



## Job Safety and Health IT'S THE LAW!

- Workers have the right to:
- A safe workplace.
  - Know exactly what health concern with your workplace or OSHA, or report a work-related injury or illness, without being retaliated against.
  - Receive information and training on job hazards, including all health and safety substances in your workplace.
  - Report 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 report to private law enforcement.
  - File a complaint with OSHA within 30 days (or phone, online or fax) if you have been retaliated against for filing 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.

- Employers must:
- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against employees for using any of their rights under this law, including reporting 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 operation 30 hours.
  - Provide required training to all workers in a language and vocabulary they can understand.
  - Properly display this poster in the workplace.
  - Post OSHA citations at or near the place of the alleged violation.



Contact OSHA. We can help.

### Equal Employment Opportunity

**Equal Employment Opportunity**

The Equal Employment Opportunity Commission (EEOC) enforces laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, sex, religion, national origin, age, disability, or genetic information. It is also illegal to discriminate against a person because of pregnancy, childbirth, or related medical conditions. Discrimination may include hiring practices, job assignments, promotions, demotions, transfers, pay, benefits, and termination.

**Disability**

Under the Americans with Disabilities Act (ADA), it is illegal to discriminate against a person with a disability in any aspect of employment, including hiring, firing, promotion, demotion, transfer, pay, benefits, and termination. The ADA also requires employers to provide reasonable accommodations to qualified individuals with disabilities.

**Genetic Information**

The Genetic Information Nondiscrimination Act (GINA) prohibits employers from asking about or testing an individual's genetic information, or from taking any adverse employment action based on genetic information.

**Retaliation**

It is illegal to retaliate against an individual for exercising their rights under the EEO laws. Retaliation may include firing, demotion, or other adverse actions.

**How to File a Complaint**

If you believe you have been discriminated against, you should first contact your employer to resolve the issue. If that fails, you should file a complaint with the EEOC. You can file a complaint online, by phone, or by mail. The EEOC will investigate your complaint and may attempt to mediate the dispute. If mediation fails, the EEOC may file a lawsuit on your behalf.

**Contact EEOC**

For more information, visit [www.eeoc.gov](http://www.eeoc.gov) or call 1-800-649-5723.

### Disability Minimum Wage

**Disability Minimum Wage**

The Fair Labor Standards Act (FLSA) sets the minimum wage for most workers. However, there is a special minimum wage for workers with disabilities. This wage is set at 80% of the federal minimum wage. The federal minimum wage is currently \$7.25 per hour. Therefore, the disability minimum wage is \$5.80 per hour.

Employers must pay this minimum wage to workers with disabilities who are employed in non-agricultural, non-fishing, non-mining, and non-transportation industries. This rule applies to both full-time and part-time workers.

There are some exceptions to this rule. For example, it does not apply to workers in agriculture, fishing, mining, or transportation. It also does not apply to workers in the service of the United States Government or the armed forces.

For more information, visit [www.dhs.gov](http://www.dhs.gov).

### Federal Minimum Wage

**Federal Minimum Wage**

The Fair Labor Standards Act (FLSA) sets the federal minimum wage. As of July 1, 2024, the federal minimum wage is \$7.25 per hour. This wage applies to most workers in the United States.

Some states and localities have their own minimum wage laws. In these cases, the higher wage applies. For example, if a state has a minimum wage of \$10.00 per hour, that wage applies to workers in that state.

For more information, visit [www.dhs.gov](http://www.dhs.gov).

# 2025

## STATE LABOR LAW POSTER



**OSHA** Occupational Safety and Health Administration

OSHA is part of the U.S. Department of Labor. We are committed to ensuring that every worker has a safe and healthy workplace. We enforce the Occupational Safety and Health Act (OSHA) and the Safety and Health Administration Act (SHO). We also provide training, technical assistance, and information to employers and workers.

For more information, visit [www.osha-slc.gov](http://www.osha-slc.gov) or call 1-800-368-5888.

**EEOC** Equal Employment Opportunity Commission

The EEOC enforces laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, sex, religion, national origin, age, disability, or genetic information. It is also illegal to discriminate against a person because of pregnancy, childbirth, or related medical conditions. Discrimination may include hiring practices, job assignments, promotions, demotions, transfers, pay, benefits, and termination.

For more information, visit [www.eeoc.gov](http://www.eeoc.gov) or call 1-800-649-5723.

**FLSA** Fair Labor Standards Act

The FLSA sets the federal minimum wage and overtime pay. The federal minimum wage is currently \$7.25 per hour. The FLSA also requires employers to pay overtime pay to workers who work more than 40 hours per week.

For more information, visit [www.dhs.gov](http://www.dhs.gov).

### Emergency Notice

Emergency Notice

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

Business Hours: \_\_\_\_\_

### Payday Notice

Payday Notice

Employer Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_

# Federal Labor Laws 2001

**S Baum**



## **Federal Labor Laws 2001:**

## **Federal Labor Laws 2001** Book Review: Unveiling the Power of Words

In a global driven by information and connectivity, the ability of words has be much more evident than ever. They have the capacity to inspire, provoke, and ignite change. Such could be the essence of the book **Federal Labor Laws 2001**, a literary masterpiece that delves deep to the significance of words and their impact on our lives. Published by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we shall explore the book is key themes, examine its writing style, and analyze its overall affect readers.

<https://www.sharkcoupons.com/results/detail/HomePages/upmsp%20list%20of%20holidays%202015.pdf>

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