

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.

HEALTH INSURANCE PROTECTION

the military

ENFORCEMENT

of USERRA violations

#### REEMPLOYMENT RIGHTS

#### You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and:

- you ensure that your employer receives advance written or verbal notice of your service
- 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**

- lf you:
- $\Rightarrow$  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 connectior

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: http://www.dol.gov/vets/programs/userra/poster.htm. Federal law requires employers to notify employees of their rights under USERRA, and employers nay meet this requirement by displaying the text of this notice where they customarily place notices for employees.

are Illegal?

### U.S. Department of Labor U.S. Department of Justice Office of Special Counsel

# **EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT**

## THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

LEAVE Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons: ENTITLEMENTS

- The birth of a child or placement of a child for adoption or foster care:
- To bond with a child (leave must be taken within 1 year of the child's birth or placement); To care for the employee's spouse, child, or parent who has a qualifying serious health condition;
- For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse,
- child, or parent. An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks

of FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave intermittently or on a reduced schedule

Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies. While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave.

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions

An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA.

ELIGIBILITY An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must REQUIREMENTS

- Have worked for the employer for at least 12 months; • Have at least 1,250 hours of service in the 12 months before taking leave;\* and • Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite.
- \*Special "hours of service" requirements apply to airline flight crew employees.

Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice REQUESTING an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures LEAVE

> Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for whic FMLA leave was previously taken or certified

Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional information is require

Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the EMPLOYER employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and RESPONSIBILITIES bilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ine

	<b>O</b> SHA <sup>®</sup>	Job Safety and	Hea
nt of Labor	Occupational Safety and Health Administration	IT'S THE L	AV

#### All workers have the right to: **Employers must:**

#### 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.

FEDERAL

LABOR LAWS

 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 rights.

**On-Site Consultation services are** See any OSHA citations issued to your employer. Request copies of your medical records, tests that measure hazards programs in every state. in the workplace, and the workplace injury and illness log. This poster is available free from OSHA. Contact OSHA. We can help.

available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation



provide the federal government with your Form I-9 information to confirm that you are authorized to work in the U.S. If E-Verify cannot confirm that you are authorized to work, this employer is required to give you written instructions and an opportunity to contact Department of Homeland Security (DHS) or Social Security Administration (SSA) so you can begin to resolve the issue before the employer can take any action against you, including terminating your employment. Employers can only use E-Verify once you have accepted a job offer and completed the Form I-9.

Ith

V

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

with OSHA, or reporting a work-related

Comply with all applicable OSHA standards.

workplace fatality or within 24 hours of

Provide required training to all workers

in a language and vocabulary they can

Prominently display this poster in the

Post OSHA citations at or near the

place of the alleged violations.

any work-related inpatient hospitalization,

Notify OSHA within 8 hours of a

amputation, or loss of an eye.

injury or illness.

understand.

workplace.

health and safety concern with you or

## al gobierno federal la información de su Formulario I-9 para confirmar que usted está autorizado para trabajar en los EE.UU..

Si E-Verify no puede confirmar que usted está autorizado para trabajar, este empleador está requerido a darle instrucciones por escrito y una oportunidad de contactar al Departamento de Seguridad Nacional (DHS) o a la Administración del Seguro Social (SSA) para que pueda empezar a resolver el problema antes de que el empleador pueda tomar cualquier acción en su contra, incluyendo la terminación de su empleo.

Los empleadores sólo pueden utilizar E-Verify una vez que usted haya aceptado una oferta de trabajo y completado el Formulario I-9.

#### **E-Verify Works for Everyone E-Verify Funciona Para Todos**

For more information on E-Verify, or if you believe that your employer has violated its E-Verify responsibilities, please contact DHS.

Para más información sobre E-Verify, o si usted cree que su empleador ha violado sus responsabilidades de E-Verify, por favor contacte a DHS.

888-897-7781 E-Verify.gov



English / Spanish Poster

# **EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT**

### ☆ The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints 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 http://www.dol.gov/vets. An interactive online USERRA Advisor can **BENEFITS &** be viewed at http://www.dol.gov/elaws/userra.htm. PROTECTIONS

representation ☆ You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

 $\Rightarrow$  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

 $\Rightarrow$  If you leave your job to perform military service, you have the right

to elect to continue your existing employer-based health plan

☆ Even if you don't elect to continue coverage during your military

service, you have the right to be reinstated in your employer's

for service-connected illnesses or injuries.

health plan when you are reemployed, generally without any waiting

periods or exclusions (e.g., pre-existing condition exclusions) except

coverage for you and your dependents for up to 24 months while in

E-Gr

1-800-336-4590

Publication Date - April 201

-866-487-236



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 iob. the EEOC may be able to help.

Who is Protected?		What Organizations are Covered?		
<ul> <li>Employees (current and former), including managers and temporary employees</li> <li>Job applicants</li> </ul>	<ul> <li>Union members and applicants for membership in a union</li> </ul>	<ul> <li>Most private employers</li> <li>State and local governments (as employers)</li> </ul>	<ul> <li>Educational institutions (as employers)</li> <li>Unions</li> <li>Staffing agencies</li> </ul>	

What Types of Employment Discrimination What Employment Practices can be Challenged as Discriminatory? Under the EEOC's laws, an employer may not discriminate against -----

Visit an EEOC field office (information at

www.eeoc.gov/field-office)

you, regardless of your immigration		All aspects of employment, includ	ling:
<ul> <li>Race</li> <li>Color</li> <li>Religion</li> <li>National origin</li> <li>Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity)</li> <li>Age (40 and older)</li> <li>Disability</li> <li>Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)</li> </ul>	<ul> <li>Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding</li> <li>Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation</li> </ul>	<ul> <li>Discharge, firing, or lay-off</li> <li>Harassment (including unwelcome verbal or physical conduct)</li> <li>Hiring or promotion</li> <li>Assignment</li> <li>Pay (unequal wages or compensation)</li> <li>Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical condition; or a sincerely-held religious belief, observance or practice</li> <li>Benefits</li> <li>Job training</li> <li>Classification</li> <li>Referral</li> </ul>	<ul> <li>Obtaining or disclosing genetic information of employees</li> <li>Requesting or disclosing medical information of employees</li> <li>Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding</li> <li>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</li> </ul>

#### 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 any of the following ways:

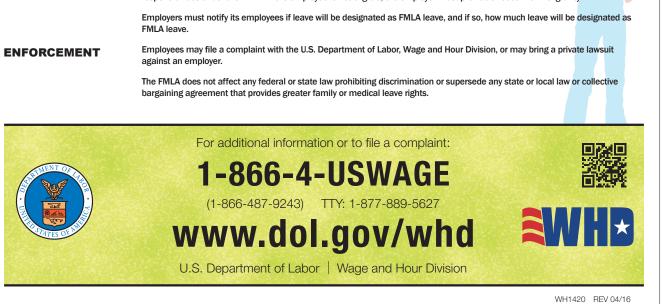
- **Submit** an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx
- Call 1–800–669–4000 (toll free) 1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone)

E-Mail info@eeoc.gov Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov.



The Immigration and Nationality Act (INA) allows for the employment of temporary, non-immigrant workers in agriculture (H-2A WORKERS) only if the employment of U.S. workers would not be adversely impacted. To ensure that U.S. workers are not adversely impacted, H-2A WORKERS and OTHER WORKERS employed on an H-2A work contract or by an H-2A employer in the same agricultural work as the H-2A workers have the following rights:

**DISCLOSURE** • To receive accurate, WRITTEN INFORMATION about the wages, hours, working





#### The law requires employers to display this poster where employees can readily see it.

**OVERTIME PAY** At least 1½ times the 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-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 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 up the difference.

- NURSING The FLSA requires employers to provide reasonable break time for a nursing mother employee who is subject to the FLSA's overtime requirements in order for the employee to express breast MOTHERS milk for her nursing child for one year after the child's birth each time such employee has a need to express breast milk. Employers are also required to 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.
- **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.

ADDITIONAL Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions INFORMATION

 Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico

• Some state laws provide greater employee protections; employers must comply with both. 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 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.

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



THIS ESTABLISHMENT IS PERFORMING GOVERNMENT CONTRACT WORK SUBJECT TO: (CHECK ONE)

## SERVICE CONTRACT ACT (SCA) PUBLIC CONTRACTS ACT (PCA)

MINIMUM WAGES Your rate must be no less than the federal minimum wage established by the Fair Labor Standards Act (FLSA).

> A higher rate may be required for SCA contracts if a wage determination applies. Such wage determination will be posted as an attachment to this notice.

- FRINGE BENEFITS SCA wage determinations may require fringe benefit payments (or a cash equivalent). PCA contracts do not require fringe benefits.
- **OVERTIME PAY** You must be paid 1.5 times your basic rate of pay for all hours worked over 40 in a week. There are some exceptions.
- **CHILD LABOR** No person under 16 years of age may be employed on a PCA contract.
- SAFETY & HEALTH Work must be performed under conditions that are sanitary, and not hazardous or dangerous to employees' health and safety.
- ENFORCEMENT Specific DOL agencies are responsible for the administration of these laws. To file a complaint or obtain information, contact the **Wage and Hour Division** (WHD) by calling its toll-free help line at 1-866-4-USWAGE (1-866-487-9243), or visit www.dol.gov/whd

Contact the Occupational Safety and Health Administration

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

- **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 exercising other rights under the Act.
- 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.
- **EXAMINEE** Where polygraph tests are permitted, they are subject to numerous strict RIGHTS standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or 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 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.





FEDERAL MINIMUM WAGE FOR CONTRACTORS 

- tions, and benefits of the employment being offered
- To receive this information prior to getting a visa and no later than on the first day of work
- To receive this information in a language understood by the worker
- WAGES • To be PAID at least twice per month at the rate stated in the work contract • To be informed, in writing, of all **DEDUCTIONS** (not otherwise required by law) that will be made from the worker's paycheck
  - To receive an itemized, written STATEMENT OF EARNINGS (pay stub) for each pay period • To be guaranteed employment for at least THREE-FOURTHS (75%) of the total hours
  - promised in the work contract
- **TRANSPORTATION** To be provided or, upon completion of 50 percent of the work contract period, reimbursed for reasonable costs incurred to the place of employment for transportation and
  - subsistence (lodging incurred on the employer's behalf and meals) • Upon completion of the work contract, to be provided or paid for return transportation
  - and subsistence • For workers living in employer-provided housing, to be provided TRANSPORTATION, at
  - no cost to the worker, between the housing and the worksite
  - All employer-provided transportation must meet applicable safety standards, be properly insured, and be operated by licensed drivers
- HOUSING • For any worker who is not reasonably able to return to his/her residence within the same day, to be provided HOUSING AT NO COST
  - Employer-provided housing must meet applicable safety standards
  - Workers who live in employer-provided housing must be offered three meals per day at no more than a DOL-specified cost, or provided free and convenient cooking and kitchen facilities
- **ADDITIONAL** • To be provided state WORKERS' COMPENSATION insurance or its equivalent To be provided, at no cost, all TOOLS, SUPPLIES, and EQUIPMENT required to perform PROVISIONS
  - the assigned duties • TO BE FREE FROM DISCRIMINATION or DISCHARGE for filing a complaint, testifying, or
    - exercising your rights in any way or helping others to do so Employers MUST comply with all other applicable laws (including the prohibition against holding workers' passports or other immigration documents)
    - Employers and their agents, including foreign recruiters, or anyone working on behalf of the employer, MUST NOT receive payment from any worker for any costs related to obtaining the H-2A certification (such as application and recruitment fees)
    - Employers MUST display this poster where employees can readily see it
    - Employers MUST NOT lay off or displace similarly employed U.S. workers within 60 days of the date of need for H-2A workers
    - Employers MUST hire any eligible U.S. worker who applies during the first 50 percent of the approved work contract period

Workers who believe their rights under the program have been violated may file confidential complaints.



WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR IF YOU HAVE THE RIGHT TO WORK



## DON'T LETANYONETAKE IT AWAY

f you have the skills, experience, and legal right to work, your citizenship or immigration status shouldn't get in the way. Neither should the place you were born or another aspect of your	Does not hire you or fires you because of your national origin or citizenship status (this may violate a part of the law at	The law can be complicated. Call IER to get more information on protections from discrimination based on citizenship status and national origin.	
national origin. A part of U.S. immigration laws		Immigrant and Employee Rights Section (IER)	
protects legally-authorized workers from discri- mination based on their citizenship status and hational origin. You can read this law at <u>3 U.S.C. § 1324b.</u> The Immigrant and Employee Rights Section IER) may be able to help if an employer treats	8 U.S.C. § 1324b(a)(1)) Treats you unfairly while checking your right to work in the U.S., including while completing the Form I-9 or using <u>E-Verify</u> (this may violate the law at 8 U.S.C. § 1324b(a)(1) or (a)(6)) Retaliates against you because you are speaking	1-800-255-7688 www.justice.gov/ier IER@usdoj.gov	TTY 1-800-237-2515
you unfairly in violation of this law.	up for your right to work as protected by this law		Elevinte
The law that IER enforces is 8 U.S.C. § 1324b. The (regulations for this law are at 28 C.F.R. Part 44.	the law prohibits retaliation at 8 U.S.C. § 1324b(a)(5))	U.S. Department of Justice, Civil F and Employee Rights Section, Jan	

This guidance document is not intended to be a final agency action, has no legally binding effect, and has no force or effect of law. The document may be rescinded or modified at the Department's discretion, in accordance with applicable laws. The Department's guidance documents, including this guidance, do not establish legally enforceable responsibilities beyond what is required by the terms of the applicable statutes, regulations, or binding judicial precedent. For more information, see "Memorandum for All Components: Prohibition of Improper Guidance Documents," from Attorney General Jefferson B. Sessions III, November 16, 2017. 2 (OSHA) by calling 1-800-321-OSHA (1-800-321-6742), or visit www.osha.gov



## PAY TRANSPARENCY NONDISCRIMINATION PROVISION

The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. 41 CFR 60-1.35(C)

> If you believe that you have experienced discrimination contact OFCCP 1.800.397.6251 TTY 1.877.889.5627 www.dol.gov/ofccp





TIPS

#### The law requires certain federal contractors to display this poster where employees can easily see it.

- MINIMUM WAGE Executive Order 14026 (EO) requires that federal contractors pay workers performing work on or in connection with covered contracts at least (1) \$15.00 per hour beginning January 30, 2022, and (2) beginning January 1, 2023, and every year thereafter, an inflation-adjusted amount determined by the Secretary of Labor in accordance with the EO and appropriate regulations. The EO hourly minimum wage in effect from January 1, 2023, through December 31, 2023, is \$16.20.
  - Covered tipped employees must be paid a cash wage of at least \$13.75 per hour effective January 1, 2023, through December 31, 2023. If a worker's tips combined with the required cash wage of at least \$13.75 per hour paid by the contractor do not equal the EO hourly minimum wage for contractors, the contractor must increase the cash wage paid to make up the difference. Certain other conditions must also be met.
- EXCLUSIONS • The EO minimum wage may not apply to some workers who provide support "in connection with" covered contracts for less than 20 percent of their hours worked in a week.
  - The EO minimum wage may not apply to certain other occupations and workers.
- ENFORCEMENT The U.S. Department of Labor's Wage and Hour Division (WHD) is responsible for enforcing this law. WHD can answer questions about your workplace rights and protections, investigate employers, and recover back wages. All WHD services are free and confidential. Employers cannot retaliate or discriminate against someone who files a complaint or participates in an investigation. WHD will accept a complaint in any language. You can find your nearest WHD office online at www. dol.gov/agencies/whd/contact/local-offices or by calling toll-free 866-4US-WAGE (866-487-9243). We do not ask workers about their immigration status. We can help.
- ADDITIONAL • The EO applies only to new federal construction and service contracts, as defined by the Secretary in the regulations at 29 CFR part 23. INFORMATION
  - Workers with disabilities whose wages are governed by special certificates issued under section 14(c) of the Fair Labor Standards Act must also receive no less than the full EO minimum wage rate.
  - Some state or local laws may provide greater worker protections; employers must follow the law that requires the highest rate of pay.

• More information about the EO is available online at www.dol.gov/agencies/ whd/government-contracts/eo14026





**OKLAHOMA STATE** UNIVERSITY

# OKLAHOMA LABOR LAWS

## Your Rights Under the Oklahoma Minimum Wage Act



#### Employee Health, Morals & Wages

It's against the law for employers to have workers in jobs that hurt their health. It's against the law for employers to have workers in jobs that hurt their morals. It's against the law for employers to pay workers less than adequate wages.

#### Federal Minimum Wage

Unless the law says it's okay, employers can't pay less than the federal minimum wage.

#### Employer Defined

The law defines an "employer" as having ten or more full-time workers in one place or more than \$100,000 of business a year.

#### **Employee Defined**

The law says an "employee" is a worker for an "employer." But, an "employee" is not: (1) a worker on a farm; a worker on a ranch; a worker with animals on a farm or ranch; or a mechanic on a farm or ranch;

(2) a maid;(3) a federal government worker;

(4) someone who volunteers for a charity, church, or nonprofit club;

(5) a newspaper vendor or carrier;

#### (6) a railroad worker;

(7) any worker who is already being paid the federal minimum wage or more;
(8) executives; someone in an administrative job; professionals; or an "outside" salesman;
(9) any person employed as part-time employee not on permanent status. A part-time employee is defined as an employee who is employed less than twenty-five (25) hours a week;
(10) anyone younger than 18 who hasn't graduated from school, and anyone younger than 22 who is in school;
(11) anyone who works in a feedstore; or
(12) a reserve deputy sheriff.

#### Uniforms

The law says the cost of uniforms given to workers can be added to wages in figuring the minimum wage.

#### **Investigation of Wage Claims**

The law says the Commissioner of Labor, **Leslie Osborn**, can investigate whether wages are due workers. She will write down her findings. If any employee's employment has terminated and the Commissioner finds that wages are due, a penalty of 2% per day up to the total amount of the wage claim may be added to the wages due. She will mail her findings to the employer and the worker by certified mail. If the employer pays the wages (and the penalty) and the worker accepts the payment, that's the end of the wage claim.

#### Employer Liability

If a court finds an employer hasn't paid all wages due, the law says the employer is liable for double the amount of the wages minus any sums already paid to the worker. The employer is also liable for court costs and reasonable attorney fees of at least \$100. The employer can't defend a wage claim by arguing that there was an agreement with the worker to work for less than the lawful wage. The law says an employer who pays or even agrees to pay less than the lawful wage is guilty of a misdemeanor. The punishment could be a fine of not more than \$500. The punishment could be as much as six (6) months in the county jail. The punishment could be both a fine and jail time.

Certificate       Oklahoma.         Employers are required to have an employment certificate from the school befor a minor is allowed to work.       Note to Issuing Officer(s): Minors must comply with compulsory School Laws, Title 70 Section 10         Hours Standard       School in session – minors restricted to: No more than eight (8) hours per non-school day No more than eight (8) hours worked – Thirty (30) minute rest period For every eight (8) hours worked – One (1) hour rest period For every eight (8) hours worked – One (1) hour rest period For every eight (8) hours worked – One (1) hour rest period For every eight (8) hours worked – One (1) hour rest period For every eight (8) hours worked – One (1) hour rest period For every eight (8) hours worked – One (1) hour rest period For every eight (8) hours worked – One (1) hour rest period For every eight (8) hours worked – One (1) hour rest period For every eight (8) hours worked – One (1) hour rest period For every eight (8) hours worked – One (1) hour rest period For every eight (8) hours which threaten health and well-being include, but not limited Baking Coccupations         Prohibited Occupations       Coolers Coolers Coolers Coolers Coolers Coolers Demolition Freezers Public Utilities Repair Power-Driven Power-Driven Processing Public Utilities Storage Ved eaters Youth peddling         For information on hazardous occupations for 16 and 17 year olds, contact the United States Department of Labor at 1-866-487-9243	CH	ILD L	ABOR I	LAW	
Employment Certificate       Employment certificate is issued by the school and is required for all employed minors, including home schooled minors and minors from out-of-state working Oklahoma.         Employers are required to have an employment certificate from the school befo a minor is allowed to work.       Note to Issuing Officer(s): Minors must comply with compulsory School Laws, Title 70 Section 10         Hours Standard       School in session – minors restricted to: No more than eight (8) hours per non-school day No more than forty (40) hours per non-school day No more than eight (8) hours worked – One (1) hour rest period For every eight (8) hours worked – Timry (30) minut rest period For every eight (8) hours worked – Tole p.m.         Prohibited Occupations       For muesday after Labor Day + minors: Can not work before 7:00 a.m. and not after 9:00 p.m.         Prohibited Occupations       Occupations which threaten health and well-being include, but not limited Baking Cooking Demolition Freezers Pryers Loading Maining Moining Moining Moining Moining Moining Norver:Driven Power-Driven Processing Public Utilities Repair Storage Warehouse       Moneyers Work rooms Youth peddling         For information on hazardous occupations for 16 and 17 year olds, contact the United States Department of Labor at 1-866-487-9243					
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Break Periods       For every five (5) hours worked – Thirty (30) minute rest period         For every eight (8) hours worked – One (1) hour rest period         Times Standard       From Tuesday after Labor Day through May 31 <sup>st</sup> – minors: Can not work before 7:00 a.m. and not after 7:00 p.m.         From June 1 <sup>st</sup> through Labor Day – minors: Can not work before 7:00 a.m. and not after 9:00 p.m.         Prohibited       Occupations which threaten health and well-being include, but not limited         Baking       Communications       Construction         Cooking       Coolers       Cutters         Demolition       Freezers       Fryers         Grills       Hoisting devices       Ladders         Loading       Machinery       Manufacturing         Mining       Motor vehicles       Mowers         Power-Driven       Processing       Public Utilities       Repair         Storage       Transportation       Unloading       Work rooms         Warehouse       Weed eaters       Work rooms       Youth peddling		No more than eig	ht (8) hours per non-school		
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Occupations       Baking       Communications       Construction         Occupations       Cooking       Coolers       Cutters         Demolition       Freezers       Fryers         Grills       Hoisting devices       Ladders         Loading       Machinery       Manufacturing         Mining       Motor vehicles       Mowers         Power-Driven       Processing       Public messenger         Public Utilities       Repair       Slicers         Storage       Transportation       Unloading         Warehouse       Weed eaters       Work rooms         Youth peddling       For information on hazardous occupations for 16 and 17 year olds, contact the United States Department of Labor at 1-866-487-9243		Can not work bei	fore 7:00 a.m. and not after 9		
Occupations       Cooking       Coolers       Cutters         Demolition       Freezers       Fryers         Grills       Hoisting devices       Ladders         Loading       Machinery       Manufacturing         Mining       Motor vehicles       Mowers         Power-Driven       Processing       Public messenger         Public Utilities       Repair       Slicers         Storage       Transportation       Unloading         Warehouse       Weed eaters       Work rooms         Youth peddling       Youth peddling       For information on hazardous occupations for 16 and 17 year olds, contact the United States Department of Labor at 1-866-487-9243					
the United States Department of Labor at 1-866-487-9243	Occupations	Cooking Demolition Grills Loading Mining Power-Driven Public Utilities Storage	Coolers Freezers Hoisting devices Machinery Motor vehicles Processing Repair Transportation Weed eaters	Cutters Fryers Ladders Manufacturing Mowers Public messenger Slicers Unloading	
	For information on hazardous occupations for 16 and 17 year olds, contact the United States Department of Labor at 1-866-487-9243				
<b>Oklahoma Department of Labor</b>		Oklahoma De	partment of Labor		
1-888-269-5353		1-888	-269-5353		

Your Rights Under the Oklahoma Minimum Wage Act 40 O.S. § 197.1 et seq.				
WHO IS AN EMPLOYEE?	WHO IS AN EMPLOYER?	WHAT IS THE CIVIL PENALTY FOR VIOLATIONS?		
<ul> <li>40 O.S. § 197.4 (e) - "Employee" includes any individual employed by an employer butshall not include:</li> <li>(1) An individual employed on a farm, in the employ of any person, in connection with the cultivation of the soil, or in connection with the cultivation of the soil, or in connection with raising or harvesting any agricultural commodity, including raising, shearing, feeding, caring for, training, and management of livestock, bees, poultry, and furbearing animals and wildlife, or in the employ of the owner or tenant or other operator of a farm in connection with the operation, management, conservation, improvement, or maintenance of such farm and its tools and equipment:</li> <li>(2) Any individual employed in domestic service in or about a private home.</li> </ul>	40 O.S. § 197.4(d) - "Employer" means any individual, partnership. association, cor- poration, business trust. or any person or group of persons, hiring more than ten full- time employees or equivalent at any one lo- cation or place of business: provided. how- ever, if an employer has less than ten full-time employees or equivalent at any one location or place of business but does a gross busi- ness of more than One Hundred Thousand Dollars (\$100,000.00) annually, said em- ployer shall not be exempt under the provi- sions of this act. This act shall not apply to employers subject to the Fair Labor Standards Act of 1938, as amended, and who are pay- ing the minimum wage under the provisions of said act, nor to employers whose employees are exempt.	40 O.S. §197.8 - The Commissioner, after investigation, shall promptly make his finding in writing as to whether or not additional wages are due the employee. If the Commissioner finds that additional wages are due, ten percent (10%) of such amount due shall be added as pen- alty for such wage deficiency. The Com- missioner shall mail said findings to the employer and to the employee by certi- fied mail. Payment by the employer and acceptance by the employee of the amount so determined by the Commis- sioner shall absolve the employee with re- spect to wages claimed by the employee for the period he was employed by the		
<ul> <li>tic service in or about a private home;</li> <li>(3) Any individual employed by the United States government;</li> <li>(4) Any individual working as a volunteer in a charitable, religious or other nonprofit organization;</li> <li>(5) Any newspaper vendor or carrier;</li> <li>(6) Any employee of any carrier subject to regulation by Part I of the Interstate Commerce Act;</li> <li>(7) Any employee of any employer who is subject to the provisions of any Federal Fair Labor Standards Act or to any Federal Wage and Hour Law now in effect or enacted hereafter; and who is paying the minimum wage under the provisions of thisact;</li> <li>(8) Any employee employed in a bona fide executive, administrative or professional capacity.</li> </ul>	Oklahoma Department of Labor	employer. <b>40 O.S. § 197.9</b> - Any employer who is found by a court of competent juris- diction to have paid an employee wages less than those to which such employee is entitled. under or by virtue of this act, shall be liable to such employee for double the full amount of such wages, less any amount actually paid to such em- ployee by the employer. and for court costs.and such reasonable attorney fees as may be allowed by the court, which in no case shall be less than One Hun- dred Dollars (\$100.00). Any agreement between such employee and the em- ployer to work for less than such wage rate shall be no defense to such action.		
of outside salesman; (9) Any person employed as part-time employee not on permanent status. A part-time employee is defined as an employee who is employed less	State Minimum Wage	WHAT IS THE CRIMINAL PENALTY FOR VIOLATIONS?		
than twenty-five (25) hours a week: (10) Any person who is less than eigh- teen (18) years of age and is not a high school graduate or a graduate of a vocational training program, and any person who is less than twenty-	\$7.25 per hour Effective July 24, 2009	40 O.S. § 197.13 - Any employer. or the officer or agent of any corpora- tion, who pays or agrees to pay to any employee less than the rate of compen- sation required by this act, upon con-		
<ul> <li>two (22) years of age and who is a student regularly enrolled in a high school, college, university or vocational training program:</li> <li>(11) Any individual employed in a feedstore operated primarily for the benefit and use of farmers and ranchers; or</li> <li>(12) Any individual working as a reserve force deputy sherift.</li> </ul>	HOW DO UNIFORMS AFFECT MINIMUM WAGE? 40 O.S. § 197.17 - Business establishments that furnish uniforms to their employees may take credit against the minimum wage in an amount equal to the reasonable cost of fur- nishing the uniforms.	viction, shall be guilty of a misdemeanor and shall be punished by a fine of not more than Five Hundred Dollars (\$500.00). or by imprisonment in the county jail for not more than six (6) months, or by both such fine and im- prisonment.		
13131 F 18 19 19 19 19	NOTICE:			

## YOUR RIGHTS UNDER OKLAHOMA'S USERRA THE OKLAHOMA UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

Oklahoma's USERRA, 44 O.S. § 4300 *et seq.*, protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service in the Oklahoma state military forces. USERRA also prohibits employers from discriminating against past and present members of the Oklahoma state military forces, and applicants to the Oklahoma state military forces.

Oklahoma state military forces include the National Guard of the State of Oklahoma, which includes an army component and an air force component; the Oklahoma State Guard; and any other military force organized under the Constitution and laws of the State of Oklahoma when not in a status placing them under exclusive federal jurisdiction. Unless otherwise established by Oklahoma law, the unorganized militia or any other state military force that does not meet this definition shall not be considered part of the "state military forces."

#### REEMPLOYMENT RIGHTS

You have the right to be reemployed in your civilian job if you leave that job to perform service in the Oklahoma state military forces 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 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 you:
are a past or present member of the Oklahoma state military forces;
have applied for membership in the Oklahoma state military forces; or
are obligated to serve in the Oklahoma state military forces;
Then an employer, including a state agency, may not deny you:
initial employment;
retention in employment;

NOTICE:

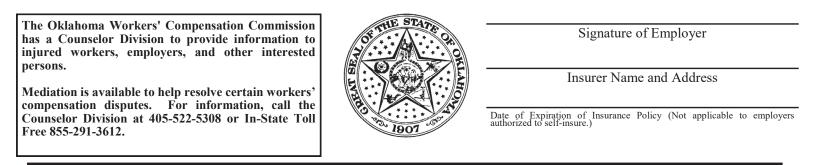
State law requires employers to display this poster in such a manner so as to be accessible to all employees in each establishment under the control of the employer. It shall be unlawful to employ workers in any industry or occupation within the State of Oklahoma under conditions of labor detrimental to their health or morals and it shall be unlawful to employ workers in any industry within the State of Oklahoma at wages which are not adequate for their maintenance. Except as otherwise provided in the Oklahoma Minimum Wage Act, no employer within the State of Oklahoma shall pay any employee a wage of less than the current federal minimum wage for all hours worked.

409 NE 28th Street, 3rd Floor, Oklahoma City, Oklahoma 73I05 Telephone 405-52I-6I00 Fax 405-52I-60I8 <u>www.ok.gov/labor</u> Toll-free I-888-269-5353

#### CC-Form-1A Oklahoma Workers' Compensation Notice and Instruction to Employees and Employees

All employees of this employer who are entitled to benefits of the Administrative Workers' Compensation Act are hereby notified that this employer has complied with all rules of the Workers' Compensation Commission and that this employer has secured payment of compensation for all employees and their dependents in accordance with the Act. All employees are further notified this employer will furnish first aid, medical, surgical, hospital, optometric, podiatric, chiropractic and nursing services, medicine, crutches and other apparatus as may be reasonably necessary in connection with the injury received by the employee, as well as payments of compensation to any injured employee or the employee's dependents as provided in the Act.

Any employee who has suffered a compensable injury covered by the Administrative Workers' Compensation Act is entitled to vocational rehabilitation services, including retraining and job placement, if, as a result of the injury, the employee is unable to perform work for which the person has previous training or experience.



#### Employee's Responsibilities In Case of Work Related Injury

If accidentally injured or affected by cumulative trauma or an occupational disease arising out of and in the course of employment, however slight, the employee should notify the employer immediately. If this employer is a partnership, notice shall be given to any partner. If this employer is a corporation, notice shall be given to any agent or officer of the corporation upon whom legal process may be served. Notice shall also be given to the person in charge of business at the location of operations where the injury occurred. Unless oral or written notice is given to the employer within thirty (30) days, the claim for compensation may be forever barred.

The employee may file a claim for compensation with the **WORKERS' COMPENSATION COMMISSION** for an accidental injury, death, cumulative trauma or occupational disease or illness occurring **ON OR AFTER** February 1, 2014. Forms to file a compensation claim should be furnished by this employer and also are available from the Workers' Compensation Commission. The forms are posted on the Commission's website, www.wcc.ok.gov.

A claim for compensation must be filed with the Commission within the time specified by law, or be forever barred. Based on law effective May 28, 2019, a claim for compensation for any accidental injury must be filed with the Commission within one (1) year of the date of injury or, if the employee has received benefits under Title 85A for the injury, six (6) months from the date of the last issuance of such benefits; a death claim must be filed within two (2) years of the date of death; a claim for compensation for occupational disease or illness must be filed within two (2) years of the last injurious exposure; and a claim for compensation for cumulative trauma must be filed within one (1) year of the date of injury.

Claims for compensation for accidental injury, death, cumulative trauma or occupational disease or illness occurring BEFORE February 1, 2014 may be filed with the WORKERS' COMPENSATION COURT OF EXISTING CLAIMS and are subject to different notice of injury requirements and

## **IT'S THE LAW!**

1-888-269-5353 www.ok.gov/odol Oklahoma Department of Labor Employment Standards Division

# Sus Derechos a la Ley del Sueldo Minimo de Oklahoma



#### La Salud Moral del Empleado y Sueldos

Es ilegal que empleadores tengan a sus empleados en trabajos que hagan da o a su salud. Es ilegal que empleadores tengan a sus empleados en trabajos que le hagan da o a su moral. Es ilegal que los empleadores pagen sueldos menores de los sueldos mínimos a sus empleados.

#### Sueldo Federal Mínimo

A menos que la ley diga que esta bien los empleadores no pueden pagar menos del sueldo mínimo federal.

#### **Empleador Definido**

La ley defina "a un empleador" como alguien que tiene diez o más trabajadores de tiempo completo en un lugar o tiene ingresos mas de \$100,000 dólares por a o.

#### Empleado Definido

La ley dice que "un empleado" es un trabajador para "un empleador". Pero, "un empleado" no puede ser: (1) un trabajador en una granja; un trabajador en un rancho; un trabajador con animales en una granja o rancho; o un mecánico trabajando en una granja o rancho; (2) una criada; (3) un trabajador del gobierno federal; (4) alguien que se ofrece voluntariament para una caridad, iglesia, o club no lucrativo; (5) un vendedor de periódico o cargador; (6) un trabajador de ferrocarril; (7) cualquier trabajador a quien pagan ya el salario mínimo federal de \$7.25 dólares por hora o más: (8) ejecutivos; alguien en un trabajo administrativo; profesionales; o un vendedor "de exterior"; (9) alguien que trabaja menos de 25 horas por semana en una posición temporal; (10) alguien más joven que 18 a os quién no se ha graduado de la escuela, y alguien más joven de 22 a os quién esta llendo a la escuela; (11) alguien que trabaja en una tienda de comida para animales, grangas etc. (12) un diputado de la reserva de sheriff.

#### **Otros Empleados Protegidos**

La ley dice que los empleadores deben pagar a todos los trabajadores quienes tienen mas de 18 a os

#### • 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 in the Oklahoma state military forces, 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 service of the Oklahoma state military forces.

• Even if you don't elect to continue coverage during your service in the Oklahoma state military forces, 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.

#### **ENFORCEMENT**

The Oklahoma Commissioner of Labor is authorized to investigate and resolve complaints of Oklahoma USERRA violations.
For assistance in filing a complaint, or for any other information on USERRA, contact the Oklahoma Department of Labor's Wage & Hour Division at 1-405-521-6100 or visit its website at http://www.ok.gov/Labor.

If you file a complaint with the Oklahoma Department of Labor ("ODOL") against a state government employer and ODOL is unable to resolve it, you may request that your case be referred to the District Attorney with relevant jurisdiction for representation.
You may also bypass the ODOL complaint process and bring a civil action against an employer for violations of Oklahoma's USERRA.

The rights listed here may vary depending on the circumstances. 44 O.S. § 4334 requires employers to notify employees of their rights under Oklahoma's USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.



claims filing deadlines than those for accidental injury, death, cumulative trauma or occupational disease or illness occurring on or after February 1, 2014. Failure to comply with applicable notice requirements and deadlines may operate to forever bar the claim. Contact the WORKERS' COMPENSATION COURT OF EXISTING CLAIMS for additional information.

#### **Employer's Responsibilities**

The employer must provide employees with immediate first aid, medical, surgical, hospital, optometric, podiatric, chiropractic, and nursing services, medicine, crutches and other apparatus as may be reasonably necessary in connection with the injury received by the employee. This applies to care for all injuries and illnesses arising out of and in the course of employment, regardless of their character. Within ten (10) days after the date of receipt of notice or knowledge of death or injury that results in the loss of time beyond the shift or medical attention away from the work site, the employer or the employer's representative MUST send a report thereof to the Workers' Compensation Commission via Electronic Data Interchange as specified in Commission rules.

No agreement by any employee to pay any portion of the premium paid by the employer to a carrier or a benefit fund or department maintained by the employer for the purpose of providing compensation or medical services and supplies as required by the workers' compensation laws, shall be valid. Any employer who makes a deduction for such purposes from the pay of any employee entitled to benefits under the workers' compensation laws shall be guilty of a misdemeanor.

No agreement by any employee to waive workers' compensation rights and benefits shall be valid.

Any person who commits workers' compensation fraud, upon conviction, shall be guilty of a felony punishable by imprisonment, a fine or both.

Workers' Compensation Commission 1915 North Stiles Avenue Oklahoma City, Oklahoma 73105-4918 Tele. 405-522-5308 (OKC) · 918-295-3732 (TU) · In-State Toll Free 855-291-3612 Web Site · www.wcc.ok.gov

This notice must be posted and maintained by the employer in one or more conspicuous places on the work premises.

cuando menos \$2.00 dólares por hora. La ley dice que todos los empleados son cubiertos por el Acto de Sueldo Mínimo de Oklahoma.

#### Propinas, Cuartos y Ospedage

La ley dice que las propinas, cuartos y ospedage pueden ser a adidos a sueldos en la figuración del sueldo mínimo. Sin embargo, las propinas, cuartos y ospedages no pueden ser ser más del 50% de los sueldos.

#### Uniformes

La ley dice que el costo de uniformes entregados a los trabajadores pueden ser a adidos a los sueldos en la figuración del sueldo mínimo.

#### Investigación de Reivindicaciones Salariales

La ley dice que el Comisario de Trabajo, Leslie Osborn, puede investigar si sueldos se deben a los trabajadores. El anotará sus conclusiones. Si ella encuentra que los sueldos son debidos, una pena de 10% será a adida a los sueldos debidos. El enviará sus conclusiones al empleador y al trabajador por correo certificado. Si el empleador paga los sueldos (y el penalti) y el trabajador acepta el pago, esto terminara la queja de sueldos.

#### **Responsabilidad de Patrón**

Si un tribunal encuentra que el empleador no ha pagado todos los sueldos debidos, la ley dice que el empleador es responsable en pagar el doble la cantidad de los sueldos menos cualquier suma ya pagada al trabajador. El empleador es también responsable en pagar los costos del tribunal y costos razonables de abogado de cuando menos \$100 dólares. El empleador no puede defender una queja de sueldos sosteniendo que había un acuerdo con el trabajador para trabajar por menos del sueldo legal. La ley dice que un empleador quien paga o se pone de acuerdo en pagar menos de los sueldos legales estara culpable de un delito de menor cuantía. El castigo podría ser una multa de no más de \$500 dólares. El castigo podría ser un maximo de seis (6) meses en la cárcel del condado. El castigo podría ser ambos la multa y tiempo en la cárcel.

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