

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.

DE MINIMUM WAGE Regular Rate: effective: 06-01-15 - \$8.25/hour effective: 01-01-19 - \$8.75/hour effective: 01-01-19 - \$9.15/hour effective: 01-01-21 - \$10.50/hour effective: 01-01-23 - \$11.75/hour effective: 01-01-24 - \$13.25/hour effective: 01-01-25 - \$15.00/hour

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.

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.

DE NOTICE: Employees must contact their local unemployment office or the state agency responsible for unemployment compensation to receive the official Unemployment Insurance posting. Employees should contact their local unemployment office for information on how to claim unemployment benefits.

DE NOTICE: This notice is for informational purposes only. It does not fulfill this state's unemployment insurance posting requirement.

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.

DE Chapter 17. Whistleblowers' Protection § 1701. Short title. This chapter may be cited as the 'Delaware Whistleblowers' Protection Act'. § 1702. Definitions. (1) 'Employee' means a person employed full or part-time by any employer, and shall include, but not be limited to, at will employees, contract employees, independent contractors, and volunteer firefighters as defined in § 6651(c) of Title 16.

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

DE CHILD LABOR General Provisions - The minimum age for employment is 14. - Work Permits are required for all employed minors under the age of 18.

DE PAYMENT OF WAGES EMPLOYERS OF FOUR (4) OR MORE EMPLOYEES ARE REQUIRED TO: - Notify employees in writing at the time of hire: 1. Rate of Pay 2. Day, hour, and place of payment 3. Employer's fringe benefits policies

DE WORKERS COMPENSATION IMPORTANT THINGS TO DO IN CASE OF INJURY THE EMPLOYER SHOULD: - Carry Workers' Compensation insurance coverage. Provide all necessary medical, surgical, and hospital treatment for the accident date. Every employee shall keep a record of all injuries received by employees and make a report within ten (10) days thereof in writing to the Office of Workers' Compensation.

DE Job Safety and Health IT'S THE LAW! OSHA Occupational Safety and Health Administration U.S. Department of Labor

DE PAYMENT OF WAGES that the employee is present or by mail (only if requested by the employee). - Wages may be paid to a bank account designated by an employee (upon the employee's written request). - Wages may be paid in cash or by check (provided that suitable arrangements are made by the employer for cashing at a bank or other business establishment covering the employee's workplace).

DE BREAKS All employees must be offered a meal break of at least 30 consecutive minutes if the employee is scheduled to work 7.5 or more hours per day. - This rule does not apply when: - The employee is a professional employee certified by the State Board of Education and employed by a local school board to work directly with children.

DE 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.

DE WAGE THEFT This section, the Department may decide to impose a civil penalty. - An employer who violates this section is subject to a civil penalty of not less than \$2,000 and not more than \$20,000 for each violation. - Each instance of a violation of subsection (a) of this section per employee is a separate violation.

DE DISCRIMINATION Employees are prohibited by state law from discriminating against employees because of their RACE, COLOR, NATIONAL ORIGIN, SEX (INCLUDING PREGNANCY), RELIGION, DISABILITY, AGE (40+), GENDER INFORMATION, SEXUAL ORIENTATION, GENETIC INFORMATION, MARITAL STATUS, MEMBERSHIP IN VOLUNTEER EMERGENCY RESPONDER ORGANIZATION (VOLUNTEER FIREFIGHTERS, AMBULANCE PERSONNEL, SEXUAL ASSAULT, OR STALKING), FAMILY CARE RESPONSIBILITIES, REPRODUCTIVE HEALTH DECISIONS, and RETALIATION FOR INITIATING A COMPLAINT OF EMPLOYER VIOLENCE, DISCRIMINATION, OR OPPOSING OR PARTICIPATING IN THE INVESTIGATION OF A DISCRIMINATORY EMPLOYMENT PRACTICE.

DE EMPLOYERS MUST: - 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.

DE PENALTIES Following an investigation in which the Department makes an initial determination that an employer has violated one or more provisions of subsection (a) of

DE RETALIATION An employer is subject to a civil penalty of not less than \$2,000 and not more than \$50,000 for each violation if the employer discharges or in any manner retaliates or discriminates against an individual because that individual does any of the following under this section: a. Made a complaint or provided information to the Department. b. Caused, or is going to cause, an investigation to be instituted. c. Testified, or is going to testify, in a hearing.

DE CONTACT OSHA. We can help. 1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov