

NOTE: OSHA REQUIRES THAT REPRODUCTIONS OF THIS POSTER BE AT LEAST 8 1/2" X 14" INCHES WITH 10 POINT TYPE

Job Safety and Health IT'S THE LAW! 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.

Family Medical Leave Act EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION LEAVE ENTITLEMENTS: Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period.

Equal Employment Opportunity Equal Employment Opportunity is THE LAW Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

Contact OSHA. We can help. 1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

USERRA - FOR USE BY PRIVATE SECTOR AND STATE GOVERNMENT EMPLOYERS YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

Individuals with Disabilities Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

Federal Minimum Wage \$7.25 PER HOUR BEGINNING JULY 24, 2009 The law requires employers to display this poster where employees can readily see it.

REEMPLOYMENT RIGHTS If you are eligible to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and: you ensure that your employer receives advance written or verbal notice of your service.

Child Labor Laws ALABAMA CHILD LABOR LAWS Each Employer shall obtain and display the proper Child Labor Certificate(s) for each location where minors under the age of 18 are employed.

Risk Management YOU ARE REQUIRED TO IMMEDIATELY REPORT TO YOUR SUPERVISOR ANY PERSONAL BODILY INJURY WHICH HAPPENS AT WORK OR ONSET OF ANY OCCUPATIONAL DISEASE. DO THIS NOW MATTER HOW SLIGHT THE INJURY OR WHETHER OR NOT MEDICAL TREATMENT IS REQUIRED.

Polygraph Protection The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

Persons under 14 years of age SHALL NOT BE EMPLOYED Employment Certificate (Renewed annually) Class I Certificate To employ minors age 14/15 Class II Certificate To employ minors age 16/17

Disability Minimum Wage EMPLOYEE RIGHTS FOR WORKERS WITH DISABILITIES PAID AT SPECIAL MINIMUM WAGES THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

Worker's Compensation Fraud THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT. 1-866-487-9243 • TTY: 1-877-889-5627 www.dol.gov/whd

Inspections by the Department of Labor The Department of Labor has the right to enter, without warrant or notice, any business establishment for the purpose of routine inspections.

Workers with Disabilities For purposes of payment of commensurate wage rates under a certificate, a worker with a disability is defined as: An individual whose earnings or productive capacity is impaired by a physical or mental disability, including those related to age or injury, for the work to be performed.

Worker's Compensation Worker's Compensation Fraud can be: Reporting an off the job accident as an on the job accident. Reporting an accident that never happened.

Unemployment Compensation YOUR JOB INSURANCE Workers in this establishment are covered by the Alabama Unemployment Compensation Law.

Emergency Notice AMBULANCE: FIRE-RESCUE: HOSPITAL: PHYSICIAN: ALTERNATE: POLICE: OSHA: HAZARDOUS MATERIAL:

IRS Withholding If you can answer "yes": To any of these questions you owed extra tax 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 the IRS at 1-800-829-3676.

Unemployment Compensation Partial Temporarily Laid Off? If you are working and earning less than your usual weekly gross earnings for full-time employment, you may ask your employer to file a claim for partial benefits.

State & Federal Poster For all your Labor Law Poster Compliance Solutions

Payday Notice REGULAR PAYDAYS FOR EMPLOYEES OF: (FIRM NAME) SHALL BE AS FOLLOWS:

Unemployment Compensation Partial Frauds Penalties are SEVERE Up to a Class B Felony. Fines of up to \$50,000 and up to 12 months in jail for each fraudulent week claimed.