

FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT 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.

FED U.S. Equal Employment Opportunity Commission 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.

OH 2023 MINIMUM WAGE OHIO DEPARTMENT OF COMMERCE DIVISION OF INDUSTRIAL COMPLIANCE A Minimum Wage of \$10.10 per hour

FED YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System.

FED EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT The United States Department of Labor Wage and Hour Division LEAVE ENTITLEMENTS 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:

OH POST IN A CONSPICUOUS PLACE This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act poster, which indicates the federal minimum wage. Where federal and state rate both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

OH STATE OF OHIO MINOR LABOR LAWS OHIO DEPARTMENT OF COMMERCE DIVISION OF INDUSTRIAL COMPLIANCE & LABOR

FED EMPLOYER RESPONSIBILITIES Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the 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 under the FMLA.

OH Civil Rights Commission Know Your Rights EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW The Ohio Civil Rights Act protects applicants and employees of private employers, state, county and local governments, educational institutions, labor organizations, employment agencies and personnel placement services from unlawful discriminatory employment practices.

OH DEPARTMENT OF JOB AND FAMILY SERVICES Notice to Employees THIS EMPLOYER PROVIDES UNEMPLOYMENT INSURANCE COVERAGE FOR EMPLOYEES Employees who become unemployed (or are working less than full-time) may be eligible for unemployment insurance benefits.

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.

OH RETALIATION Ohio law prohibits retaliation against any person because that person has opposed any unlawful discriminatory practice, or because that person has made a charge, testified, assisted or participated in any manner in any investigation, proceeding or hearing.

OH AGING This institution is an equal opportunity provider and employer. A proud partner of the American Job Center network. Auxiliary aids and services are available upon request to individuals with disabilities.

1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov To update your labor law posters contact J.J. Keller & Associates, Inc. JJKeller.com/laborlaw 800-327-6868