

LOUISIANA **LABOR LAWS**

EMPLOYEE RIGHTS

UNDER THE FAMILY AND MEDICAL LEAVE ACT

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www.dol.gov/whd

EMPLOYEE RIGHTS

EMPLOYEE POLYGRAPH PROTECTION ACT

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

ComplianceSigns.com NOTICE TO EMPLOYERS: This poster is designed to fulfill Federal and State workplace posting requirements. Keep this posted in a conspicuous place.

Genetic Discrimination

Independent Contractor or Employees?

ATTENTION ALL EMPLOYEES, EMPLOYERS,
INDEPENDENT CONTRACTORS AND
SUBCONTRACTORS:

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WHO WAS AND HOUR DIVISION OF LABOR

"Questic services" are defined as the health services provided to obtain, assess, or interpret genetic information for diagnostic or

"Protected genetic information" is information about the genetic texts of an individual of that of an individual's family members, or the occurrence of a disease, or medical condition or disorder in family members of the

Nou perform work that is not part of the usual work done by the business that times you OR is not performed on the business's premises, AND

WORKFORCE COMMISSION

WORKFORCE

THE LAW

Add: the Age Discrimination in Employment Act of 1967, as amended, crossess applicants and employees 45 years of age or close from Securioration based on age in hinto, promotion, destratege, say, type benefits, just training, classification, referral, and other aspects

RETALIATION
All of these Federal laws prohibit covered entities from retailating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes as a critical or

WHAT TO DO IF YOU BELIEVE DESCRIBERATION HAS OCCURRED. These simils for filing changes of employment discrim-ration. To preserve the ability of 650°C to act on your behalf and to protect your right to the a private beauti, should you altimately rieed.

E, COLOR, RELISION, SEX, NATIONAL OFISION dive Critic 11246, as almentiled, prohibits job discrimination on last of race, calor, miligion, sex or national origin, and nequine sine action to ensure equality of opportunity in all appects of

RETALATION
Retalation is prohibbed against a person who files a complaint of decimination, participates in an CP-CCP proceeding, or otherwise

× 20000000 × YOUR RIGHTS UNDER USERRA HE UNIFORMED SERVICES EMPLOYMEI AND REEMPLOYMENT RIGHTS ACT

DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARRED PORCES SERVICE MEDAL WETERANS. THE VISITUAL RISK MARRIAN PROQUESTION ASSESSMENT AND ARREST ARREST AND ARREST AND ARREST AND ARREST AND ARREST ARREST AND ARREST AND

or release from active duty, other protected veterans (veterans who served duting a wair or in a conparign or expedition for which a comparign badge has been authorized, and Armed Forces service meani-veterans (ventrains who, while on active duty participand in a 11% million covered from a service meani-veterans.)

Any person who believes a contractor has violated its nondecrimina-tion or affirmative action obligations under the authorities above

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

If you have your job to perform military service, you have the right to what it continue your exhibing employer based health plan coverage for you and your dependents for up to 26 minths white in the military.

The U.S. Department of Labor, Welmans Employment and Training Service (VETS) is sufficient to investigate and resolve complaints of USERNA violations.

SHA[∗]

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.

Request an OSHA inspection of your workplace if you believe there are unisate or unneatity conditions. USFA will keep your name confidential. You have the right to have a representative contact OSHA on your behalf.

See any OSHA citations issued to your employer.

Job Safety and Health

IT'S THE LAW!

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.

- 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.



EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

\$7.25 PER HOUR BEGINNING JULY 24, 2009



Age Discrimination

e prohibitions herein listed shall be limited to individuals at least forty years of age.

Reduce the wage rate of any employee in order to comply with the requirements herein.

 Limit, sagnegate, or classify its membership, or to classify or tail or refuse to refer for employment any individual; in any way with world deprise or tend to deprise any individual of employment apportunities, or would limit auto employment opportunities, or otherwise expectations are employment, because of the individual's applicant for employment, because of the individual's asie. Holdes or causes any monor to escape or gives him warning of the approach of any officer charged with the entironment of the provious this Part or Volatios any other proviouses of this Part for which a penalty is not otherwise provided, shall be fined not less than one hundred distans (\$150) nor more than the hundred (\$300), or impressed for not less than from (\$100 days on noise than its months, or but (\$100). Any person who volides these provisions shall in addition to the utrain penalty provided above, he table for a circl penalty not to exceed the hundred dollars (\$300) for each volidion which cours.

6. It is unlawful for an employer, labor organization, or employment agency to prior or publish, or crause to be printed or publish, any volcior or shortwarment relation, and an employment agency or a service of the publish or construction or referral for employment by such as employment agency or stocking any persistence, misstance, specification, or described to the published or age-tical control or an employment agency, or labor organization to engage in any of the following paractices.



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WORKFORCE

WORKFORCE COMMISSION

Limit, segregate, or climately this employees in any way which would depicte or lend to depicte any scholastic of employment opportunities, or otherwise adversely affect its status as an employee, feeduces such individual has stable cell ball.

The any week with respect to which the Administrator finds that your unemploy-ment is due to a lakes white which is a union progress of the facinity analytics, must be offer premisers as which you are a note to demogrape, and is witch you

WORKFORCE



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Refuses to the Director of Michania Development or authorized representatives admission to the premises where missing are employed, or otherwise obstructs the Director of Michania Development or

No ensur-under the age of 14 years may be engitived, permitted, or softened to wisk except as provided in 92 22 181. ** Wildle 16 and 19 years off may work could be exhold fourt in vertices non-restrictabilities), non-enting, non-facialities jubs under the following conditions. If on more than:

and a few parts of the second day of 18 hours in a school week;

8 hours on a non-school day of 40 hours in a non-school week.

10 hours on a non-school day of 40 hours in a non-school week.

10 hours on a non-school day of 40 hours in a non-school dweek.

10 hours had not begin before 7 a.m. or end affer 7 p.m., succept thors

10 hours had body frag when new-service shours are rederieded to 6 or. No minor under the age of 16 years may be employed, permitted, or suffered to work for any five hour period selfoud one-interior of at least firsty minutes within south period for means. Such interior shall not be included as and of the another hours of the disk. Adhed in the American Section of the Sec

For purposes of the Editiving Bens, a day-during which school is in secsion will find the fluid engineered as such by the fluid school superintendent for the school decircle in which the interviewides.

No stand "It years of age who has not graduated from high school shall be employed, or periodic, or suffered to exist between the hours of 11.00 p.m. and 5.00 a.m. ploof to the start of any school day. No month 13 years of age who has not graduated from high school shall be employed, or permitted, or softward to work between the hours of 13 00 a.m. and 8 00 a.m. poor to the start of any school day. No strong the bold in pair of the ball of the ball of the bold of No more under the age of 16 years shall be employed, permitted, or suffered to work more than three hours each day on any day when school is in session, nor more than eighteen hours in any week when school is in session.

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Workers' Compensation





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











