

Federal Employment Notices



OSHA
Occupational Safety and Health Administration

Job Safety and Health IT'S THE LAW!

All 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 hazardous substances in your workplace.
- Request an OSHA inspection of your workplace. After inspection, there are several workplace 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 raising 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 raising any of their rights under this law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with applicable OSHA standards.
- Report to OSHA all work-related fatalities within 8 hours, and all important 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 workplace.
- Post OSHA citations at or near the place of the alleged violations.

FREE ASSISTANCE to identify and correct hazards is available to small and medium-sized employers, with consultation or generally through OSHA's supported consultation programs in many states.



Contact OSHA. We can help.

Equal Employment Opportunity

Equal Employment Opportunity

The Equal Employment Opportunity Commission (EEOC) is the federal agency that enforces laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, sex, religion, age, national origin, or disability. It is also illegal to discriminate against a person because of pregnancy, genetic information, or retaliation for having opposed discrimination or filed a charge under this law.

Disability means a physical or mental impairment that substantially limits one or more major life activities. This includes physical impairments such as amputation, blindness, deafness, heart disease, intellectual disability, mental illness, and physical disability. It also includes mental impairments such as anxiety disorders, depression, and post-traumatic stress disorder.

Retaliation is prohibited by the EEOC. It is illegal to discriminate against a person because they have filed a charge of discrimination, made a complaint, or testified in a lawsuit.

Complaints can be filed with the EEOC. The EEOC will investigate the complaint and may attempt to mediate the dispute. If the EEOC finds that there is a violation of the law, it may issue a "Notice of Right to Sue" to the complainant, who can then file a lawsuit in federal court.

Legal Action can be taken if the EEOC finds a violation. The EEOC can sue on behalf of the complainant or the complainant can sue on their own behalf. The EEOC can also sue to enforce its orders.

Penalties can be imposed on employers who violate the law. The EEOC can order an employer to hire, promote, or reinstate a person who was discriminated against. The EEOC can also order an employer to pay back wages and damages.

State and Local Laws may provide additional protections. Some states and local governments have laws that provide additional protections for workers. These laws may cover additional categories of protected individuals or provide for additional remedies.

Resources are available to help workers understand their rights. The EEOC website (www.eeoc.gov) provides information on the EEOC's mission, the laws it enforces, and the process for filing a complaint. The EEOC also has a toll-free helpline (1-800-649-3024) where workers can get information about their rights.

Disability Minimum Wage

Disability Minimum Wage

The Federal Minimum Wage Act (29 U.S.C. 201-207) sets the minimum wage for most workers. However, there is an exception for workers with disabilities. The Act allows employers to pay a lower wage to a worker with a disability if the worker's productivity is substantially below that of other workers in the same workplace.

Substantially Below means a worker's productivity is less than that of other workers in the same workplace. This determination is made on a case-by-case basis. Factors that may be considered include the worker's physical or mental impairment, the nature of the job, and the worker's training and experience.

Productivity is the worker's output or the value of the worker's services. It is measured in relation to the output or value of other workers in the same workplace.

Minimum Wage is the lowest wage that an employer can pay a worker. The Federal Minimum Wage is currently \$7.25 per hour. However, many states and local governments have higher minimum wages.

Employers must keep records of the wages paid to workers with disabilities. These records must include the worker's name, the employer's name, the date, the wage paid, and the reason for the lower wage.

Workers with disabilities who are paid a lower wage than the Federal Minimum Wage may be able to file a complaint with the Department of Labor. The Department of Labor will investigate the complaint and may order the employer to pay the worker the minimum wage.

Federal Minimum Wage

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Minimum Wage is the lowest wage that an employer can pay a worker. It is set by the Federal Government. The minimum wage is adjusted periodically to reflect changes in the cost of living.

Employers must pay the minimum wage to all workers who are covered by the Act. This includes most workers in the United States, including those who are employed by federal, state, or local governments.

Workers who are not paid the minimum wage may be able to file a complaint with the Department of Labor. The Department of Labor will investigate the complaint and may order the employer to pay the worker the minimum wage.

2025

STATE LABOR LAW POSTER



OSHA The Occupational Safety and Health Administration is part of the U.S. Department of Labor. OSHA's mission is to prevent work-related deaths, injuries, and illnesses by enforcing the Occupational Safety and Health Act of 1970. OSHA works with employers and workers to identify and control workplace hazards. OSHA also provides training and information to help workers stay safe and healthy.



Division of Labor Standards Enforcement
U.S. Department of Labor
1000 Pennsylvania Avenue, NW
Washington, DC 20530



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Equal Employment Opportunity

The Equal Employment Opportunity Commission (EEOC) is the federal agency that enforces laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, sex, religion, age, national origin, or disability. It is also illegal to discriminate against a person because of pregnancy, genetic information, or retaliation for having opposed discrimination or filed a charge under this law.

Disability means a physical or mental impairment that substantially limits one or more major life activities. This includes physical impairments such as amputation, blindness, deafness, heart disease, intellectual disability, mental illness, and physical disability. It also includes mental impairments such as anxiety disorders, depression, and post-traumatic stress disorder.

Retaliation is prohibited by the EEOC. It is illegal to discriminate against a person because they have filed a charge of discrimination, made a complaint, or testified in a lawsuit.

Complaints can be filed with the EEOC. The EEOC will investigate the complaint and may attempt to mediate the dispute. If the EEOC finds that there is a violation of the law, it may issue a "Notice of Right to Sue" to the complainant, who can then file a lawsuit in federal court.

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Resources are available to help workers understand their rights. The EEOC website (www.eeoc.gov) provides information on the EEOC's mission, the laws it enforces, and the process for filing a complaint. The EEOC also has a toll-free helpline (1-800-649-3024) where workers can get information about their rights.



Emergency Notice

This notice is required by the Federal Emergency Management Agency (FEMA) for employers who have employees who are in a disaster area. The notice must be posted in the workplace and must contain the following information:

- The name and address of the employer.
- The name and address of the employee.
- The date of the disaster.
- The date of the notice.
- The name and address of the FEMA office that issued the notice.

Emergency Notice

Name of Employer: _____

Name of Employee: _____

Date of Disaster: _____

Date of Notice: _____

Name and Address of FEMA Office: _____

Payday Notice

This notice is required by the Federal Labor Standards Enforcement Act (FLSEA) for employers who have employees who are paid on a non-weekly basis. The notice must be posted in the workplace and must contain the following information:

- The name and address of the employer.
- The name and address of the employee.
- The date of the notice.
- The name and address of the Department of Labor office that issued the notice.

Payday Notice

Name of Employer: _____

Name of Employee: _____

Date of Notice: _____

Name and Address of Department of Labor Office: _____

Federal Labor Laws 2001

Peipei Pang



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