EMPL YEE RIGHTS
UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE
$7.25 PER HOUR
BEGINNING JULY 29, 2009

OVERTIME PAY
After 1:12 times your regular rate of pay for all hours worked over 40 if it is an
employed by an employer to work more than 40 hours in a workweek and at least 10% of such time falls in the
week before

CHILD LABOR
Youthful Males and females may not work outside school hours in certain industries, such as mining, manufac-
turing, and construction, under the following conditions:

No work on school days
No work before school starts or after school ends
No work before 7 a.m. or after 7 p.m.

TIP CREDIT
The Department of Labor may allow tips to be used toward minimum wage obligations. If the employee has
been assisted in calculating the wage rate, it may be used in or after this calculation.

ENFORCEMENT
The Department may impose fines or require the employer to post the text of this notice. Regulation 29 C.F.R. §
516.3(b)(2) requires an employer to post the text

ADDITIONAL INFORMATION
• Certain occupations and establishments are exempt from the minimum wage and/or overtime pay provisions.
• Some state or local laws provide greater protection to employees; employers must comply with all laws.
• Some state laws or contracts provide additional protections to employees; employers must comply with all
terms.

For additional information:
1-866-4-USWAGE
WWW.WAGEHOUR.DOL.GOV
U .S. Department of Labor | Wage and Hour Division

EMPLOYEES:
• You have the right to notify your employer or OSHA about workplace hazards. You may ask OSHA to keep your name confidential.
• You have the right to request an OSHA inspection if you believe that there are unsafe or unhealthful conditions in your workplace. You or your representative may participate in that inspection.
• You can file a complaint with OSHA within 30 days of a retaliation or discrimination by your employer for making safety and health complaints or for exercising your rights under the OSHA Act.
• You have a right to see OSHA citations issued to your employer. Your employer must post the citations at or near the place of the alleged violation.
• You may request that your employer post the text of this notice. Regulations 29 C.F.R. §
516.3(b)(2) requires an employer to post the text of this notice. Regulation 29 C.F.R. §
516.3(b)(2) requires an employer to post the text of this notice.

FREE ASSISTANCE IN IDENTIFYING AND CORRECTING HAZARDS OR COMPLIANT WITH OSHA STANDARD

EMPLOYER POLYGRAPH PROTECTION ACT

This Act provides that an employer may not require or request an employee to undergo a polygraph test.

FREE ASSISTANCE IN IDENTIFYING AND CORRECTING HAZARDS OR COMPLIANT WITH OSHA STANDARD

EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

Applicants and employees of private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN
Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination against or unequal treatment of applicants and employees from discrimination based on race, color, religion, sex, or national origin.

DISABILITY
Title I of the Americans with Disabilities Act of 1990, as amended, prohibits discrimination against applicants or employees with disabilities in the areas of employment:
• Hiring
• Job placement
• Advancement
• Employment-related services (like training, apprenticeships, promotions, and benefit programs)

SEX (GAYS)
In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal employment.

AGE
The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, job placement, advancement, employment-related services, and other aspects of employment.

APPLICATIONS FOR EMPLOYMENT
Applicants to and employees of companies with a Federal government contract or subcontract: If you believe that you have been discriminated against in your job or an aspect of your employment because of one of the bases listed above, you should contact the Equal Employment Opportunity Commission (EEOC).

EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW

Equal Employment Opportunity is THE LAW