

FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

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

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

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.

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

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.

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

NH DEPARTMENT OF LABOR MINIMUM WAGE LAW

Revised Statutes Annotated Chapter 279, as amended

\$7.25 PER HOUR EFFECTIVE SEPTEMBER 1, 2008

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

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 or national service.

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

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.

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

NH DEPARTMENT OF LABOR PROTECTIVE LEGISLATION LAW

Wages in this Establishment Will Be Paid On:

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

FED HEALTH INSURANCE PROTECTION ACT

Health Insurance Protection Act (HIPAA) gives you the right to elect to continue your existing employer-based health plan coverage for you and your dependents up to 24 months while in the military.

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

FED U.S. Equal Employment Opportunity Commission Know Your Rights: Workplace Discrimination is Illegal

Who is Protected? Employees (current and former), including managers and temporary employees.

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

NH DEPARTMENT OF LABOR NOTICE OF VETERANS' BENEFITS AND SERVICES

Employees may access information about veterans' benefits and services through the following:

- Department of Veterans Affairs
- Department of Defense
- Department of Education
- Department of Health and Human Services
- Department of Justice
- Department of Labor
- Department of State
- Department of Transportation
- Department of the Interior
- Department of Agriculture
- Department of Energy
- Department of Environment and Natural Resources
- Department of Housing and Urban Development
- Department of Justice
- Department of Labor
- Department of State
- Department of Transportation
- Department of the Interior
- Department of Agriculture
- Department of Energy
- Department of Environment and Natural Resources
- Department of Housing and Urban Development

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

NH DEPARTMENT OF LABOR WORKER'S RIGHT TO KNOW ACT

Revised Statutes Annotated Chapter 277-A, as amended

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

FED EMPLOYMENT DISCRIMINATION IS AGAINST THE LAW IN NEW HAMPSHIRE

Based on: Sex, Religion, Color, Gender Identity, Pregnancy, National Origin, Sexual Orientation, Physical Disability, Age, Marital Status, Mental Disability

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

NH DEPARTMENT OF LABOR UNEMPLOYMENT NOTICE

If you become partially or totally unemployed, on the day your work hours are significantly reduced, your claim is effective the calendar week it is opened.

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

NH DEPARTMENT OF LABOR THE WHISTLEBLOWERS' PROTECTION ACT - RSA 275-E

An employer shall not discharge, threaten, or discriminate against any public or private employee who reports a violation of any law or rule adopted under the laws of this state, a political subdivision of this state, or the United States.

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

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.

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

NH DEPARTMENT OF LABOR EQUAL PAY RSA 275:37

It is illegal in New Hampshire under both state and federal law to pay employees different wages for the same work based solely on sex.

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

NH DEPARTMENT OF LABOR RIGHTS AND REMEDIES - RSA 275-E:4

After the employee has made a reasonable effort to maintain or restore his/her rights through any grievance procedure or similar process available with the employer.

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

FED Job Safety and Health IT'S THE LAW!

All workers have the right to:

- A safe workplace.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions.
- 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.
- See any OSHA citations issued to your employer.

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

NH DEPARTMENT OF LABOR PLEASE HELP YOUR EMPLOYERS BY VOLUNTARILY POSTING THIS IN A CONSPICUOUS PLACE

Is Your Company Having a Vacation Shutdown?

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

NH DEPARTMENT OF LABOR CRITERIA TO ESTABLISH AN EMPLOYEE OR INDEPENDENT CONTRACTOR

Employer's means and includes every person who is permitted, required, or directed by any employer in consideration of direct or indirect gain or profit to engage in any employment, but shall not include any person exempted from the definition of employee as stated in RSA 281-A:2, (3)(b), (3)(c), or (4).

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

FED OSHA Occupational Safety and Health Administration

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

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

NH DEPARTMENT OF LABOR PLEASE HELP YOUR EMPLOYERS BY VOLUNTARILY POSTING THIS IN A CONSPICUOUS PLACE

Is Your Company Having a Vacation Shutdown?

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

NH DEPARTMENT OF LABOR CRITERIA TO ESTABLISH AN EMPLOYEE OR INDEPENDENT CONTRACTOR

Employer's means and includes every person who is permitted, required, or directed by any employer in consideration of direct or indirect gain or profit to engage in any employment, but shall not include any person exempted from the definition of employee as stated in RSA 281-A:2, (3)(b), (3)(c), or (4).

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd

FED OSHA Occupational Safety and Health Administration

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

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **1-866-487-9243** www.dol.gov/agencies/whd