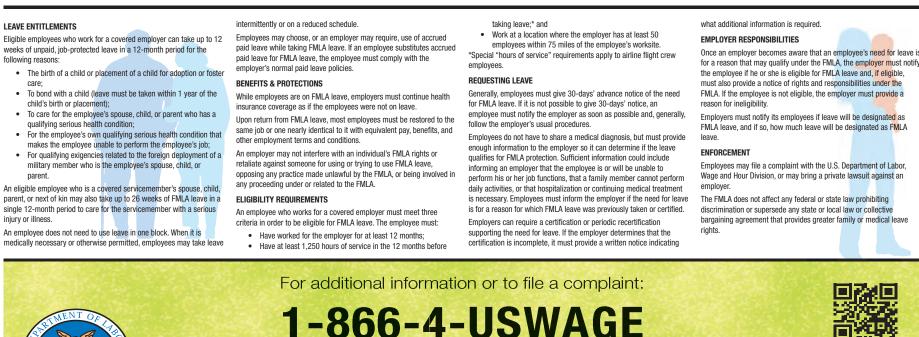
EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

(1-866-487-9243) TTY: 1-877-889-5627

www.dol.gov/whd

U.S. Department of Labor | Wage and Hour Division



Important **Notice to Employees** and **Applicants**

This poster includes mandatory employee notices to inform you of your rights. This information must be posted at all times and available for your review. If you have any questions about these postings, please contact this company's management.

ARKANSAS Department of WORKFORCESERVICES	NOTICE TO EMPLOYEES HOW TO CLAIM UNEMPLOYMENT INSURANCE		
Employees of are covered by the Department of Workforce Services Law.			
are covered by the Department of Workforce Services Law. The Law provides Unemployment Benefits for unemployed			

workers and under certain conditions for those working only part time.

As a covered employee, your employer has contributed to or will reimburse the Arkansas Unemployment Trust Fund from which benefits are paid. NO DEDUCTIONS CAN BE MADE FROM YOUR WAGES FOR THIS PURPOSE. Be sure your employer has your correct Social Security Account Number.

A. If and when you know you are going to be out of work for a calendar week or more, YOU SHOULD PROMPTLY:

File a claim for benefits through the Department of Workforce Services office nearest you.

We will try to help locate work for you both before benefit payments start and while they are being paid.

B. 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 -promptly -by reporting the facts (wages, dates, employer) to your Local Office. Do not delay doing this.

Our Local Office will answer questions and supply further information.

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

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR The law requires employers to display this poster where employees can readily see it.

OVERTIME PAY At least 1¹/₂ times the regular rate of pay for all hours worked over 40 in a workweek An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 CHILD LABOR and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment TIP CREDIT Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference. NURSING The FLSA requires employers to provide reasonable break time for a nursing mother employee who is subject to the FLSA's overtime requirements in order for the employee to express breast milk for her nursing child for one year after the child's birth each time such employee has a need to express breast milk. Employers are also required to MOTHERS provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The ENFORCEMENT Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA. · Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. ADDITIONAL

 Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico. INFORMATION Some state laws provide greater employee protections; employers must comply with both

Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not.

· Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.



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.

PROHIBITIONS Employers are generally prohibited from requiring or requesting any EXAMINEE employee or job applicant to take a lie detector test, and from discharging, RIGHTS disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

Federal, State and local governments are not affected by the law. Also, the EXEMPTIONS law does not apply to tests given by the Federal Government to certain ENFORCEMENT private individuals engaged in national security-related activities.

> The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers.

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

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

ARKANSAS WORKERS' COMPENSATION COMMISSION 324 Spring Street, Little Rock, AR 72201 Mail: P. O. Box 950, Little Rock, AR 72203-0950 Little Rock Office - 1-800-622-4472 / 501-682-3930 Springdale Office - 1-800-852-5376 / 479-751-2790



WH1420 REV 04/16

WORKERS' COMPENSATION INSTRUCTIONS TO **EMPLOYERS AND EMPLOYEES**

All employees of this establishment entitled to benefits under the provisions of the Arkansas workers' compensation laws are hereby notified that their employer has secured the payment of such compensation as may at any time be due employees or their dependents. This employer is required by state law to provide workers' compensation coverage or this employer has waived the exclusion or exemption from the operation of the workers' compensation laws, and the employer certifies by the display of this poster that workers' compensation coverage is now

provided by a workers' compensation insurance policy or by enrollment in the Arkansas Self-Insurance Program or by the Public Employee Claims Division of the Arkansas Insurance Department

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

IN CASE OF JOB-RELATED INJURIES OR OCCUPATIONAL DISEASES

The Employer Shall:

- Provide all necessary medical, surgical and hospital treatment, as required by law, following the injury and for such additional time as ordered by the Workers' Compensation Commission.
- 2. Provide compensation payments in accordance with the provisions of the law. The first installment of compensation becomes due on the 15th day after the employer has notice of the injury or death, except in those cases where liability has been denied by the employer.
- 3. Provide prompt reporting of accidents to appropriate parties.
- Keep a record of all injuries received by its employees. 4.

The Employee Shall:

The employee shall report the injury to the employer on Form N and to a person or at a place specified by the employer, unless the injury either renders the employee physically or mentally unable to do so, or the injury is made known to the employer immediately after it occurs. The employer shall not be responsible for disability, medical, or other benefits prior to receipt of the employee's notice of injury. All reporting procedures specified by the employer must be reasonable and shall afford each employee reasonable notice of the reporting requirements. The foregoing shall not apply when an employee requires emergency medical treatment outside the employer's normal business hours; however, in that event, the employee shall cause a report of the injury to be made to the employer on the employer's next regular business day.

Failure to give such notice shall not bar any claim (1) if the employer had knowledge of the injury or death, (2) if the employee had no knowledge that the condition or disease arose out of and in the course of employment, or (3) if the Commission excuses such failure on the grounds that for some satisfactory reason such notice could not be given. Objection to failure to give notice must be made at or before the first hearing on the claim.

Statutory Information:

Ark. Code Ann. § 11-9-514(b) states: "Treatment or services furnished or prescribed by any physician other than the ones selected according to the foregoing, except emergency treatment, shall be at the claimant's expense." Ark. Code Ann. § 11-9-514(f), however, indicates: When compensability is controverted, subsection (b) shall not apply if:

- The employee requests medical assistance in writing prior to seeking the same as a result of an alleged compensable injury; and
- The employer refuses to refer the employee to a medical provider within forty-eight (48) hours after such written request as provided (2) above; and
- The alleged injury is later found to be a compensable injury; and (3)
- The employer has not made a previous offer of medical treatment

If you have any questions regarding your rights under the Arkansas workers' compensation laws, you may call an Arkansas Workers' Compensation Commission legal advisor at our toll-free number listed above.

All employers who come within the operation of the Arkansas workers' compensation laws and have complied with its provisions must post this notice in a CONSPICUOUS place in or about their place or places of business.

Ref.: AWCC Rule 099.07

Ref.: 29 USC, Ch. 28, Sec. 2619

Form AR-P

Ark. Code Ann.

\$11-9-403, 407

AWCC Rule 7

Updated:

06-16-14

Arkadeiphia	Helena	Newport
Batesville	Норе	Paragould
Benton	Hot Springs	Pine Bluff
Blytheville	Jacksonville	Rogers
Camden	Jonesboro	Russellville
Conway	Little Rock	Searcy
El Dorado	Magnolia	Texarkana
Fayetteville	Malvern	West Memphis
Forrest City	Mena	-
Fort Smith	Monticello	
Harrison	Mountain Home	

CAUTION: False statements to obtain benefits, concealment of material facts, or failure to report earnings for the purpose of obtaining or increasing Unemployment Insurance Payments, are violations of criminal laws and lead to prosecution.

disponibles por medio de su oficina local. --- Ewõr Jerbal in ukok ikijien jeje im kennaan ilo opij ko ijo kwoj pād ie - Các Dịch Vụ Thông Dịch/Phiên Dịch có sẵn qua văn phòng địa phương của quý vị. --- ຫ້ອງການປ lation services available through your local office.*

DWS-ARK-237 (Rev. 1-07) v05152018

Ref.: Arkansas Code, Sec. 11-10-520



EMERGENCY NUMBERS CALL 911

POLICE:

Ρ

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer.

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests.



ARKANSAS DEPARTMENT OF LABOR AND LICENSING NOTICE to employer & employee

MINIMUM WAGE

All employees covered by Arkansas Code 11-4-202 to 11-4-220 must be paid a minimum wage of at least: \$9.25 an hour effective January 1, 2019 with an allowance for gratuities not to exceed \$6.62 per hour.

\$10.00 an hour effective January 1, 2020 with an allowance for gratuities not to exceed \$7.37 per hour. \$11.00 an hour effective January 1, 2021 with an

allowance for gratuities not to exceed \$8.37 per hou

COVERAGE The Arkansas Minimum Wage applies to an employer of four (4) or more persons All employees of the above employers are covered

except: *Executive, administrative or professional employees. *Outside commission-paid salesmen. *Students whose work is a part of a bona fide vocational training program.

*Students who work in the schools they are attending. *Some farm laborers. *Independent contractors *Employees of the United States

STUDENT RATE

Any full-time student attending any accredited institution of education within the State of Arkansas, and who is employed to work an amount not to exceed twenty (20) hours during weeks that school is in session or forty (40) hours during weeks when school is not in session, such rate of wage shall be equal to not less than eighty-five (85%) of the applicable minimum wage provided a Student Certificate of Eligibility is obtained from the Arkansas Department of Labor and Licensing. Student workers subject to the 85% provision of the applicable minimum wage rate and a gratuity allowance shall not be paid less than the base wage guaranteed any other employee subject to a gratuity allowance.

HANDICAPPED WORKERS

The Secretary has established procedures for employment of these workers. For further information contact the Department of Labor and Licensing.

STUDENT-LEARNERS

A "Student-Learner" is a person who is receiving regular instructions in an accredited school and who is employed on a part-time basis in a bona fide training program. For further information contact the Department of Labor and Licensing.

OVERTIME PAY

Overtime compensation must be paid at the rate of one and one-half times the regular hourly rate of pay for hours worked in excess of 40 hours in a workweek. This overtime provision shall not be

deductions which are not otherwise prohibited and which are for the employee's benefit may be made if authorized in writing by the employee.

KEEPING OF RECORDS

All employers subject to the Minimum Wage Law

must keep accurate records for a period of three (3)

vears. These records must include the name. address, occupation, rate of pay, hours worked and

the amount paid each pay period for all employees

covered by the law. In addition, every employer who

claims an allowance for tips, board, lodging, apparel

or other items or services as part of the applicable

minimum wage rate, must maintain daily records

showing for each employee the amounts claimed as

allowances and must maintain records which will

substantiate the amount of tips actually received by

the employee or the employer's reasonable cost in

EQUAL PAY ACT

No employer in the State of Arkansas shall

discriminate in the payment of wages as between the

sexes or shall pay any female in his employ, salary or

wage rate less than the rates paid to male employees

for comparable work. Provided, however, that nothing

in this Act shall prohibit a variation in rates of pay

based upon a difference in seniority, experience

training, skill, ability, or difference in duties and

services performed, or difference in the shift or time of

the day worked, or any other reasonable

differentiation except difference in sex. Every

employer shall keep and maintain records of the

salaries and wage rates, job classifications and other

terms and conditions of employment of the persons

employed by him and such records shall be preserved

PENALTIES

Any employer who willfully hinders or delays the

Secretary or his authorized representative in the

performance of his duties in the enforcement of these

statutes or otherwise willfully violates any provision of

these statutes or of any regulation issued under it

shall be deemed in violation of the Minimum Wage

Law and shall be subject to a civil penalty of not less

than fifty dollars (\$50.00) and not more than one

thousand dollars (\$1,000.00) for each violation. For

the purpose of this subsection, each such violation

shall constitute a separate offense. Any employer

who willfully discharges or in any other manner

willfully discriminates against any employee because

such employee has made any complaint to his

employer, to the Secretary of Labor, or his authorized

representative that he has not been paid minimum

wages in accordance with the provisions of these

statutes, or because such employee has caused to be

instituted or is about to cause to be instituted any

proceeding under or related to these statutes, or

because such employee has testified or is about to

for a period of three (3) years.

supplying items or services to the employee.

up to but not greater than the amount of wages found to be due, to be paid as liquidated damages

CHILD LABOR

State law regulates the employment of minors under the age of 17 and, generally, requires children under the age of 16 to have employment certificates. Employment certificates for children ages 14 and 15 are not required for seasonal agricultural laborers. newspaper carriers, or batboys of professional baseball clubs, or sports referees. Special provisions govern the employment of children in the entertainment industry, otherwise, children who are 14 and 15 years of age may not work: *More than 8 hours a day. *More than 6 davs a week *More than 48 hours a week *Before 6:00 a.m. nor after 7:00 p.m. except on nights preceding non-school days, such children may work until 9:00 p.m. Children under 14 may not be employed except in the

entertainment industry, as newspaper carriers, bat boys or bat girls of professional baseball clubs, sports referees, to hand harvest short season crops, or by their parents or guardians during school vacation. Children who are 16 years of age may not

work *More than 10 consecutive hours in any one

day; no more than ten 10 hours in a twenty-four hour period

*More than 6 days a week. *More than 54 hours a week.

*Before 6:00 a.m. nor after 11:00 p.m. except that the limitations of 6:00 a.m. and 11:00 p.m. shall not apply to children 16 years of age employed on nights preceding non-school days in occupations determined by rule of the Arkansas Department of Labor and Licensing to be sufficiently safe for their employment. Provided, however, that no boy or girl between the ages of 16 and 18 shall be subject to the provisions of this Act if:

such boy or girl is a graduate of any (a) high school, vocational school or technical school; (b) such boy or girl is married or is a

parent Act 647 of 1987 allows for the employment of children in the entertainment industry provided the child is issued an Entertainment Work Permit by the Secretary of Labor. Child labor violations result in a civil money penalty of not less than \$50.00 and not more than \$1,000.00 for each violation

IF YOU HAVE QUESTIONS CONCERNING THE ARKANSAS MINIMUM WAGE LAW, **TELEPHONE 682-4505.**

WAGE COLLECTION ACT The Wage Collection Act provides assistance to any employee in the collection of wages due him or her for

any work or service performed by any person

employed for any period of time where the wages or

salary or remunerations for such work or services are

to be paid at stated intervals or at the termination of

such employment, or for physical work actually



Job Safety and Health IT'S THE LAW!



- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being retaliated against.
- 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. You have the right to have a representative contact OSHA on your behalf.
- 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.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

This poster is available free from OSHA.

Contact OSHA. We can help.

83704

012023

Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- 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.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

AMBULANCE:	
PHYSICIAN:	
HOSPITAL:	
FIRE DEPARTMENT:	
POISON CONTROL:	
OSHA:	

applicable with respect to employers with less than 4 employees, or agricultural employees.

WORKWEEK workweek is a regularly recurring period of 168 hours in the form of seven consecutive 24-hour periods.

ENFORCEMENT

Powers of the Secretary of Labor: The Secretary or his representatives have the authority to:

- enter and inspect any place of employment in the State to examine books, payrolls, and records having to do with wages and hours. He may copy these records if necessary and may question any employees to find out if the law is being obeyed. require written or sworn statements from an (b)
- employer about his employees' earnings and hours of work enforce all regulations issued thereunder. (c)

DEDUCTIONS FROM THE MINIMUM WAGE No deduction from the applicable minimum wage may

be made except those authorized or required by law or by rule of the Secretary of Labor, however

testify in any such proceeding shall be deemed in violation of the Minimum Wage Law and shall be subject to a civil penalty of not less than fifty dollars (\$50.00) and not more than one thousand dollars (\$1,000.00) for each violation. For the purpose of this section, each day the violation continues shall constitute a separate offense. In addition to the civil penalty, the Secretary of Labor is authorized to petition any court of competent jurisdiction to enjoin or restrain any person, firm, corporation, partnership, or association who violates the provision of these statutes or any rule.

performed by an independent contractor, provided that the amount in controversy does not exceed the sum of two thousand dollars (\$2,000,00). Employees who need help in collecting wages due them should contact the Arkansas Department of Labor and Licensing. Telephone 682-4599. THIS POSTER CONTAINS

EMPLOYEES REMEDIES

ONLY A SUMMARY The Secretary of Labor may enforce Arkansas Copies of the complete laws and regulations are minimum wage law by instituting legal action to recover any wages due. An employee may bring an Licensing action for equitable and monetary relief against an employer, including the State of Arkansas or a political subdivision of the state, if the employer pays the employee less than the minimum wages, including overtime wages, to which the employee is entitled The employee shall not be required to exhaust administrative remedies before bringing an action. An employee may recover the full amount of wages due

subcontract, you are protected under Federal law from

discrimination on the following bases

Race, Color, Religion, Sex,

other applicants or employees.

Section 503 of the Rehabilitation Act of 1973, as

amended, protects qualified individuals with disabil

The Vietnam Era Veterans' Readjustment Assistance

Act of 1974, as amended, 38 U.S.C. 4212, prohibits

Disability

medal veterans.

Retaliation

The Department of Labor's Office of Federal Contract

available from the Department of Labor and ARKANSAS DEPARTMENT OF LABOR AND LICENSING **10421 WEST MARKHAM STREET**

LITTLE ROCK, ARKANSAS 72205 PHONE (501) 682-4500 FAX (501) 682-4506 TDD (800) 285-1131

EMPLOYERS SUBJECT TO THE MINIMUM WAGE ACT ARE REQUIRED TO POST THIS NOTICE IN A CONSPICUOUS PLACE FOR ALL EMPLOYEES. 8/2019

plus costs and a reasonable attorney's fee. The

employee may also be awarded an additional amount

Ref.: Arkansas Code, Sec. 11-4-216

Challenged as Discriminatory?

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. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help. Who is Protected?		Hiring or promotion		
		Assignment		
		 Pay (unequal wages or compensation) 		
		Failure to provide reasonable accommodation for a disability or a sincerely-held religious belief, observance or practice		
and temporary employees				
Job applicants				
 Union members and applicants for membership in a union 	• Referral			
What Organizations are Covered?		Obtaining or disclosing genetic information of employees		
Most private employers	 Requesting or disclosing medical information of employees Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding. 			
State and local governments (as employers)				
 Educational institutions (as employers) 				
• Unions				
Staffing agencies	What can You Do if You Believe Discrimination has Occurred? Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways:			
What Types of Employment Discrimination				
are Illegal?				
Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of:				
• Race	Submit an inquiry through the EEOC's public portal:			
• Color	https://publicportal.eeoc.gov/Portal/Login.			
Religion		aspx		
National origin	Call	1-800-669-4000 (toll free)		
 Sex (including pregnancy and related conditions, sexual orientation, or gender identity) 		1–800–669–6820 (TTY) 1–844–234–5122 (ASL video phone)		
Age (40 and older)	Visit	an EEOC field office (information at www.eeoc.gov/field-office)		
• Disability	E-Mail	• ,		
Genetic information (including employer requests		In South Court		
for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)	includir	Additional information about the EEOC, including information about filing a charge of discrimination, is available at		
Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination				
lawsuit, investigation, or proceeding.	EMPLOYERS HOLDING FEDERAL			
What Employment Practices can be	CONTRACTS OR SUBCONTRACTS			

Programs (OFCCP) Sexual Orientation, Gender Identity, U.S. Department of Labor National Origin 200 Constitution Avenue, N.W. Executive Order 11246, as amended, prohibits Washington, D.C. 20210 employment discrimination by Federal contractors 1-800-397-6251 (toll-free) based on race, color, religion, sex, sexual orientation If you are deaf, hard of hearing, or have a gender identity, or national origin, and requires speech disability, please dial 7-1-1 to access affirmative action to ensure equality of opportunity in al elecommunications relay services. OFCCP may aspects of employment. also be contacted by submitting a guestion online to Asking About, Disclosing, or OFCCP's Help Desk at https://ofccphelpdesk.dol gov/s/, or by calling an OFCCP regional or district Discussing Pay ffice, listed in most telephone directories under U.S Executive Order 11246, as amended, protects Government, Department of Labor and on OFCCP's applicants and employees of Federal contractors from "Contact Us" webpage at https://www.dol.gov/ discrimination based on inquiring about, disclosing, or cies/ofccp/contact

iscussing their compensation or the compensation of **PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL** ASSISTANCE

obligations under OFCCP's authorities should

The Office of Federal Contract Compliance

contact immediately

from discrimination in hiring, promotion, discharge, pay Race, Color, National Origin, Sex

fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. In addition to the protections of Title VII of the Civi Disability discrimination includes not making Rights Act of 1964, as amended. Title VI of the Civil Rights Act of 1964, as amended, prohibits reasonable accommodation to the known physical or mination on the basis of race, color or nationa mental limitations of an otherwise qualified individual origin in programs or activities receiving Federal with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 financial assistance. Employment discrimination is covered by Title VI if the primary objective of the also requires that Federal contractors take affirmative action to employ and advance in employment qualified financial assistance is provision of employment, c individuals with disabilities at all levels of employment, where employment discrimination causes or may cause discrimination in providing services under such including the executive level. Protected Veteran Status

programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basi of sex in educational programs or activities which receive Federal financial assistance.

Individuals with Disabilities

employment discrimination against, and requires firmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years of discharge or lease from active duty), active duty wartime or ampaign badge veterans, or Armed Forces service

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without asonable accommodation, can perform the essentia functions of the iob.

(Revised 10/20/2022)

PAY DAY IS ON: □ MONDAY □ FRIDAY

PAY DAY NOTICE

TUESDAY U WEDNESDAY

PAY SCHEDULE IS:

BIWEEKLY □ MONTHLY

PAYCHECKS ARE ISSUED ON THE:

AND OF THE MONTH

□ SATURDAY **SUNDAY**

□ THURSDAY

U WEEKLY

SEMI MONTHLY

AT:





