

OSHA Job Safety and Health IT'S THE LAW! Occupational Safety and Health Administration. All workers have the right to: A safe workplace. Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against. Receive information and training on job hazards, including all applicable OSHA standards. Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. OSHA will keep your name confidential. OSHA will 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. 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, without citation or penalty, through OSHA-supported consultation programs in every state.

Contact OSHA. We can help. 1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov. Includes a graphic of a person in a hard hat and safety vest.

Federal Minimum Wage. NURSING MOTHERS (PUMP AT WORK). EMPLOYERS SUBJECT TO THE STATE MINIMUM WAGE. OVERTIME PAY. CHILDLABOR. TIP CREDIT. WAIVE HOUR DIVISION - UNITED STATES DEPARTMENT OF LABOR.

Pregnant Workers Fairness Act (PWFA). WHAT IS PWFA? The Pregnant Workers Fairness Act (PWFA) is a federal law that requires covered employers to provide "reasonable accommodations" to a qualified worker with known limitations related to pregnancy, childbirth, or related medical conditions. REASONABLE ACCOMMODATIONS are changes to the work environment or the way things are usually done in order to remove work-related barriers.

Equal Employment Opportunity. EMPLOYERS SUBJECT TO FEDERAL CONTRACTS OR SUBCONTRACTS. Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin. What Types of Employment Discrimination Are Prohibited? What Types of Employment Discrimination Are Not Prohibited? Equal Employment Opportunity Commission (EEOC).

Workers' Compensation. If you are injured on the job, you must first file a claim. If you are injured on the job, you must first file a claim. If you are injured on the job, you must first file a claim.

Pregnancy and Employment Rights. If you are pregnant, you have the right to continue working as long as you are able to do so. If you are pregnant, you have the right to continue working as long as you are able to do so.

Family Medical Leave Act. What is FMLA leave? The FMLA provides for up to 12 weeks of FMLA leave in a 12-month period for eligible employees. What is FMLA leave? The FMLA provides for up to 12 weeks of FMLA leave in a 12-month period for eligible employees.

Tip Appropriation. Section 146 of the New York State Labor Law. If you are an employee, you are entitled to a fair share of the tips received by your employer. If you are an employee, you are entitled to a fair share of the tips received by your employer.

Emergency Notice. FIRE-RESISTANT. HOSPITALITY. POLICE. HAZARDOUS MATERIAL. State & Federal Poster. UPC CODE. For all your Labor Law Poster Compliance Solutions.

Family Medical Leave Act. EMPLOYERS RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT. THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION. What is FMLA leave? The FMLA provides for up to 12 weeks of FMLA leave in a 12-month period for eligible employees.

IRS Withholding. If you can answer "yes" to any of these 10 IRS Withholding criteria when you filed your last return, you may need to file a new Form W-4. See your employer for a copy of Form W-4 or call IRS at 1-800-424-3876. Now is the time to check your withholding. For more details, go to [www.irs.gov/efile](http://www.irs.gov/efile).

USERRA. YOUR RIGHTS UNDER THE UNIFORMED SERVICES EMPLOYMENT REHABILITATION AND COMPENSATION ACT. USERRA protects the jobs of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Defense Mobilization System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

Polygraph Protection. The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests for pre-employment screening or during the course of employment. EMPLOYERS ARE PROHIBITED FROM ASKING OR REQUIRING AN EMPLOYEE TO TAKE A LIE DETECTOR TEST AND FROM DISCUSSING, DISCUSSING OR DISCUSSING AN EMPLOYEE'S RESULTS FROM SUCH A TEST.

State OSHA. These complaints may also be made to the United States Department of Labor, Occupational Safety and Health Administration office in your state. Discrimination: Employees may not be fired or discriminated against for filing a complaint with OSHA. Retaliation: Employees may not be fired or discriminated against for filing a complaint with OSHA.

Whistleblower Protections. We Are Your DOL. Whistleblowers are individuals who report information about a possible violation of the law. Whistleblowers are individuals who report information about a possible violation of the law.

Right to Express Breast Milk. POLICY ON THE RIGHTS OF PARENTS TO EXPRESS BREAST MILK. INTRODUCTION AND PURPOSE. The purpose of this policy is to ensure that parents are able to express breast milk in a safe and sanitary environment.

Discrimination. FEDERAL DISCRIMINATION. FEDERAL DISCRIMINATION. FEDERAL DISCRIMINATION. FEDERAL DISCRIMINATION. FEDERAL DISCRIMINATION.

Sexual Harassment. STOP SEXUAL HARASSMENT AT WORK. STOP SEXUAL HARASSMENT AT WORK.

Unemployment Insurance. The "Reasons of Employer" form must have your employer's name, registration number, and address where payroll records are kept. If you are unemployed, you may be eligible for unemployment benefits.

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State Minimum Wage. New York City (including Nassau and Suffolk Counties) - Minimum Wage hourly rates effective 1/1/2020 - 12/31/2020. Large Employers (11 or more employees). Small Employers (10 or less employees).

Blood Donation Leave. New York State Department of Labor, Division of Labor Standards. Guidelines for Implementation of Blood Donation Leave. Employees donating blood during a blood donation leave shall have their usual scheduled work hours during the blood donation leave.

Child Labor. Summary of New York State Child Labor Law, Permitted Working Hours for Minors Under 18 Years of Age. Age of Minor and Sex. Industry or Occupation. Daily Hours. Weekly Hours. Daily Pay. Permitted Hours.

Equal Pay. 156.04B. Definition of a pay beneficiary of state disability data prohibited. No employee with status within one of more protected class or classes shall be paid a wage at a rate less than the rate at which an employee without status within the same protected class or classes in the same establishment is paid for (a) equal work.

Time Off To Vote. New York State Election Law. Section 1-100. If an employee who is not a voter is called to vote on the day of an election, the employer shall grant the employee time off to vote. If an employee who is not a voter is called to vote on the day of an election, the employer shall grant the employee time off to vote.

Correction Law. NEW YORK CORRECTION LAW ARTICLE 23-A LICENSURE AND EMPLOYMENT OF PERSONS PROSECUTED FOR CRIMINAL OFFENSES. NEW YORK CORRECTION LAW ARTICLE 23-B DISQUALIFICATION. NEW YORK CORRECTION LAW ARTICLE 23-C DISQUALIFICATION.

Fringe Benefits & Hours. We Are Your DOL. Department of Labor. Fringe benefits are additional benefits provided to employees in addition to their wages and salaries. Fringe benefits are additional benefits provided to employees in addition to their wages and salaries.

Veteran Benefits and Services. METALS HEALTH AND SUBSTANCE ABUSE. NEW YORK STATE DEPARTMENT OF LABOR VETERANS SERVICES. NEW YORK STATE DEPARTMENT OF LABOR VETERANS SERVICES.

Right To Know. YOU HAVE A RIGHT TO KNOW. Your employer must inform you of the health and safety hazards of both substances at your workplace and the health and safety hazards of both substances at your workplace.

Deduction of Wages. Deduction of Wages.

Clean Air Indoor Air. Indoor Air Quality. Indoor Air Quality.

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