



NOTICE **EMPLOYEE POLYGRAPH PROTECTION ACT**

Under the Employee Polygraph Protection Act (EPPA), employers are prohibited from requiring an employee to take a lie detector test as a condition of employment or as a condition of continued employment. EPPA also prohibits employers from using lie detector tests to determine if an employee has committed a crime or to determine if an employee is qualified for a job. EPPA does not prohibit employers from using lie detector tests to determine if an employee is qualified for a job or to determine if an employee has committed a crime.

EMPLOYEE RIGHTS AND RESPONSIBILITIES UNDER THE FAMILY AND MEDICAL LEAVE ACT

The Family and Medical Leave Act (FMLA) provides eligible employees with up to 12 weeks of unpaid, job-protected leave per year for specified family and medical reasons. FMLA leave is unpaid, but the employee's health insurance coverage must be maintained during the leave. FMLA leave is not accrued, and employees are not required to use FMLA leave for any reason other than those specified in the law.

EMPLOYEE RIGHTS **FEDERAL MINIMUM WAGE**

\$7.25 PER HOUR

The federal minimum wage is \$7.25 per hour. This rate applies to all employers with federal contracts or subcontracts. Some states and localities have higher minimum wage rates.

Equal Employment Opportunity is THE LAW

The Equal Employment Opportunity Act (EEOA) prohibits employers from discriminating against employees on the basis of race, color, religion, sex, and national origin. EEOA also prohibits employers from discriminating against employees on the basis of age, disability, and genetic information.

YOUR RIGHTS UNDER USERRA

The Uniformed Services Employees' Reemployment Rights Act (USERRA) provides that if a member of the uniformed services of the United States is called to active military duty, the employer must reemploy the employee upon their return.



Employee Rights Under the National Labor Relations Act

The National Labor Relations Act (NLRA) is the primary federal law that governs the relationship between employers and employees. The NLRA guarantees the right of employees to organize and bargain collectively through their chosen representatives.

Under the NLRA, you have the right to:

- Join a union or other labor organization
- Refuse to join a union or other labor organization
- Bargain collectively with your employer through a union or other labor organization
- Engage in other concerted activities with or without the aid of a union

Under the NLRA, it is illegal for your employer to:

- Interfere with, restrain, or coerce you in the exercise of your rights
- Discriminate against you for exercising your rights
- Retaliate against you for exercising your rights
- Refuse to bargain in good faith with your union or other labor organization

Under the NLRA, it is illegal for a union or the union that represents you in bargaining with your employer to:

- Interfere with, restrain, or coerce you in the exercise of your rights
- Discriminate against you for exercising your rights
- Retaliate against you for exercising your rights
- Refuse to bargain in good faith with your employer

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MINNESOTA

NOTICE TO EMPLOYEES MINIMUM WAGE IN FLORIDA

The federal minimum wage in Florida is \$7.25 per hour, effective June 1, 2009. This rate applies to all employers with federal contracts or subcontracts.

An employer may not require an employee to accept the right to sue in lieu of the minimum wage. Employees have the right to sue for the minimum wage.

1. If you complain about an employer's alleged minimum wage and back pay violations, you must file a complaint with the Equal Employment Opportunity Commission (EEOC) within 180 days of the date of the alleged violation.
2. If you do not file a complaint with the EEOC, you may file a lawsuit in state court within 180 days of the date of the alleged violation.
3. If you do not file a complaint with the EEOC or a lawsuit in state court, you may file a lawsuit in federal court within 180 days of the date of the alleged violation.

Child Labor Laws

The Child Labor Laws prohibit employers from employing children and minors in hazardous occupations and in occupations that require the performance of strenuous or heavy work.

The minimum age for employment is 14 years old. The minimum age for hazardous occupations is 18 years old.

FLORIDA LAW DISCRIMINATION

BASED ON: RACE, COLOR, SEX, RELIGION, NATIONAL ORIGIN, ANCESTRY, MATRILINEAL OR PATRILINEAL LINEAGE, GENETIC CHARACTERISTICS, POLITICAL BELIEFS, SEXUAL ORIENTATION, AND MARITAL STATUS.

WHAT IS COVERED UNDER THE LAW: EMPLOYMENT, HIRING, PROMOTION, DISCIPLINE, AND TERMINATION.

FLORIDA COMMISSION ON HUMAN RELATIONS

1100 N. W. 15th Street, Suite 1000
Tallahassee, FL 32304
Phone: (904) 498-7400
Toll Free: (800) 342-6776

LA LEY DE LA FLORIDA DISCRIMINACION

BASEADA EN: RAZA, COLOR, SEXO, RELIGION, ORIGEN NACIONAL, ANCESTRÍA, LINEAJE MATRILINEAL O PATRILINEAL, CARACTERÍSTICAS GENÉTICAS, CREENCIAS POLÍTICAS, ORIENTACIÓN SEXUAL Y ESTADO CIVIL.

LO QUE ESTA CUBIERTO BAJO LA LEY: EMPLEO, CONTRATACION, PROMOCION, DISCIPLINA Y TERMINACION.

LA COMISION DE RELACIONES HUMANAS DE LA FLORIDA

1100 N. W. 15th Street, Suite 1000
Tallahassee, FL 32304
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Workers' Comp Works For You

If you are injured on the job:

1. Notify your employer immediately to get the name of an approved physician. Workers' comp insurance may not pay the medical bills if you don't report your injury promptly to your employer.
2. Notify the doctor and medical staff that you were injured on the job so that bills may be properly filed.
3. If you have any problems with your claim or suffer excessive delays in treatment, contact the State of Florida's Division of Workers' Compensation at 1-800-342-1741.

To Employees-

Workers' Compensation is a benefit provided by your employer to help pay for medical expenses and lost wages if you are injured on the job.

If you are injured on the job, you should report the injury to your employer immediately. You should also seek medical attention as soon as possible.

If you have any questions about Workers' Compensation, contact the State of Florida's Division of Workers' Compensation at 1-800-342-1741.