EEOC - 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

• Employees (current and former), including managers and temporary employees Job applicants Union members and applicants for membership What Organizations are Covered?

 Most private employers State and local governments (as employers) Educational institutions (as employers) Unions Staffing agencies

What Types of Employment Discrimination are Under the EEOC's laws, an employer may not discriminate against you, regardless of your

immigration status, on the bases of: Race Color Religion National origin Sex (including pregnancy, childbirth, and related

or gender identity) Age (40 and older) Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)

medical conditions, sexual orientation,

discrimination, or participating in a discrimination lawsuit, investigation, or proceeding • Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation **What Employment Practices can be Challenged**

any of the following ways:

Submit an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx

Call 1–800–669–4000 (toll free) 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 Protected Veteran Status The Vietnam Era Veterans' Readjustment Assistance

• Conduct that might reasonably discourage

charge, or participating in an investigation

someone from opposing discrimination, filing a

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. f you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from discrimination on the following bases:

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin Executive Order 11246, as amended, prohibits employment orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

Asking About, Disclosing, or Discussing Pay Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees. **Disability** Section 503 of the Rehabilitation Act of 1973, as amended, protects discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or pental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to 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 of employment, including the executive level.

Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled 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 medal veterans. **Retaliation** Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors based on race, color, religion, sex, sexual discrimination by Federal contractors under these Federal laws. Any person

who believes a contractor has violated its nondiscrimination or affirmative

action obligations under OFCCP's authorities should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, D.C. 20210 1-800-397-6251 (toll-free)

qualified individuals with disabilities from discrimination in hiring, promotion, If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 to access telecommunications relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at <u>https://ofccphelpdesk.dol.gov/s/</u>, or by calling an OFCCP regional or district office listed in most tel 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 Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits financial assistance, you should immediately contact the Federal agency employment discrimination on the basis of sex in educational programs or activities which receive 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. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job. If you believe you have been discriminated against in a program of any institution which receives Federal providing such assistance. (Revised 6/27/2023)

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

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members

The Office of Special Counsel for Immigration Related Unfair Employment Practices Office at 800-255-7688.

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

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

of the uniformed services, and applicants to the uniformed services.

notice of your service; you have five years or less of cumulative service in the uniformed services while with that particular employer; you return to work or apply for reemployment in a timely manner

after conclusion of service; and you have not been separated from service with a disqualifying discharge or under other than honorable conditions. If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due

to military service or, in some cases, a comparable job. RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

If vou: • 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. **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. • 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

• 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/. An 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.

Publication Date — May 2022

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.







U.S. Department of Justice Office of Special Counsel

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT



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 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.

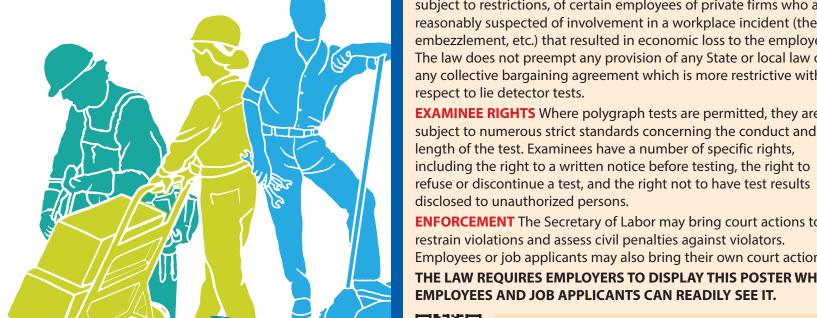
Employers must:

- 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 workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.
- in a language and vocabulary they can understand. Prominently display this poster in the

Provide required training to all workers

- workplace.
- 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.



UNEMPLOYMENT INSURANCE

NEBRASKA Good Life. Great Connections.

> TITLE 219 - DEPARTMENT OF LABOR: CHAPTER 2 - CLAIMS FOR BENEFITS To file an a claim for unemployment benefits, go to **NEworks.nebraska.gov.**

002. A. All claims shall be filed online through the Nebraska Department of Labor Claims Center's online web application available at www.dol.

ividual shall provide such information as required on the application. Each application shall be signed or attested to. An application may be signed by electronic signature or handwritten on a form prescribed by the Commissioner **B.** When filing a new initial claim, re-opening an existing claim, or filing a subsequent claim for unemployment benefits a claimant shall be required to register for work and create an active, online and searchable resume in the Nebraska Department of Labor's web application for

Reemployment services in accordance with 219 NAC 4. C. The initial application for benefits shall be effective Sunday of the week in which the applicant files an application with the Department. The

003. A. A separate claim for benefits shall be made for each week of unemployment by a method of claiming prescribed by the Commissioner. B. An individual shall be ineligible for benefits for any week for which the individual fails to demonstrate that the individual engaged in an active and earnest search for work as required under 219 NAC 4. C. An electronic media claim transaction shall be completed by the claimant and received by the Department by the Saturday following the most recent week ending date. The failure of a claimant to timely complete an electronic media transaction shall be the basis for a denial of that week's benefits unless good cause for the late transaction can be shown. Any intervening weeks until the week in which the transaction was completed

E. A claim for benefits shall be filed for each week of eligibility during the time an applicant is awaiting the results of an appeal hearing if the

004. The Department may direct a claimant to contact one of its offices to meet eligibility or other reporting requirements, or to provide other nformation as needed in the administration of Nebraska Employment Security Law. Unless good cause is shown, failure to contact the office as directed may result in the denial of benefits beginning with the week the claimant was scheduled to report and ending the Saturday prior to the week in which he/she reports to the Department.

005. In the event that wage information cannot be obtained from an employer, the Department may request that such information be provided by the claimant. The claimant may be required to provide payroll check stubs, W-2's, or other reliable information corroborating the amount of wages stated by the claimant. A failure by the claimant to comply with such a request by the due date on the form shall cause the claim to be processed

without the requested wages and may result in a denial of benefits until the week in which the information regarding requested wages is received 006. In the event of a major disaster declared by both the Governor of the State of Nebraska and the President, the Commissioner may permit

backdating of the effective date of unemployment insurance claims to agree with the effective date of the federal disaster period. **007.** Each worker engaged in employment covered by the Nebraska Employment Security Law, including service covered by election of an employer, shall procure a federal social security account number and furnish that number to every employer for whom that worker performs covered

008. Weeks of disqualification assessed and reductions in benefits determined pursuant to the Nebraska Employment Security Law, Neb. Rev. Stat. §§48-601 to 48-683, shall be determined in accordance with the number of weeks of disqualification in effect on the applicable date of the most Updated: 11/22/2022

NEBRASKA HEALTHY FAMILIES & WORKPLACES ACT | EFFECTIVE DATE: OCTOBER 1, 2025

employees to provide notice.

smaller increments.

RETALIATION PROHIBITED

use paid sick time is prohibited.

on noncompliance with such policy.

time beyond three consecutive workdays.

The Act provides employees with the following rights:

Right to use paid sick time protected under the Act.

personnel action for requesting or taking paid sick time.

Right to participate in an investigation, hearing, or proceeding

Retaliatory personnel action against employees who request or

An employer's absence control policy shall not count paid sick

result in a retaliatory personnel action or other adverse action.

Questions about rights and responsibilities under the Act may be

time taken under the Act as an absence that may lead to or

• An employer with no written policy shall not deny paid sick time based

• Paid sick time may be used in either hourly increments or smaller incre-

ments if the employer's payroll system accounts for absences in those

Right to file a suit or complaint if paid sick time as required by the Act

is denied by the employer or the employee is subjected to retaliatory

• Right to inform any person of the person's potential rights under the

• An employer shall not require an employee to search for or find a

replacement worker to cover the employee's paid sick time.

ENTITLEMENT & AMOUNT Beginning October 1, 2025, employees are entitled to paid sick time. Employees begin accruing paid sick time after 80 hours of onsecutive employment, at which point employees then accrue

paid sick time in a year. • Employees whose employers have 20 or more employees earn 56 hours

of paid sick time in a year. Employers are permitted to select higher limits of accrual and use REASONS FOR USE OF SICK TIME

· Care of the employee's family members for illness, injury, or health condition; or for treatment, diagnosis, or preventative medical care. Meetings related to the employee's child's illness, injury, health condition, at school or care provider. Closure of the employee's business or to care for a child due closure of

The employee's need to self-isolate or care for a family member that needs to isolate due to a communicable disease as determined by a health authority or a health care professional.

school or place of care by order of public official due to public health

 Paid sick time shall be provided upon the request of the employee with the expected duration of absence when possible An employer that requires notice of the need to use paid sick time,

DEPARTMENT OF LABOR

Nebraska Dept. of Labor - Labor Standards Division | dol.nebraska.gov Email: NDOL.Laborstdrdsinquiries@nebraska.gov | Phone: 402-471-2239

Equal Opportunity Program/Employer | TDD: 800-833-7352 Auxiliary aids and services are available upon request to individuals with disabilities.

PAYDAY NOTICE

OVERTIME PAY At least 1 ½ times your regular rate of pay for all hours worked over 40 in 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. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-maining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment. FIP 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 their 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 employer must make

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. 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 penalties may be assessed for each child labor violation that results in the death or serious 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 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 work requirements.

Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico ome state laws provide greater employee protections; employers must comply with both. ome 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 independent 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.





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. Eligible 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 care for your spouse, child or parent with a serious mental or physical health condition, and

Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember. An 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 leave in a single 12-month period to care for the

You have the right to use FMLA leave in **one block of time.** When it is medically necessary or otherwise permitted, you may take FMLA leave intermittently in separate blocks of time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet #28M(c) for

FMLA 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

Am I eligible to take FMLA leave? You are an eligible employee if all of the following apply:

You have worked for your employer at least 12 months, You have at least 1,250 hours of service for your employer during the 12 months before your leave, and Your employer has at least 50 employees within 75 miles of your work

You work for a covered employer,

Unlawful Employment Practices

It is illegal for an employer to discriminate because

of Race, Color, Sex, Pregnancy, National

Origin, Religion, Marital Status, Disability

practices can include discrimination in areas

such as Hiring, Promotions, Transfers, Lay-offs,

Reasonable Accommodation, or Harassment.

is authorized to investigate allegations of

The Nebraska Equal Opportunity Commission

Act, which covers employers with 15 or more

covers employers with 2 or more employees;

and the Act Prohibiting Unjust Discrimination

in Employment Because of Age, which covers

Labor Organizations, Employment Agencies,

Apprenticeship and Training Programs are all

Authority: Sections 48-1001 through 48-1009; Sections 48-1101 through 48-1125; Sections 48-

1219 through 1227, R.R.S. Nebraska, 1943.

employers with 20 or more employees.

covered by the law.

Airline flight crew employees have different "hours of service" You work for a **covered employer** if **one** of the following applies: You work for a private employer that had at least 50 employees during

at least 20 workweeks in the current or previous calendar year,

You work for an elementary or public or private secondary school, or You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel Management. How do I request FMLA leave? Generally, to request FMLA leave you

Follow your employer's normal policies for requesting leave, Give notice at least 30 days before your need for FMLA leave, or If advance notice is not possible, give notice as soon as possible.

You do not have to share a medical diagnosis but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You **must also inform your** employer if FMLA leave was previously taken or approved for the same reason when requesting additional leave.

Your **employer** may request certification from a health care provider to verify medical leave and may request certification of a qualifying The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective

bargaining agreement that provides greater family or medical leave 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 of the U.S. Office of Personnel Management or Congress.

What does my employer need to do? If you are eligible for FMLA leave,

your **employer must**: Allow you to take job-protected time off work for a qualifying reason, • Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and · Allow you to return to the same job, or a virtually identical job with the

same pay, benefits and other working conditions, including shift and location, at the end of your leave. Your **employer <u>cannot</u> interfere with your FMLA rights** or threaten or punish you for 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 must confirm whether you are **eligible** or not eligible for FMLA 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. Where can I find more information?

Call 1-866-487-9243 or visit dol.gov/fmla to learn more. If you believe your rights under the FMLA have been violated,

you may file a complaint with WHD or file a private lawsuit against your employer in court.





DISCRIMINATION

State of Nebraska

Scan the QR code to learn

about our WHD complaint

Equal Opportunity Commission 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 **Housing Discrimination and Public**

housing practices which includes discrimination and Age (40+ years old). Unlawful employment because of **Race, Color, Religion, National** Origin, Sex, Disability and Familial Status in Purchases, Sales, Rentals, Loans, Publishing, Discipline, Termination, Compensation and Benefits, Representation, Inquiry, Listings, Discharge, or Training, Other Terms or Conditions of Employment, Demotion of Agents or Employees in obedience to the law, blockbusting and other such actions. Authority: Sections 20-301 through 20-344, R.R.S. discrimination under the Fair Employment Practice

The Nebraska Fair Housing Act prohibits unlawful

Accommodation prohibits discrimination because employees, the Equal Pay Act of Nebraska, which of Race, Color, Religion, Sex, National Origin, Ancestry, Disability, or Familial Status, in Services, Privileges, Facilities, Advantages and Accommodations by all Public Places and Businesses offering the same. Private establishments, etc. must meet the exceptions as set out in the law. Authority: Sections 20-132 through

20-143, R.R.S. Nebraska, 1943.

The Nebraska Civil Rights Act of 1969-Public

Protection From Retaliation

The Laws enforced by the Nebraska Equal

landlord, or others subject to the laws from

Opportunity Commission prohibit an employer,

engaging in any form of retaliation because you

have filed a charge of discrimination, opposed a practice made illegal by these laws, or acted as a witness in any investigation, proceeding, or hearing conducted by the Commission. In addition, the Fair Employment Practice Act makes it illegal for an employer to engage in any retaliation because a person has opposed

any illegal practice or refused to carry out any action that is illegal under the laws of the State of Nebraska or the United States, or inquired about, discussed, or disclosed information regarding employee wages, benefits, or other compensation.

 COMPLAINTS: The Nebraska EOC will investigate every complaint in an impartial manner, without cost to you and without publicity. If there is reasonable cause to believe that the law was violated, the Nebraska EOC will hold a conciliation conference. In case of failure to settle or resolve a charge by conference, mediation, conciliation, arbitration or persuasion, a public hearing or litigation may occur.

for information on procedures, advice on policy problems, literature, reading lists, films, speakers service, aid in educational programming. For Information or Assistance, Contact the NEOC At:

Branch Office

• EMPLOYERS, EMPLOYMENT AGENCIES, UNIONS, LANDLORDS, LENDERS, REAL ESTATE OFFICES, PROPRIETORS, PUBLIC, ETC: You may call on the Nebraska EOC

Equal Opportunity Commission 1526 K Street, Suite 310 Lincoln, Nebraska 68508 Telephone (402) 471-2024 1-800-642-6112 www.neoc.nebraska.gov

Main Office

Panhandle Office Complex 505A Broadway, Suite 600 Scottsbluff, Nebraska 69361-3515 Telephone (308) 632-1340 1-800-830-8633

1313 Farnam Street, Suite 318 Omaha, Nebraska 68102-1836 Telephone (402) 595-2028 1-800-382-7820

Branch Office

• THIS NOTICE MUST BE POSTED in conspicuous, well-lighted 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. Firms and organizations that have more than one such office, plant or posting place, should request extra copies of this notice. For information on exceptions write to Nebraska EOC. This document satisfies the requirements for posting pursuant to the laws administered by the NEOC.

THIS COMMISSION INVESTIGATES UNLAWFUL DISCRIMINATION COMPLAINTS FILED ANYWHERE IN THE STATE OF NEBRASKA AT NO COST TO THE PERSON MAKING THE COMPLAINT

Minimum Wage in Nebraska

Effective Date	Minimum Hourly Wage Rate
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

January 1, 2026 \$15.00

Except as provided below, every employer of four or more persons at any one time shall pay its employees a minimum wage per hour as listed above. 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. The hourly wage amount paid to the employee shall be at least \$2.13 per hour and the employer is responsible for making up the difference between the actual hourly wage and gratuities paid to the employee and the current minimum wage.

wages at a rate of at least 75% of the minimum wage rate. An employer may pay a new employee younger than 20 who is not a seasonal or migrant worker, a training wage of at least 75% of the federal minimum wage for 90 days from the date the new employee was hired, subject to the terms and conditions

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, acting directly or indirectly in the interest of an employer in relation to an employee, but shall not include the United States, the state, or any political subdivision thereof;

Employee shall include any individual employed by any employer but shall not include:

described in Neb. Rev. Stat. §48-1203.01.

b. Any individual employed as a baby-sitter in or about a private home;

e. Any individual engaged in the activities of an educational, charitable, religious, or nonprofit organization when the employeremployee relationship does not in fact exist or when the services rendered to such organization are on a voluntary basis;

f. Apprentices and learners otherwise provided by law; g. Veterans in training under supervision of the United States Department of Veterans Affairs;

h. A child in the employment of his or her parent or a parent in the employment of his or her child; or i. Any person who, directly or indirectly, is receiving any form of federal, state, county, or local aid or welfare and who is physically or mentally disabled and employed in a program of rehabilitation, who shall receive a wage at a level consistent with his or her

United States Department of Labor; and

remunerations in any medium other than cash.

PHONE 402-471-2239

contact the Nebraska Department of Labor

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

UNEMPLOYMENT INSURANCE: ADVISEMENT OF BENEFIT RIGHTS

001. This chapter is adopted pursuant to Neb. Rev. Stat. §§48-626, 48-627, 48-629, and 48-607. nebraska.gov unless a special accommodation is required or no reasonable access to an office maintained by the Department of Labor is available Conditions requiring a special accommodation shall include, but not be limited to, language barriers and physical and mental handicaps. If a special accommodation is required, claimants may file an application for benefits through the Nebraska Department of Labor Claims Center. The

oner, for good cause, may establish a different effective date D. A week shall be deemed to be in, within, or during that benefit year which includes the greater part of such week

and received by the Department shall also be denied, regardless of cause. D. A claim for benefits shall be filed for waiting week credit even though benefits are not payable for that week

PAID SICK TIME

minimum of one hour for every 30 hours worked, subject to the Employees whose employers have 11-19 employees earn 40 hours of

Employees may use accrued paid sick time for the following reasons: • The employee's illness, injury, or health condition; or for treatment, diagnosis, or preventative medical care.

directed to the Nebraska Department of Labor - Labor Standards

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

PUMP AT WORK The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their 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 coworkers and the public, which may be used by the employee to express breast milk.

PAYDAY NOTICE

Regular Paydays for Employees of

Shall be as follows:

(Company Name)

Bi-Weekly

WITHHOLDING STATUS YOU MAY NEED TO CHECK YOUR WITHHOLDING Since you last filed form W-4 with your employer did you..

· Gain or lose a dependent?

· Marry or divorce?

Change your name? 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?

To any of these questions or 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. Now is the time to check your withholding. For more details, get Publication 919, How Do I Adjust My Tax Withholding?, or use the Withholding Calculator at

EMPLOYEE POLYGRAPH PROTECTION ACT The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for preemployment screening or during the course of employment. **PROHIBITIONS** Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an

employee or prospective employee for refusing to take a test or for

EMPLOYEE POLYGRAPH PROTECTION ACT

EMPLOYEE RIGHTS

EXEMPTIONS Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities. The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), 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 preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests.

disclosed to unauthorized persons. **ENFORCEMENT** The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions. THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.



Good Life. Great Connections **DEPARTMENT OF LABOR**

For further information regarding the Nebraska Wage and Hour Act,

Know Your Rights: **Workplace Discrimination is Illegal**

Who is Protected? • Retaliation for filing a charge, reasonably opposing • Conduct that coerces, intimidates, threatens, or

as Discriminatory? All aspects of employment, including: • Discharge, firing, or lay-off • Harassment (including unwelcome verbal or physical conduct)

 Hiring or promotion Assignment • Pay (unequal wages or compensation) • Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical condition; or a sincerely-held religious belief, observance or practice

 Benefits Job training Classification • Obtaining or disclosing genetic information of employees • Requesting or disclosing medical information

of employees

or proceeding

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 limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in

www.eeoc.gov/field-office)

PAID SICK TIME NOTICE OF EMPLOYEE RIGHTS must provide a written policy that contains reasonable procedures for

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EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

MINIMUM WAGE

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

Any employer employing student-learners as part of a bona fide vocational training program shall pay such student-learners'

a. Any individual employed in agriculture;

c. Any individual employed in a bona fide executive, administrative, or professional capacity or as a superintendent or supervisor; **d.** Any individual employed by the United States or by the state or any political subdivision thereof;

health, efficiency, and general well-being; 3. Occupational classification shall mean a classification established by the Dictionary of Occupational Titles prepared by the

4. Wages shall mean all remuneration for personal services, including commissions and bonuses and the cash value of all

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Your tax credits?

Employer: Please post or publish this Bulletin Board Poster so that your employees will see it. Please indicate where they can get forms and information

www.irs.gov/individuals on the IRS web site.

exercising other rights under the Act.

EXAMINEE RIGHTS Where polygraph tests are permitted, they are

WAGE AND HOUR DIVISION
ITED STATES DEPARTMENT OF LABOR