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. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help. Retaliation for filing a charge, reasonably opposing · Conduct that might reasonably discourage someone • Employees (current and former), including managers from opposing discrimination, filing a charge, or discrimination, or participating in a discrimination and temporary employees lawsuit, investigation, or proceeding

Union members and applicants for membership in a union rights regarding disability discrimination or pregnancy What Organizations are Covered? What Employment Practices can be Challenged as State and local governments (as employers) **Discriminatory?** All aspects of employment, including: Educational institutions (as employers) Discharge, firing, or lay-off UnionsStaffing agencies rassment (including unwelcome verbal or physical conduct) Hiring or promotion Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the

observance or practice National origin • Sex (including pregnancy, childbirth, and related medical Job training conditions, sexual orientation, or gender identity) Classification Referral Age (40 and older) • Obtaining or disclosing genetic information

Color

Genetic information (including employer requests for, of employees or purchase, use, or disclosure of genetic tests, genetic Requesting or disclosing medical information services, or family medical history)

ederal law from discrimination on the following bases:

participating in an investigation or proceeding Interference, coercion, or threats related to exercising Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights, or someone assisting or encouraging someone else to exercise rights, regarding disability discrimination (including accommodation) or pregnancy accommodation
What can You Do if You Believe Discrimination has Occurred? Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time imits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways: Pay (unequal wages or compensation)
 Failure to provide reasonable accommodation for a Submit an inquiry through the EEOC's public portal: disability; pregnancy, childbirth, or related medical https://publicportal.eeoc.gov/Portal/Login.aspx condition; or a sincerely-held religious belief, **Call** 1–800–669–4000 (toll free)

1–800–669–4000 (ton nec, 1–800–669–6820 (TTY) 1–844–234–5122 (ASL video phone) Visit an EEOC field office (information at E-Mail info@eeoc.gov Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov **EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS**

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) Protected Veteran Status The Vietnam Era Veterans' Readjustment Assistance Act of enforces the nondiscrimination and affirmative action commitments of companies 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and doing business with the Federal Government. If you are applying for a job with, or are an requires affirmative action to recruit, employ, and advance in employment, disabled employee of, a company with a Federal contract or subcontract, you are protected under veterans, recently separated veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Armed Forces service Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin
Executive Order 11246, as amended, prohibits employment discrimination by Federal

Retaliation Retaliation is prohibited against a person who files a complaint of contractors based on race, color, religion, sex, sexual orientation, gender identity, or discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination national origin, and requires affirmative action to ensure equality of opportunity in all by Federal contractors under these Federal laws. Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's Asking About, Disclosing, or Discussing Pay Executive Order 11246, as amended, authorities should contact immediate protects applicants and employees of Federal contractors from discrimination based on The Office of Federal Contract Compliance Programs (OFCCP) inquiring about, disclosing, or discussing their compensation or the compensation of

U.S. Department of Labor 200 Constitution Avenue, N.W. 1-800-397-6251 (toll-free If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 to access relecommunications relay services. OFCCP may also be contacted by submitting ndividual with a disability who is an applicant or employee, barring undue hardship to a question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by

Disability Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at https://www.dol.gov/agencies/ofccp/contact.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Individuals with Disabilities Section 504 of the Rehabilitation Act of 1973, as amended, Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits prohibits employment discrimination on the basis of disability in any program or activity

ination on the basis of race, color or national origin in programs or activities receiving which receives Federal financial assistance. Discrimination is prohibited in all aspects Federal financial assistance. Employment discrimination is covered by Title VI if the primary of employment against persons with disabilities who, with or without reasonable objective of the financial assistance is provision of employment, or where employment accommodation, can perform the essential functions of the job. If you believe you have a causes or may cause discrimination in providing services under such programs. been discriminated against in a program of any institution which receives Federal financial Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

(Revised 6/27/202

EMPLOYEE POLYGRAPH PROTECTION ACT

EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT

using lie detector tests either for pre-employment screening or during the course which is more restrictive with respect to lie detector tests. test or for exercising other rights under the Act. law does not apply to tests given by the Federal Government to certain private own court actions. kind of lie detector) tests to be administered in the private sector, subject to restrictions, JOB APPLICANTS CAN READILY SEE IT. to certain prospective employees of security service firms (armored car, alarm, and quard), and of pharmaceutical manufacturers, distributors and dispensers. The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms

who are reasonably suspected of involvement in a workplace incident (theft,

embezzlement, etc.) that resulted in economic loss to the employer. The law does not

inge benefits, job training, classification, referral, and other aspects of employmen

The Employee Polygraph Protection Act prohibits most private employers from preempt any provision of any State or local law or any collective bargaining agreement **EXAMINEE RIGHTS** Where polygraph tests are permitted, they are subject to numerous ITIONS Employers are generally prohibited from requiring or requesting any strict standards concerning the conduct and length of the test. Examinees have a number employee or job applicant to take a lie detector test, and from discharging, disciplining, of specific rights, including the right to a written notice before testing, the right to refuse or or discriminating against an employee or prospective employee for refusing to take a discontinue a test, and the right not to have test results disclosed to unauthorized persons. **ENFORCEMENT** The Secretary of Labor may bring court actions to restrain violations and EXEMPTIONS Federal, State and local governments are not affected by the law. Also, the assess civil penalties against violators. Employees or job applicants may also bring their individuals engaged in national security-related activities. The Act permits polygraph (a THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND

WAGE AND HOUR DIVISION TED STATES DEPARTMENT OF LABOR 1-866-487-9243

Smoking is PROHIBITED in accordance with the

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. For information, please contact The Office of Special Counsel for Immigration Related Unfair Employment Practices Office at 800-255-7688.

NO SMOKING NOTICE



NO SMOKING

Louisiana Smoke-Free Air Act (Act 815). © The Louisiana Campaign for Tobacco-Free Living. For more information visit myTFL.org or call 1-866-I-AM-4-TFL

INDEPENDENT CONTRACTOR OR EMPLOYEE

ATTENTION ALL EMPLOYEES, EMPLOYERS, INDEPENDENT CONTRACTORS AND SUBCONTRACTORS:

The law says that you are an employee unless: • You are free from direction and control in performing your job, AND You perform work that is not part of the usual work done by the business that hired you OR is not performed on the business's premises, AND · You are customarily engaged in an independently established trade, occupation, profession or business.

Your employer cannot consider you to be an independent contractor unless all three of these facts apply to your work. IT IS AGAINST THE LAW FOR AN EMPLOYER TO MISCLASSIFY EMPLOYEES AS INDEPENDENT CONTRACTORS OR PAY

EMPLOYEES OFF THE BOOKS. If you are an employee, you are entitled to:

to work, and meet other eligibility requirements. · Workers' Compensation benefits for on-the-job injuries.

 Unemployment benefits, if unemployed through no fault of your own, able An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

It is a violation of this law for employers to retaliate against anyone who asserts their rights under the law. Retaliation subjects an employer to civil penalties, a lawsuit or both. If you have questions about whether you are an employee or independent contractor, or you want to file a complaint, call the Louisiana Workforce Commission Fraud Hotline at 1-(866)-708-2866 or email UITaxfraud@lwc.la.gov. **Independent Contractors:**

If you are an independent contractor, you must pay all taxes required by ouisiana and Federal Law. **Employer Consequences:**

Pursuant to Louisiana Employment Security Law R.S. 23:1711 (G): Penalties for misclassifying a worker as an independent contractor include:

 Fines of up to \$2500 per misclassified worker per instance. • Imprisonment for up to 90 days. Prohibited from contracting with any state agency iiii WORKFORCE or political subdivision of the state for three years.

This notice must be posted in a conspicuous place, www.laworks.net setting forth information to effectuate this purpose.

Your employer has a duty to inform you at the time of your hire what your wage rate will be, how often you will be paid and how you will be paid, and of any subsequent changes

TIMELY PAYMENT OF WAGES

PAYMENT OF WAGES ACT

thereto. If your employer should, for reasons within his control, fail to pay you according to that agreement, you must lodge a complaint with him. If no action is taken to resolve your complaint, you may report the violation to the Louisiana Workforce Commission. This notice must be posted in a conspicuous place, setting forth information to effectuate this purpose An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon

request to individuals with disabilities. 1-800-259-5154 (TDD)

R.S. 23:633(D) Revised January 2016

NATIONAL GUARD RESERVE RIGHTS



In the national guard, reserves, or on active duty?

You have certain protected employment and re-employment rights, freedom from discrimination rights, and civil relief rights. Under 38 U.S.C. 4301 et seq. (USERRA) and 50 U.S.C. 3901 et seq. (SCRA) and state law R.S. 29:401et seq. (MSRA), if you feel that you have been discriminated against or denied such rights on account of your service in the uniformed services, contact the Employer Support of the Guard and Reserve Committee at 1-800-336-4590, or log on to www.ESGR.mil or e-mail questions to questions@LAESGR.com.



Honoring your service.

iilii WORKFORCI COMMISSION

Support your uniformed services, and place this poster in a conspicuous place as required by law.





An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

To file a new unemployment

claim, reopen an existing

unemployment benefits, or

R.S. 23:1621

Revised March 2025

to get answers about your

claim, file for weekly

UNEMPLOYMENT INSURANCE

Notice to Workers Your employer is subject to the Louisiana Employment unemployment insurance law of another state or the United States. Security Law and is required to post this notice in a conspicuous place. Your employer has contributed to the Louisiana Trust Fund from which 3 For any week with respect to which or a part of which you are benefits are paid. No amount of contributions to the Trust Fund is receiving or have received other remuneration (i.e., Workers' deductible from your earnings Compensation, pensions, vacation pay, wages in lieu of notice, or otal Unemployment You may be eligible to receive unemployment severance pay) insurance benefits provided

You are unemployed You have registered for work B You are able to work, available for work, and actively conducting a 4 You have been paid wages by employers subject to the Louisiana imposed in accordance with R.S. 23:1714 are repaid, or until ten years Employment Security Law during your base period in an amount have elapsed from the date of disqualification. The ten-year period sufficient to qualify you under the law

Disqualification You may be disqualified from drawing benefits on In addition, the law provides: Whoever makes a false statement or your claim if: You have left work voluntarily without good cause attributable to a to disclose a material fact to obtain or increase any benefit or other substantial change made to the employment by the employer. You have been discharged for misconduct connected with your work. You fail without good cause to: (a) apply for available suitable work, (b) government, either for himself or for any other person, shall be guilty

accept suitable work when offered, or (c) return to your customary of a misdemeanor, and shall be fined not less than \$50 nor more than self-employment when directed. 4 You have been discharged for the use of illegal drugs. ou may also be disqualified: For any week with respect to which the Administrator finds that your separate offense. Additionally, all fraud overpayments over \$1,000

unemployment is due to a labor strike which is in active progress at shall be referred to the office of the district attorney where the the factory, establishment or other premises at which you are or were claimant resides, and shall be considered a crime of theft under R.S. last employed, and in which you are participating, or in which you are 14:67 upon proof beyond a reasonable doubt that the overpayment

Pror any week with respect to which or a part of which you have

Unemployment Insurance Penalties If you make a false statement knowing it to be false or online visit us on the Weh intentionally fail to disclose an important fact in order to receive or at www.LAWORKS.net. increase a benefit amount, you shall be disqualified for the remainde If you do not have access to of the benefit year subsequent to the commission of the fraudulent the internet, or prefer to act and continuing until the benefits so obtained plus any penalty manage your Unemployment Insurance claim by phone, call the may be interrupted. See the law for details. Unemployment Insurance Call Center at 1-866-783-5567 representation to the Agency knowing it to be false, or knowingly fails This notice must be posted payment under this Chapter, or under an employment security law of in a convenient and conspicuous place in the employer's place of business.

any other State, or the Federal Government, or of a foreign \$1,000 or imprisoned for not less than 30 days nor more than 90 days, or both, in the discretion of the court. Each such false statement or representation or failure to disclose a material fact shall constitute a

was obtained by fraud or false pretenses.

FEDERAL MINIMUM WAGE

An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009 penalties may be assessed for each child labor violation that results in the death or serious The law requires employers to display this poster where employees can readily see it.

a workweek. CHILD LABOR An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. ADDITIONAL INFORMATION ouths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment.

TIP CREDIT Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against neir minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the ployer must make up the difference.

Employers may be assessed civil money penalties for each willful or repeated violation of

the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money

Special provisions apply to workers in American Samoa, the Commonwealth of the with both.

PUMP AT WORK The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for her nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and free from intrusion from pworkers and the public, which may be used by the employee to express breast milk. **ENFORCEMENT** The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal prosecution

injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or **OVERTIME PAY** At least 1 ½ times your regular rate of pay for all hours worked over 40 in discharging workers who file a complaint or participate in any proceeding under the FLSA. Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to the pump at

> Northern Mariana Islands, and the Commonwealth of Puerto Rico. Some state laws provide greater employee protections; employers must comply Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified indepe contractors are not. Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

WAGE AND HOUR DIVISION 1-866-487-9243 www.dol.gov/agencies/whd

EWHE UNITED STATES DEPARTMENT OF LABOR

DISCRIMINATION

EQUAL OPPORTUNITY FOR ALL

Equal opportunity is the law. It is against the law for recipients If you think that you have been subjected to discrimination of Federal financial assistance to discriminate on the basis of under a WIOA Title I financially assisted program or activity, you may file a complaint within 180 days from the date of the I. Against any individual in the United States, on the basis of alleged violation. race, color, religion, sex, national origin, age, disability, If you elect to file your complaint with the State Equal Opportunity (EO) Officer or with this office, you must wait 2. Against any beneficiary of any program financially assisted until the recipient issues a decision or until 90 days have

under Title I of the Workforce Innovation & Opportunity passed, whichever is sooner, before filing with Civil Rights Or you may file at this office: Act (WIOA) on the basis of the beneficiary's citizenship/ Center (CRC) (see address to the right). Director of the Civil Rights status as a lawfully admitted immigrant authorized to work

If the state EO Officer or this office has not provided you with in the United States, or on the basis of his/her participation a written decision within 90 days of the filing of the complaint, in any Louisiana Workforce Commission (LWC) program or you need not wait for a decision to be issued, but may file a 200 Constitution Avenue NW complaint with CRC within 30 days of the expiration of the 90 The recipient must not discriminate in any of the following day period. (In other words, within the 120 days after the day Washington, DC 20210. on which you filed your complaint with the recipient.) 1. Deciding who will be admitted or who will have access to If the State EO Officer or this office does give you a Written Notice of Final Action on your complaint, but you are forth information to effectuate 2. Providing opportunities in, or treating any person with dissatisfied with the recipient's resolution of your complaint. you may file a complaint with CRC. Such complaints must be B. Making employment decisions in the administration of, or filed within 30 days of the date you received the Written Notice of Final Action. An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

Room N-4123 This notice must be posted in a conspicuous place, setting R.S. 23:314 Revised March 2017

To file your complaint contact

ouisiana Equal Opportunity

Officer, Compliance Programs

Director, Louisiana Workforce

Baton Rouge, LA 70804-9094

U. S. Department of Labor

WORKFORCE

www.laworks.ne

Publication 213

Cat. No. 11047P

Notice shall be given by delivering it or sending

the employer's place of business.

Revised February 2025

(Rev. 8-2009)

condition, and

your leave, and

Personnel Management.

You work for a covered employer,

You have worked for your employer at least 12 months,

vorkweeks in the current or previous calendar year,

ollow your employer's normal policies for reques

Post Office Box 94094

1001 North 23rd Street

Phone (225) 342-3075

Fax (225) 342-7961

YOU MAY NEED TO CHECK YOUR WITHHOLDING Since you last filed 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. Now is the time to check your withholding. For more details, get Publication 919, How Do I Adjust Gain or lose a dependent? My Tax Withholding?, or use the Withholding Calculator at Change your name? www.irs.gov/individuals on the IRS web site. **Employer:** Please post or publish this Bulletin Board Poster so that your employees Were there major changes to...
• Your nonwage income (interest, dividends, capital gains, etc.)? Your family wage income (you or your spouse started or ended a job)?
Your itemized deductions?

WITHHOLDING STATUS

狐 IRS To any of these questions or you owed extra tax when you filed your last return, you

WORKERS' COMPENSATION

be minor. within one year of the date that:

Discrimination Has No Place

political affiliation or belief: and

any LWC financially assisted program or activity,

in connection with, such a program or activity.

regard to, such a program or activity,

the following

activity.

Marry or divorce?

If you can answer "YES"...

nay need to file a new form Ŵ-4.

 The disease manifests itself. 2. The employee is disabled as a result of of any inaccuracy in stating the time, place, nature the disease. or cause of injury, or otherwise, unless it is shown 3. The employee knows or has reasonable that the employer was in fact misled to his grounds to believe that the disease is occupationally related.

employee's employer within one year of: The date of death. to believe that the death resulted from occupational disease. Filing Notice In case of injury or death caused by benefits under the Louisiana Workers' R.S 23:1302 states that this notice should be a work-related accident, an injured employee or Compensation Law, you must file a formal claim posted in a convenient and conspicuous place in

any person claiming to be entitled to compensation with the Office of Workers' Compensation either as a claimant or as a representative of a Administration within one year after the person claiming to be entitled to compensation, accident if payments have not been made or must give notice to the employer within 30 days within one year after the last payment of of the injury. If notice is not given to the employer benefits.

Prohibition of sickle cell trait discrimination;

Reporting Injury You should report to your the law for such injury or death. In addition, any regarding your rights and entitlement to benefits employer any occupational disease or personal fraudulent action by the employer, employee, or as prescribed by law, you may injury that is work-related, even if you claim it to any other person for the purpose of obtaining or call or write to the Office of Workers' defeating any benefit or payment of workers' Compensation Administration, Post Occupational Disease or Death In case of an compensation shall subject such person to Office Box 94040, Baton Rouge, Louisiana 70804occupational disease, all claims are barred unless criminal as well as civil liabilities. The above 9040 or telephone (225) 342-7555. the employee files a claim with his/her employer mentioned notice should be filed with the Name and Address of Insurance Company employer at the address shown to the right. A notice so given shall not be held invalid because

detriment thereby. Failure to give notice may not it by certified mail or return receipt requested to: harm the employee if the employer knew of the In case of death arising from occupational accident or if the employer was not prejudiced by Employer Representative disease, all claims are barred unless the the delay or failure to give notice. dependent(s) file a claim with the deceased **Physicians** In the event you are injured, you are entitled to select a physician of your choice for treatment. The employer may choose another 2. The date the claimant has reasonable grounds physician and arrange an examination which you would be required to attend.

Formal Claim In order to preserve your right to in 30 days, no payments will be made under **Information** If you desire any information

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to Individuals with disabilities. 1-800-259-5154 (TDD)

SICKLE CELL DISCRIMINATION

exceptions A. It is unlawful for an employer to engage in any of the following practices: (1) Fail or refuse to hire, or to discharge, any individual or

respect to his compensation, terms, conditions, or privileges of employment, because such individual has sickle cell trait. (2) Limit, segregate, or classify his employees in any way which would deprive or tend to deprive any individual of employment opportunities, or otherwise adversely affect his status as an employee, because such individual has sickle cell trait.

otherwise discriminate against any individual with

(3) Reduce the wage rate of any employee in order to comply with the provisions herein. B. It is unlawful for an employment agency to fail to refer or refuse to refer for employment, or otherwise to discriminate against, any individual because such individual has sickle cell trait, or to classify or refer for employment any individual on the basis that such individual has sickle cell trait. C. It is unlawful for a labor organization to engage in any of the following practices:

discriminate against, any individual because of sickle (2) Limit, segregate, or classify its membership, or classify or fail to refer or refuse to refer for employment any individual in any way which would deprive or tend to

1) Exclude or expel from its membership, or otherwise

deprive any individual of employment opportunities, or limit such employment opportunities, or otherwise adversely affect his status as an employee or as an applicant for employment, solely because such individual has sickle cell trait. (3) Cause or attempt to cause an employer to discriminate against an individual in violation of the provisions herein D. It is unlawful for an employer to discriminate against

any of his employees or applicants for employment, for

an employment agency to discriminate against any individual, or for a labor organization to discriminate against any member thereof or applicant for membership because such individual, member, or applicant for membership has opposed any practice made unlawful by this Section, or because the individual, member, or applicant for membership has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or litigation under the provisions herein. E. It is unlawful for an employer, labor organization, or employment agency to print or publish, or cause to be printed or published, any notice or advertisement

relating to employment by such employer or membership in or any classification or referral for employment by such a labor organization, or relating to any classification or referral for employment by such employment agency indicating any preference, limitation, specification, or discrimination based on sickle cell trait. Acts 1997, No. 1409, §1 An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

been discriminated against please contact the Louisiana Commission on Human Rights at 1-888-248-0859 or visit us at www.gov.state.la. us/HumanRights/ numanrightsȟome.htm. LSA-R.S. 51:2231(c) Every employer employment agency, and

If you believe you have

i WORKFORCE

COMMISSION

labor organization shall post and keep posted in conspicuous places upon its premises a notice, to be prepared by the Louisiana Workforce Commission, setting forth information as the department deems appropriate to effectuate the purposes of this Part. R.S. 23:352, 354 Revised April 2010

ji Workforce COMMISSION www.laworks.net

LOUISIANA

PAYDAY NOTICE

Regular Paydays for Employees of

(Company Name) Shall be as follows:

GENETIC DISCRIMINATION

Genetics in the Workplace Louisiana law forbids genetic discrimination terms, or conditions of employment, or other mutual aid or protection in and limits genetic testing in the workforce. Employers also must grant one relation to employment or any agent acting for such an organization. day's leave of absence from work to obtain genetic testing or preventative 5. "Medically necessary" means those healthcare services that are in cancer screening. Employees must provide at least 15 days notice prior to accordance with evidence-based medical standards or that are considered the leave and make a reasonable effort to schedule the leave so as not to by most physicians or independent licensed practitioners within the unduly disrupt the employer's operations. An employee shall not be community to be the standard of care. required to share the results of genetic testing or a preventative cancer 6. "Preventative cancer screening" means healthcare services necessary for screening with the employer. The employer is not required to provide paid the detection of cancer in an individual, including but not limited to magnetic time off for the leave, but shall permit the employee to use any accrued resonance imaging, ultrasound, or some combination of tests. vacation or other appropriate leave.

1. "Genetic monitoring" is the periodic examination of employees individual. the course of employment due to exposure to toxic substances in organization or employment agency shall not discriminate on the basis of the workplace. purposes, or for genetic education or counseling.

and privacy protections. They are as follows:

WORKERS'

FRAUD

TO REPORT WORKERS'

CONTACT

Commission

Fraud Section

anonymous)

1-800-201-3362

Louisiana Workforce

Workers' Compensation

Toll-Free Fraud Hotline:

(All information remains

COMPENSATION FRAUD

must be generally accepted in the scientific and medical communities to genetic information under limited circumstances if there **4. "Labor organization"** means any organization which exists for the effect of genetic monitoring of toxic substance shall be purpose of collective bargaining with employers concerning grievances, permitted in the workplace. If you believe you have been discriminated against, please contact the Louisiana Commission on Human Rights at {225} 342-6969, or visit us at www.gov.louisiana.gov/page/lchr. LSA-R.S. Sl:2231(c) This notice must be posted in a conspicuous place, setting forth information to effectuate this purpose. R.S. 23:302; R.S. 23:368, 369, and 370

7. "Protected genetic information" is information about the genetic tests Definitions Key terms are used to establish specific genetic discrimination of an individual or that of an individual's family members, or the occurrence of a disease, or medical condition or disorder in family members of the to evaluate changes to their genetic material that may have developed in Nondiscrimination Louisiana law also provides that an employer, labor

protected genetic information, and an employer, labor organization or joint 2. "Genetic services" are defined as the health services provided to obtain, labor management committee controlling apprenticeship, on-the-job assess, or interpret genetic information for diagnostic or therapeutic training, or other training program shall not discriminate on the basis of protected genetic information. 3. "Genetic test" means the analysis of human DNA, RNA, chromosomes, Exceptions An employer, labor organization or employment agency may and those proteins and metabolites used to detect heritable or some request protected genetic information with an offer of employment in somatic disease related genotypes or karyotypes for clinical purposes. It limited circumstances. They may request, collect or purchase protected is a request for, or receipt of, genetic services, and the **WORKFORCE**

Revised August 2023



WHAT IS WORKERS' COMPENSATION FRAUD **COMPENSATION**

Compensation Fraud.

Common forms of workers' compensation fraud include: · Faking an injury or illness in order to collect workers' compensation benefits · Claiming that a work-related injury or illness is more severe than it really is · Claiming that an injury which occurred in another location happened in the workplace · Collecting workers' compensation benefits long after an injury has healed

These actions are illegal. Under the Louisiana Workers' Compensation law [Louisiana Revised Statutes, Section 23:1208], it is unlawful: For any person, for the purpose of obtaining or defeating any workers' compensation benefit payment for themselves (himself) or another person, to willfully make a false statement or representation. For any person, either directly or indirectly, to aid and abet an employer or claimant or counsel an employer or claimant to willfully make a false statement or representation.

The Louisiana Workforce Commission is working with law enforcement to find and prosecute Workers'

What Can Happen to You?

Any person who violates these provisions of the Workers' Compensation law will be subject to punishment based on the value of the benefits or payment obtained. [L.R.S. 23:1208(C)] • \$10,000 or more: The person shall be imprisoned (with or without hard labor) for up to 10 years, fined up to \$10,000,

Between \$2,500 and \$10,000: The person shall be imprisoned (with or without hard labor) for up to 5 years, fined up to \$5,000, or both. · Less than \$2,500: The person shall be imprisoned for up to 6 months, fined up to \$500, or both.

In addition to criminal penalties, any person who violates these provisions of the Workers' Compensation law may also be assessed civil penalties by the workers' compensation judge or not less than \$500 or more than \$5,000 and may be ordered to make restitution for benefits claimed or payments obtained through fraud.[La. R.S. 23:1208(D)] Any employee who violates these provisions of the Workers' Compensation law shall, upon determination by a workers' compensation judge, forfeit any right to compensation benefits. [La. R.S. 23:1208(E)]

from circular saws;

such minors.

Any Person Who:

of this part; or

this Part: or

10. As a driver of any motor vehicle on a public road if they are 16 years of

11. In the operation of passenger or freight elevators or hoisting machines;

12. In spray painting or in occupations involving exposure to lead or its

as defined in R.S. 26:241, constitutes its main business, unless the minor

is a musician performing in a band on the premises under written

contract with the holder of the alcoholic beverage permit for a specified

time period and is under direct supervision of his parent or legal

guardian during such time. Any place or establishment holding a duly

issued retail dealer's alcoholic beverage permit or license, for which the

sale of alcoholic beverage does not constitute the main business of the

establishment may employ anyone under the age of 18 provided the

minor's employment does not involve the sale, mixing, dispensing, or

In any other place of employment or in any other occupation that the

Director of Workforce Development shall, after public hearing thereon

determine hazardous or injurious to the life, health, safety or welfare of

representatives admission to the premises where minors are employed,

or otherwise obstructs the Director of Workforce Development or

approach of any officer charged with the enforcement of the provision of

4. Violates any other provisions of this Part for which a penalty is not

representatives in the performance of their duties; or

serving of alcoholic beverages for consumption on the premises.

compounds, or to dangerous or poisonous dyes and chemicals;

the Louisiana Workforce Commission at 337-475-8032.)

age or younger. Minors 17 years of age or older may be employed,

permitted, or suffered to work as a driver of a motor vehicle only under

certain restrictions. (For an explanation of these restrictions contact

CHILD LABOR LAWS

Louisiana Minor Labor Law Placard Title 23, Chapter 3 of Revised Statutes of 1950 as Amended No minor under the age of 18 years shall be employed until the employer 7. In or about sawmills or cooperage stock mills;

has procured and has on file an employment certificate for such minor 8. In the operation of power-driven woodworking machines, or off-bearing

suffered to work except as provided in RS 23:151. Youths 14 and 15 years old may work outside school hours in various nonmanufacturing, non-mining, non-hazardous jobs under the following conditions, if no more than • 3 hours on a school day or 18 hours in a school week; • 8 hours on a non-school day or 40 hours in a non-school week. Also, work may not begin before 7 a.m. or end after 7 p.m., except from June

No minor under the age of 14 years may be employed, permitted, or 9. In logging operations;

issued by the city or parish superintendent of schools.

commencement of the next day of work.

Prohibited Employment

1 through Labor Day, when evening hours are extended to 9 p.m. No minor under the age of 16 years may be employed, permitted, or 13. In any place or establishment in which the sale of alcoholic beverages, suffered to work for any five hour period without one interval of at least thirty minutes within such period for meals. Such interval shall not be included as part of the working hours of the day. There are no time standards for minors 16 and 17 years of age regarding the numbers of hours worked per day or per week, however, minors shall receive an eight hour rest break at the end of each work day, before the

For purposes of the following items, a day during which school is in session will be that designated as such by the local school superintendent for the school district in which the minor resides. 1. No minor 16 years of age who has not graduated from high school shall be employed, or permitted, or suffered to work between the hours of 11:00 p.m. and 5:00 a.m. prior to the start of any school day. No minor 17 years of age who has not graduated from high school shall be employed, or permitted, or suffered to work between the hours of Specific Violations: Penalty

12:00 a.m. and 5:00 a.m. prior to the start of any school day. No minor under 16 years of age who has not graduated from high school 1. Employs, permits or suffers a minor to work in violation of the provision shall be employed, or permitted, or suffered to work between the hours of 7:00 p.m. and 7:00 a.m., except from June 1 through Labor Day, at which 2. Refuses to the Director of Workforce Development or authorized time the permissible hours are extended to 9:00 p.m No minor under the age of 16 years shall be employed, permitted, or suffered to work more than three hours each day on any day when school is in session, nor more than eighteen hours in any week when school is in 3. Hides or causes any minor to escape or gives him warning of the

Minors (except those indentured as apprentices in accordance with Chapter

4 of Revised Statutes, Title 23) shall not be employed, permitted, or suffered to work in the following occupations: 1. In oiling, cleaning, or wiping machinery or shafting, or in applying belts In or about any mine or quarry; 3. In or about places where stone cutting or polishing is done; 4. In or about any plant manufacturing explosives or articles containing Continuing Violations: Penalty explosive components, or in the use or transportation of the same;

in which the heat treatment of metals is done;

stamping, bending, or planing metals;

otherwise provided, shall be fined not less than one hundred dollars (\$100) nor more than five hundred (\$500), or imprisoned for not less than thirty (30) days nor more than six months, or both. 5. Any person who violates these provisions shall, in addition to the criminal nalty provided above be liable for a civil penalty not to exceed five hundred dollars (\$500) for each violation which occurs. Each day during which any violation of these provisions continues shall 5. In or about iron or steel manufacturing plants, ore reduction works, constitute a separate offense and the employment of any minor in

smelters, foundries, forging shops, hot rolling mills, or in any other place violation of these provisions shall, with respect to such minor, constitute a 6. In the operation of machinery used in the cold rolling of heavy metals, or in operation of power-driven machinery for punching, shearing, ilii WORKFORCE R.S. 23:241 Revised June 2024 An Equal Opportunity Employer Program. | Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD) www.laworks.net

FMLA - FAMILY AND MEDICAL LEAVE ACT

Your Employee Rights Under the Family and Medical Leave Act

hat is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that You do not have to share a medical diagnosis but must provide enough information orovides eligible employees with **job-protected leave** for qualifying family and medical easons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the you must also inform your employer if FMLA leave was previously taken or approved MLA for most employees. for the same reason when requesting additional leave. ligible employees can take **up to 12 workweeks** of FMLA leave in a 12-month period for: The birth, adoption or foster placement of a child with you, Your serious mental or physical health condition that makes you unable to work, To care for your spouse, child or parent with a serious mental or physical health any state or local law or collective bargaining agreement that provides greater family or medical leave rights. Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember. n eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take up to 26 workweeks of FMLA of the U.S. Office of Personnel Management or Congress. eave in a single 12-month period to care for the servicer You have the right to use FMLA leave in one block of time. When it is medically must: necessary or otherwise permitted, you may take FMLA leave intermittently in separate Allow you to take job-protected time off work for a qualifying reason, **blocks of time, or on a reduced schedule** by working less hours each day or week. Read

if you had not taken leave, and MLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave. and other working conditions, including shift and location, at the end of your leave. Your employer cannot interfere with your FMLA rights or threaten or punish you for m I eligible to take FMLA leave? You are an eligible employee if all of the following exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation. After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your **employer <u>must</u> confirm whether you are eligible** or not eligible for FMLA You have at least 1,250 hours of service for your employer during the 12 months before leave. If your employer determines that you are eligible, your employer must notify you in writing: About your FMLA rights and responsibilities, and How much of your requested leave, if any, will be FMLA-protected leave.

Call 1-866-487-9243 or visit dol.gov/fmla to learn more. If you believe your rights unde the FMLA have been violated. you may file a complaint with ederal employees are covered by Title II of the FMLA, administered by the Office of WHD or file a private lawsuit against Scan the QR code to learn complaint process.

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

WH1420 REV 04/23

The prohibitions herein listed shall be limited to individuals who are at least forty years of age. this unlawful for an employer to engage in any of the following practices: I. Fail or refuse to hire, or to discharge, any individual or otherwise discriminate against any individual with respect to his compensation, or his terms, conditions, or privileges of employment because of the individual's age. . Limit, segregate, or classify his employees in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee because of the individual's age. . Reduce the wage rate of any employee in order to comply with the

Your employer has at least 50 employees within 75 miles of your work location.

You work for a private employer that had at least 50 employees during at least 20

You work for a public agency, such as a local, state or federal government agency. Mo

w do I request FMLA leave? Generally, to request FMLA leave you must

rline flight crew employees have different "hours of service" requirements.

ou work for a **covered employer** if <u>one</u> of the following applies:

Give notice at least 30 days before your need for FMLA leave, or

You work for an elementary or public or private secondary school, or

requirements herein. B. It is unlawful for an employment agency to fail or refuse to refer for employment, or otherwise to discriminate against, any individual because of the individual's age, or to classify or refer for employment any individual on the basis of the individual's age. It is unlawful for a labor organization to engage in any of the following practices: I. Exclude or expel from its membership, or otherwise to discriminate against any individual because of his age.

Limit, segregate, or classify its membership, or to classify or fail or refuse to refer for employment any individual, in any way which would deprive or tend to deprive any individual of employment opportunities, or would limit such employment opportunities or otherwise adversely affect his status as an contact the Louisiana Commission on Human Rights at 1-888-248-0859 or visit employee or as an applicant for employment, because of the individual's age. us at www.gov.state.la.us/HumanRights/humanrightshome.htm. LSA-R.S. . Cause or attempt to cause an employer to discriminate against an individual 51:2231(c). Every employer, employment agency, and labor organization shall in violation of the provisions herein.). It is unlawful for an employer to discriminate against any of his employees or

applicants for employment, for an employment agency to discriminate against any individual, or for a labor organization to discriminate against any member are available upon request to individuals with disabilities. thereof or applicant for membership because the individual, member, or 1-800-259-5154 (TDD) applicant for membership has opposed any practice made unlawful by this

employees for each working day in each of twenty or more calendar weeks in the related medical condition, Louisiana employers may not: current or preceding calendar year are prohibited from discriminating against an • Refuse to promote her; arising from pregnancy, childbirth, and related medical conditions. Reasonable Accommodations Louisiana employers have a general duty to reasonably accommodate an employee's physical limitations caused by her pregnancy, unless the employer can demonstrate the accommodation would

pose an undue hardship on the operation of its business. "Reasonable

Making existing facilities readily accessible to and usable by an applicant or

accommodation" may include but is not limited to:

Assistance with manual labor and limits on lifting;

employee with covered limitations: Providing scheduled and more frequent or longer compensated break periods; Providing more frequent bathroom breaks; Providing a private place, other than a bathroom stall, for the purpose of expressing breast milk; Modifying food or drink policy; Providing seating or allowing the employee to sit more frequently if the job requires the employee to stand;

Temporarily transferring the employee to a less strenuous or hazardous vacant position, if qualified; Providing job restructuring or light duty, if available; Acquiring or modifying equipment or devices necessary for performing essential job functions; or Modifying work schedules.

Non-Discrimination Louisiana employers who employ more than twenty-five Employer Obligations In addressing an employee's pregnancy, childbirth, or

the anticipated date of departure for her pregnancy leave; Discharge her from employment or from a training program leading to promotion; Discriminate against her in compensation or in terms, conditions, or privileges of employment; Deny the same benefits and privileges of employment given other nonpregnant persons, including the taking of disability or sick leave made available to temporarily disabled employees; • Deny leave to her for a reasonable amount of time;

• Refuse to transfer her to a less strenuous or hazardous position, if so requested and if a policy, practice, or collective bargaining agreement is in place authorizing such a transfer. The provisions of law detailed herein may be found in La. R.S. 23:341 and 23:342. Complaints arising from these provisions of law may be made to the Louisiana Commission on Human Rights (LCHR). To learn more or to file a complaint online please visit the following site: https://gov.louisiana.gov/page/lchr.

An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

EARNED INCOME CREDIT

PREGNANCY RIGHTS OF EMPLOYEES

Earned Income Credit EIC 2025

Notice to Employees of Federal Earned Income Tax Credit (EIC) If you make \$61,555* or less, your employer should notify you at the time of hiring of the potential availability of Earned Income Tax Credits. Earned Income Tax Credits are reductions in federal income tax liability for which you may be eligible if you meet certain requirements. Additional information and forms for these programs can be obtained from your employer or the Internal *Earned Income and adjusted gross income (AGI) must each be less than:

• \$57,310 (\$64,430 married filing jointly) with two qualifying children

• \$50,434 (\$57,554 married filing jointly) with one qualifying child • \$19,104 (\$26,214 married filing jointly) with no qualifying children

https://www.irs.gov/credits-deductions/individuals/earned-income-tax-Visit the IRS on the Web at <u>www.irs.gov</u> or call toll-free at 1-800-829-1040. • \$61,555 (\$68,675 married filing jointly) with three or more qualifying children may designate, in a form to be furnished by the Secretary.

Every employer shall keep conspicuously posted in or about the premises wherein any worker is employed, a printed copy or abstract of those labor laws which the Secretary Revised July 2025 on Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

If you need more information regarding the EITC or to check on updates, you

should contact the IRS at 1-800-829-1040 or visit the IRS Website at www.irs.gov.

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 in the National

Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services. service in the uniformed service and: you ensure that your employer receives advance written or verbal notice of your service; you have five years or less of cumulative service in the uniformed services while with you return to work or apply for reemployment in a timely manner after conclusion of you have not been separated from service with a disqualifying discharge or under other than honorable conditions. f you are eligible to be reemployed, you must be restored to the job and benefits you

ould have attained if you had not been absent due to military service or, in some cases, a comparable job. GHT TO BE FREE FROM DISCRIMINATION AND RETALIATION If you: • are a past or present member of the uniformed service; • have applied for membership in the uniformed service; or • are obligated to serve in the uniformed service; then an employer may not deny you: • initial employment; • reemployment; • retention in employment; • promotion; or • any benefit of employment, because of this status. In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.

You have the right to be reemployed in your civilian job if you leave that job to perform • 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. • Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries. •The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations.

> n interactive online USERRA Advisor can be viewed at https://webapps.dol.gov/elaws/vets/userra
> • If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation • You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address; https://www. dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.

OUT-OF-STATE MOTOR VEHICLE

Duties of employees and employers A. Any person who is a resident of a state which requires registration of the motor vehicle or motor vehicles of a person who is employed in that state within thirty days of such employment, and who is employed in and maintains a residence in Louisiana and who operates one or more vehicles on the public streets and roads in C. The provisions of this Section shall not be applicable to members information to effectuate this purpose. Louisiana shall apply for a certificate of registration for each of those vehicles within thirty days of the date on which the person was

B. Each employer in this state shall notify each person employed by that An Equal Opportunity Program. employer of the requirement of Subsection A of this Section. The Auxiliary aids and services are available notice shall be by direct communication at the time of employment upon request to individual with and by posting a notice in a prominent location at the place of notice must be posted in a employment actively serving in the armed forces of the United States. Acts 1993,

disabilities. 1-800-259-5154 (TDD) This conspicuous place, setting forth

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT



Job Safety and Health IT'S THE LAW!

All workers have the right to:

mployed in Louisiana

 A safe workplace. Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being

retaliated against. Receive information and training on job hazards, including all hazardous substances in your workplace.

Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You 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. File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your

See any OSHA citations issued to your

employer. Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

This poster is available free from OSHA.

Contact OSHA. We can help.

Employers must:

understand.

 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, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.

 Comply with all applicable OSHA standards.

Notify OSHA within 8 hours of a

any work-related inpatient hospitalization, amputation, or loss of an eye. Provide required training to all workers in a language and vocabulary they can

workplace fatality or within 24 hours of

 Prominently display this poster in the Post OSHA citations at or near the place

of the alleged violations.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHAsupported consultation programs in every state.



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

LA-0825-F04

Your **employer may request certification** from a health care provider to verify medical leave and may request certification of a qualifying exigency. The FMLA does not affect any federal or state law prohibiting discrimination or supersede State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction What does my employer need to do? If you are eligible for FMLA leave, your employer Fact Sheet #28M(c) for more information.

Continue your group health plan coverage while you are on leave on the same basis as Allow you to return to the same job, or a virtually identical job with the same pay, benefits

SCAN ME

If advance notice is not possible, give notice as soon as possible. AGE DISCRIMINATION

Section, or because such individual, member or applicant for membership has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or litigation pursuant to the listed herein provisions. E. It is unlawful for an employer, labor organization, or employment agency to print or publish, or cause to be printed or published, any notice or advertisement relating to employment by the employer or membership in or any classification or referral for employment by such an employment agency indicating any preference, limitation, specification, or discrimination based on age. F. It is not unlawful for an employer, employment agency, or labor organization

to engage in any of the following practices: . Take any action otherwise prohibited under Subsection A, B, C, or E, where age is a bona fide occupational qualification reasonably necessary for the normal operation of the particular business, or where the differentiation is based on reasonable factors other than age. 2. Take any action otherwise prohibited under Subsection A, B, C, or E to observe the terms of a bona fide employee benefit plan, such as retirement, pension, or insurance plan, which is not a subterfuge to evade the purpose herein except that no such employee benefit plan shall excuse the failure to

hire any individual. 3. Discharge or otherwise discipline an individual for good cause. Acts 1997, No. 1409 If you believe you have been discriminated against, please post and keep posted in conspicuous places upon its premises, setting forth information to effectuate this purpose. R.S. 23:311, 312 An Equal Opportunity Employer Program. Auxiliary aids and services

WORKFORCE Revised April 2010

Refuse to select her for a training program leading to promotion, provided she is able to complete the training program at least three months prior to

COMMISSION La. R.S. 23:342 states that this notice shall be posted in a conspicuous place in an area that is accessible to employees in an employer's place of business. www.laworks.net November 2021

You may claim the Earned Income Credit on Form 1040 and add Schedule EIC

Additional EITC resources are also available at the IRS EITC Home page:

• For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at https://www.dol.gov/agencies/vets/.

No. 765, §1.