

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL. Know Your Rights: Workplace Discrimination is Illegal. The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment.

PAYMENT OF WAGES. Fox Valley Offices, Georgetown American Job Center, Delaware Department of Labor, Division of Industrial Affairs. Payment of wages must be made on the next regular workday that the employee is present or by mail.

FMLA - FAMILY AND MEDICAL LEAVE ACT. What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS. The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces laws that prohibit employment discrimination against employees doing business with the Federal Government.

UNLAWFUL DEDUCTIONS: Employers are not permitted to deduct or withhold wages for: Cash or inventory shortages; Cash advances or charges for goods and services.

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT. USERRA protects the jobs rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service.

FEDERAL MINIMUM WAGE. 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.

PAYDAY NOTICE. Regular Paydays for Employees of (Company Name). Shall be as follows: Weekly, Bi-Weekly, Monthly, Other.

HEALTH INSURANCE PROTECTION. If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military.

WAGE THEFT. Fox Valley Offices, Georgetown American Job Center, Delaware Department of Labor, Division of Industrial Affairs. An employer may not do any of the following: Employ an individual without reporting the individual's employment to all appropriate government agencies.

WITHHOLDING STATUS. YOU MAY NEED TO CHECK YOUR WITHHOLDING. Many or lost file Form W-4 with your employer did you...? See your employer for a copy of Form W-4 or call the IRS at 1-800-829-3676.

EMPLOYEE POLYGRAPH PROTECTION ACT. 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.

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DELAWARE MINIMUM WAGE. Fox Valley Offices, Georgetown American Job Center, Delaware Department of Labor, Division of Industrial Affairs. Regular Rate: effective: 06-01-15 - \$8.25/hour effective: 01-01-23 - \$11.75/hour.

UNEMPLOYMENT INSURANCE. The state of Delaware states, "Each liable employer (except household employers) must display the poster, Notice of Coverage (Form UC-6), with the employer's name printed on it in a place customarily frequented by employees."

WHISTLEBLOWER PROTECTION ACT. TITLE 19 Labor | General Provisions CHAPTER 17. Whistleblowers' Protection. (1) Short title. This chapter may be cited as the "Delaware Whistleblowers' Protection Act."

ANTI-DISCRIMINATION NOTICE. It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.

WORKERS' COMPENSATION. Delaware Department of Labor Division of Industrial Affairs. WORKERS' COMPENSATION IMPORTANT THINGS TO DO IN CASE OF INJURY. Carry Workers' Compensation insurance coverage. Provide all necessary medical, surgical, and hospital treatment from the accident date.

WHISTLEBLOWER PROTECTION ACT. TITLE 19 Labor | General Provisions CHAPTER 17. Whistleblowers' Protection. (1) Short title. This chapter may be cited as the "Delaware Whistleblowers' Protection Act."

BREAK RULES. Fox Valley Offices, Georgetown American Job Center, Delaware Department of Labor, Division of Industrial Affairs. All employees must be offered a meal break of at least 30 consecutive minutes if the employee is scheduled to work 7.5 or more hours per day.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT. Occupational Safety and Health Administration. Job Safety and Health IT'S THE LAW! All workers have the right to: A safe workplace.

CHILD LABOR LAWS. Fox Valley Offices, Georgetown American Job Center, Delaware Department of Labor, Division of Industrial Affairs. CHILD LABOR LAWS. General Provisions. The minimum age for employment is 14.

DISCRIMINATION. Fox Valley Offices, Georgetown American Job Center, Delaware Department of Labor, Division of Industrial Affairs. Employers are prohibited by state law from discriminating against employees because of their RACE, COLOR, NATIONAL ORIGIN, SEX (INCLUDING PREGNANCY), RELIGION, DISABILITY, AGE (40+), GENDER INFORMATION, SEXUAL ORIENTATION, GENDER IDENTITY, MARITAL STATUS, MEMBERSHIP IN VOLUNTEER EMERGENCY RESPONDER ORGANIZATION.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT. Occupational Safety and Health Administration. Job Safety and Health IT'S THE LAW! Employers must: Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law.

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