

HAWAII & FEDERAL LABOR LAW POSTER

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.

BREASTFEEDING IN THE WORKPLACE. NOTICE TO EMPLOYEES. Under the HAWAII EMPLOYMENT PRACTICES LAW (Act 249, 2013 Regular Session) BREASTFEEDING IN THE WORKPLACE, effective July 1, 2013

FMLA - FAMILY AND MEDICAL LEAVE ACT. Your Employee Rights Under the Family and Medical Leave Act. What is FMLA? 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. Protected Veterans Status. The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against veterans.

WASH YOUR HANDS. NOTICE. FOOD SANITATION RULE 11-12-29. Hawaii Dept. of Health rules requires you to thoroughly WASH YOUR HANDS

ANTI-DISCRIMINATION NOTICE. It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which documents 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.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE. Individuals with Disabilities. Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance.

MILITARY LEAVE. NOTICE TO EMPLOYEES. You have the right to be free from discrimination and retaliation if you leave your job to perform military service, while seeking military service, or after returning to military service.

WORKERS' COMPENSATION/ DISABILITY COMPENSATION. If you are not eligible for benefits (see second paragraph above), your employer cannot deduct any contributions from you to share in the premium cost. Prepaid Health Care: You have the right to enroll in your employer's prepaid health care insurance plan after 4 consecutive weeks of employment where you have worked at least 30 hours each week.

EMPLOYEE POLYGRAPH PROTECTION ACT. EMPLOYEE RIGHTS | 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.

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

DISABILITY COMPENSATION LAW. NOTICE TO EMPLOYEES. Workers' Compensation - You have the right to receive workers' compensation benefits and medical care if you suffer a work-related injury or illness. You must report the date, time and circumstance of your injury immediately to your employer or supervisor.

FEDERAL MINIMUM WAGE. EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT. FEDERAL MINIMUM WAGE \$7.25 BEGINNING JULY 24, 2009

WITHHOLDING STATUS. YOU MAY NEED TO CHECK YOUR WITHHOLDING. Since you last filed Form W-4 with your employer did you... New employee for a copy of Form W-4 or call the IRS at 1-800-829-3676.

WHISTLEBLOWER PROTECTION ACT. You have the right to be free from discrimination and retaliation if you report a violation of law or contract. You may file a lawsuit.

DISLOCATED WORKERS/PLANT CLOSING. REQUIRED NOTICE TO DISLOCATED WORKERS/PLANT CLOSINGS. You have the right to be notified in writing at least 60 days in advance of possible layoffs or terminations due to certain business transactions taken by your employer.

UNEMPLOYMENT INSURANCE. UNEMPLOYMENT INSURANCE LAW. NOTICE TO EMPLOYEES. You have the right to unemployment benefits if you lose your job or your work hours are substantially reduced through no fault of your own. You may file your claim for unemployment insurance benefits online or in-person at a local claims office.

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT. YOUR RIGHTS UNDER USERRA. THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT. USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service.

HAWAII MINIMUM WAGE. WAGE AND HOUR LAWS. NOTICE TO EMPLOYEES. Minimum Wage - You have the right to receive a minimum wage of at least \$14.00 per hour beginning January 1, 2024; at least \$16.00 per hour beginning January 1, 2026; and at least \$18.00 per hour beginning January 1, 2028.

DISCRIMINATION. LAWS PROHIBITING EMPLOYMENT DISCRIMINATION. NOTICE TO EMPLOYEES. You have the right to be free from unlawful discrimination in your employment. All applicants and employees of private and public employers (except the federal government), union members, and job seekers in employment agencies are protected by Hawaii law against employment discrimination.

HEALTH INSURANCE PROTECTION. You have the right to be free from discrimination and retaliation if you report a violation of law or contract. You may file a lawsuit.

AMERICAN JOB CENTERS. American Job Centers. Oahu: 765-5701 Hawaii: 933-6527 Maui: 270-5777 Kauai: 274-3056

DISCRIMINATION. LAWS PROHIBITING EMPLOYMENT DISCRIMINATION. NOTICE TO EMPLOYEES. Examples of Unlawful Employment Discrimination: If you are a pregnant employee and are denied leave recommended by a doctor or are denied reinstatement to the same or comparable position after giving birth.

OCCUPATIONAL SAFETY AND HEALTH PROTECTION. You Have a Right to a Safe And Healthful Workplace. IT'S THE LAW! You have the right to notify your employer or HIOSH (808-586-9092) about workplace hazards. HIOSH will keep your name and identity confidential.

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