

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.

- Who is Protected? Employees (current and former), including managers and temporary employees. What Organizations are Covered? Most private employers, State and local governments (as employers).

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

Race, Color, National Origin, Sex, Sexual Orientation, Gender Identity, National Origin Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race, color, religion, sex, sexual orientation, gender identity, or national origin.

ANTI-DISCRIMINATION NOTICE

It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) they will accept from an employee.

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.

REEMPLOYMENT RIGHTS You have the right 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.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

OSHA Occupational Safety and Health Administration. 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. Receive information and training on job hazards. Request a confidential OSHA inspection of your workplace.

UNEMPLOYMENT INSURANCE

NEBRASKA Good Life. Great Connections. DEPARTMENT OF LABOR. UNEMPLOYMENT INSURANCE: ADVISEMENT OF BENEFIT RIGHTS

TITLE 219 - DEPARTMENT OF LABOR: CHAPTER 2 - CLAIMS FOR BENEFITS

- 001. This chapter is adopted pursuant to Neb. Rev. Stat. §§48-626, 48-627, 48-629, and 48-607. 002. A. All claims shall be filed online through the Nebraska Department of Labor's online web application available at www.dol.nebraska.gov.

PAYDAY NOTICE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT 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. OVERTIME PAY At least 1 1/2 times your regular rate of pay for all hours worked over 40 in a workweek.

PAYDAY NOTICE

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

WITHHOLDING STATUS

YOU MAY NEED TO CHECK YOUR WITHHOLDING Since you last filed form W-4 with your employer did you... Married or divorced? Gain or lose a dependent? Change your name?

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.

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR 1-866-487-9243 www.dol.gov/agencies/whd

FMLA - FAMILY AND MEDICAL LEAVE ACT

Your Employee Rights Under the 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. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees.

DISCRIMINATION

STATE OF NEBRASKA EQUAL OPPORTUNITY COMMISSION DISCRIMINATION IS PROHIBITED BY STATE LAW

Notice to Job Applicants Employees, Employers, Labor Unions, Employment Agencies, Landlords, Tenants, Proprietors, Public Discrimination in Employment, HOUSING, PUBLIC ACCOMMODATIONS IS PROHIBITED BY STATE LAW.

MINIMUM WAGE

Main Branch Office Equal Opportunity Commission 301 Centennial Mall South, 5th Floor P.O. Box 94934 Lincoln, Nebraska 68509-4934

THIS NOTICE MUST BE POSTED in conspicuous, well-lit places—e.g., hiring offices, employee bulletin boards, employment agency waiting rooms, union hall which are frequented by employees, job seekers, or applicants for union membership.

Table with 2 columns: Effective Date, Minimum Hourly Wage Rate. Rows: January 1, 2016 (\$9.00), January 1, 2023 (\$10.50), January 1, 2024 (\$12.00), January 1, 2025 (\$13.50), January 1, 2026 (\$15.00)

Beginning January 1, 2027, the minimum wage will increase based on the cost-of-living increase as measured by the Consumer Price Index.

- In the case of employees paid gratuities for services performed, the combined amount of hourly wage and gratuities given to the employee shall equal or exceed the current minimum wage.

48-1202. For purposes of the Wage and Hour Act, unless the context otherwise requires:

- 1. Employ shall include to permit to work; 2. Employer shall include any individual, partnership, limited liability company, association, corporation, business trust, legal representative, or organized group of persons employing four or more employees at any one time except for seasonal employment of not more than twenty weeks in any calendar year.