

THE LAW

ge Discrimination in Employment Act of 1967, as amended, is applicable and employees of years of age or older from ination based on age in bring, promotion, discharge, pay, benefits, you brining, Dissekfaciallo, inferra, and other appetit

E, COLOR, RELIGION, SEX, NATIONAL GROSSN sites Order 1198, as amended, prohibble job discrimination on assis of race, color, milgion, sex or national origin, and requires antive action to ensure equality of opportunity is all appeals of

RETALIATION
Historical is perhibited against a person who files a complaint of discrimination, participates in an OPCCP proceeding, or otherwise revenues discrimination under these Federal laws. Any person who believes a contractor has violated its nondiscrimina-tion or affertables action obligations under the authorities above should constrainment The Office of Reducti Constance Programs (OFCCP), U.S. Department of Labor, 200 Constitution Avenue, N.W. Washing-son, D.C. 2017, 9-800-289-4015, pp.16-8ep (170); 681-322 (TIT)-OFCCP may also be constance; o enail of CFCCP Publicipa spin, or by calling an OFCCP exploring or distort office, listed in most or by calling an OFCCP exploring or distort office.

DISABLED, RECENTY SEARCHED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDIAL VETERANS. The Vertical Sea Vetera Vet

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YOUR RIGHTS UNDER USERRA
THE UNIFORMED SERVICES EMPLOYMENT
AND REEMPLOYMENT RIGHTS ACT









You may also bypass the VETE process and bring a assimplian employer for violations of USERFO.





Job Safety and Health IT'S THE LAW!

All workers have the right to: A safe workplace.

- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
- Receive information and training on joi hazards, including all hazardous sub-stances in your workplace.
- Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. OSHA will keep your name confidential. You have the right to have a representative contact OSHA on your behalf.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retailated against for using your rights.
- See any OSHA citations issued to your employer.

- Comply with all applicable OSHA stand-ards
- 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.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.



1-800-321-OSHA (6742) • TTY 1-877-889-5627

EMPLOYEE RIGHTS

UNDER THE FAIR LABOR STANDARDS ACT

\$7.25 PER HOUR BEGINNING JULY 24, 2009

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EMPLOYEE RIGHTS

UNDER THE FAMILY AND MEDICAL LEAVE ACT



An employee dates not need to use home in one block. Then it is neededly necessary or difference periodical, employees only blan have infemiliately or on a reduced side-blank. Similar to the control of the control of

Employees on not have to clave a remixed disposal, but must provide enough information but the employee as it can obtained. The leaves quarter of the employee as it can obtained the leaves and the employees to the leaves of the employees the leaves the leaves of the employees the leaves the leaves of the employees the leaves the leaves that is a restrict the employee the leaves the leaves in the employees the leaves the leaves

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EMPLOYEE RIGHTS

EMPLOYEE POLYGRAPH PROTECTION ACT

Employers are generally purisibled from requiring or requesting any employee or job applicant to take a lie detector text, and from descharging, disciplining, or describinizing against an employee or prospective employee for refusing to take a list of or the excluding other rights, unless the Act. The Act permits polygraph is kind of the desector) seem to be administered by the private sector, subject to sesticitions, to cereia prospective employees of security service firms (semoned car, stem, and quest), and of pharmacoulcule manufacturers, destination and dispenses.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

WASH AND HOSP POWERON TO LABOR TO LABOR



Compliance Signs.com NOTICE TO EMPLOYERS:

This poster is designed to fulfill Federal and State workplace posting requirements. Keep this posted in a conspicuous place.

You may wish to consult with legal counsel for any additional posting re-

ARKANSAS DEPARTMENT OF LABOR

NOTICE TO EMPLOYER & EMPLOYEE

ARKANSAS CEPARTMENT OF LABOR
10419 WIST MARKINAM STREET LITTLE ROCK, ARKANSAS 72285
PHONE (801) 982-9809
TRO (801) 982-9806
TOO (808) 9854-131

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Special provisions govern the employment of children in the entential children for the entential children who are it and 15 years of age may not work:

"More than 6 lays a week."

"More than 6 lays a week."

"More than 6 lays a week.

"More than 6 lays a week."

Children who are 16 years of age may not work:
"More than 10 conesculve hours in any one day; no more than ten 10 period.
"More than 6 days a week."
"More than 64 hours a week."

EMPLOYERS SUBJECT TO THE MINIMUM WAGE ACT ARE REQUIRED TO POST THIS NOTICE IN A CONSPICUOUS PLACE FOR ALL EMPLOYEES.

ARKANSAS DEPARTMENT OF LABOR **HUMAN TRAFFICKING NOTICE**

If you or someone you know is being forced to engage in any activity and cannot leave – whether it is commercial sex, housework, farm work, or any other activity –

"Si usted o alguien que usted conoce está siendo forzado a participar en una actividad y no puede dejar - si se trata de comarcio sexual, trabajo doméstico, trabajo agricola, o cualquier otra actividad -

ALL THE NATIONAL HUMAN TRAFFICKING RESOURCE CENTER HOTLINE AT 1-888-373-7888 TO ACCESS HELP AND SERVICES. VICTIMS OF HUMAN TRAFFICKING ARE PROTECTED UNDER UNITED STATES AND ARKINAS STATE LAW, MORE INFORMATION IS ALSO AVAILABLE AT WWW.POLARISPROJECTORG.

THE NATIONAL HUMAN TRAFFICKING RESOURCE CENTER HOTLINE:

ARKANSAS WORKERS' COMPENSATION COMMISSION

224 Spring Street, Little Rock, AR 72201 Mail: P. O. Sicu 950, Little Rock, AR 72203-9950

RKERS' COMPENSATION INSTRUCTIONS TO EMPLOYERS AND EMPLOYEES

(Place label indicating Insurer's Name, Claims Office Address, Claims Office Phone Number and Policy Expiration Date)

DEPARTMENT OF WORKFORCESERVICES NOTICE TO EMPLOYEES HOW TO CLAIM UNEMPLOYMENT INSURANCE

ides Unemployment Insurance Benefits for unemployed workers and under certal only part time.

you know you are going to be out of work for a calendar week or more, YO

If you are attached to a regular employer, working less than full time due entirely to lack of work, you may be eligible for partial Unemployment Insurance Benefits. In that case, claim partial benefits—<u>promotly</u>—by reporting the facts (dates, wages, emp Local Office. <u>Do not dailay doing this.</u>

Full time Local Offices are situated in the following cities to provide services to U Claimants:

ARKANSAS DEPARTMENT OF LABOR NOTICE TO EMPLOYER AND EMPLOYEE

PURPOSE of This law is to grow the justice employees access to straining and offended complete employees access to straining and offended conscious grows and offended conscious consensing sharehold collections of collection of collections of the straining sharehold collections of collections of the straining sharehold collection

A public employee cannot be dissiplined, discharged or discriminated against for requesting inflammation, filing a complaint, assisting an impector of table, causing any simplifier or proceedings to be instituted, selforing in our proceeding, or searchines are old of the manufacture and other processing or to accomplaint or processing or searching and other processing.

Transpring membratish allering London justification and invariable and membratish are not to fee membratish and invariable and membratish are not to fee membratish and invariable and membratish and membratish are membratish and invariable and membratish and membratish and membratish and invariable and membratish membratish and membratish membrati Stream and make resolution and provide public Chemical annichatures and destitution must provide public employers write to approve MCDRS with the provided prime resolution of the provided Contract Public employers must cause of write capable of each MCDR and with must an order to cause and desalt the act outsides.

If the Director of Lator finds that a public employer has failed to provide the equired information and training by the prescribed time, he may conduct the program and drange the employer for the cools incurred. CAUSE OF ACTION - ATTORNEY FEES Any officer-denied fleer rights under this law may commerce civil action in

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