must be readily available to employees about the invention or process of management or supervisors, and any other person who has access to the work area.

Workers' Compensation PENNSYLVANIA BUREAU OF WORKERS' COMPENSATION WARNING: Removing, defacing, covering up or destroying this notice is a violation of the Pennsylvania Crimes Code and may subject you to fine or imprisonment.

Unemployment Compensation For Public Employees OFFICE OF UNEMPLOYMENT COMPENSATION BENEFITS COMPENSATION FOR PUBLIC EMPLOYEES Under the provisions of the Pennsylvania Unemployment Compensation (UC) Law, we are registered with the Pennsylvania Department of Labor & Industry as:

Emergency Notice FIRE-RESCUE, HOSPITAL, POLICE, HAZARDOUS MATERIAL. If you are injured or become ill, call 911 immediately. If you are injured or become ill, call 911 immediately.

Payday Notice PAYDAY ON MONDAY, TUESDAY, WEDNESDAY, THURSDAY, FRIDAY, SATURDAY, SUNDAY. PAY SCHEDULE IS WEEKLY, BI-WEEKLY, SEMI-MONTHLY, MONTHLY.

Unemployment Compensation For State Employees OFFICE OF UNEMPLOYMENT COMPENSATION BENEFITS COMPENSATION FOR STATE EMPLOYEES Under the provisions of the Pennsylvania Unemployment Compensation (UC) Law, we are registered with the Pennsylvania Department of Labor & Industry as:

Equal Pay Discrimination on Basis of Sex Prohibited: Deliberate discrimination by any Bureau of Labor Law Compliance against employees on the basis of sex, by paying wages to any employee at a rate less than the paid to any employee of the opposite sex for work under equal conditions on jobs which require equal skills. Provides that variation in payment of wages is not prohibited when based on Administration: Employees The Secretary of Labor & Industry to administer the provisions of the act, and to issue rules and regulations to make effective the provisions of the act.