

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 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.

HI WAGE AND HOUR LAWS NOTICE TO EMPLOYEES Minimum Wage - You have the right to receive a minimum wage of at least \$14.00 per hour beginning January 1, 2024; at least \$16.00 per hour beginning January 1, 2026; and at least \$18.00 per hour beginning January 1, 2028.

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 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.

HI LAWS PROHIBITING EMPLOYMENT DISCRIMINATION NOTICE TO EMPLOYEES You have the right to be free from unlawful discrimination in your employment. All applicants and employees of private and public employers (except the federal government), union members, and job seekers in employment agencies are protected by Hawaii law against employment discrimination.

HI Whistleblower Protection Law NOTICE TO EMPLOYEES You have the right to not suffer from any adverse employment action, such as termination or discrimination, regarding your employment conditions because you reported or were about to report to a government agency or your employer, verbally or in writing, a violation or a suspected violation of a law or a contract enacted by the government.

FED EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS 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.

HI DISABILITY COMPENSATION LAW NOTICE TO EMPLOYEES Workers' Compensation - You have the right to receive workers' compensation benefits and medical care if you suffer a work-related injury or illness. You must report the date, time and circumstances of your injury immediately to your employer or supervisor.

HI BREASTFEEDING IN THE WORKPLACE effective July 1, 2013 You have the right to reasonable break time to express milk for your nursing child at the workplace in a location, other than the restroom, that is shielded from view and free from intrusion from coworkers and the public.

HI UNEMPLOYMENT INSURANCE LAW NOTICE TO EMPLOYEES You have the right to unemployment benefits if you lose your job or your work hours are substantially reduced through no fault of your own. You may file your claim for unemployment insurance benefits online or in-person at a local claims office.

HI DISABILITY COMPENSATION LAW NOTICE TO EMPLOYEES Prepaid Health Care - You have the right to enroll in your employer's prepaid health care insurance plan after 4 consecutive weeks of employment without being required to pay a premium for at least 20 hours each week.

HI NOTICE TO EMPLOYEES Under the HAWAII EMPLOYMENT PRACTICES LAW (Act 249, 2013 Regular Session) effective July 1, 2013 You have the right to reasonable break time to express milk for your nursing child at the workplace in a location, other than the restroom, that is shielded from view and free from intrusion from coworkers and the public.

HI UNEMPLOYMENT INSURANCE LAW NOTICE TO EMPLOYEES Important Information: When you file, you must provide your social security number. If you are not a U.S. citizen, you should have your alien registration number available.

HI UNEMPLOYMENT INSURANCE LAW NOTICE TO EMPLOYEES Unemployment Insurance - You have the right to unemployment benefits if you lose your job or your work hours are substantially reduced through no fault of your own. You may file your claim for unemployment insurance benefits online or in-person at a local claims office.

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