

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.

HI WAGE AND HOUR LAWS NOTICE TO EMPLOYEES
Minimum Wage - You have the right to receive a minimum wage of at least \$10.10 per hour through September 30, 2022.

HI 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.

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 are protected by Hawaii law against employment discrimination.

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. You must report the date, time and circumstances of your injury immediately to your employer or supervisor.

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.

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.

HI REQUIRED NOTICE TO DISLOCATED WORKERS/PLANT CLOSINGS NOTICE TO EMPLOYEES
You have the right to be notified in writing at least 60 days in advance of possible layoffs or terminations due to certain business transactions taken by your employer.

HI COVID-19 RELATED EMPLOYER RESPONSIBILITIES
This notice provides general background information on labor laws administered and enforced by DLR's Disability Compensation Division and is not intended to serve as a substitute for legal counsel.

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT
The Employee Polygraph Protection Act prohibits most employers from using lie detector tests either for pre-employment screening or during the course of employment.

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT
The Act prohibits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident.

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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:

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

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You Have a Right to a Safe and Healthful Workplace IT'S THE LAW!

- You have the right to notify your employer or HIOSH (808-586-9092) about workplace hazards. HIOSH will keep your name and identity confidential.
You have the right to request a HIOSH inspection if you believe that there are unsafe and/or unhealthful conditions at your workplace.
You have a right to see HIOSH citations issued to your employer. Your employer must post the citations at or near the place of the alleged violation.

REGIONAL ADMINISTRATOR U.S. DEPARTMENT OF LABOR OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION
90 7TH STREET, SUITE 18100 SAN FRANCISCO, CALIFORNIA 94103
Copies of the State law, the HIOSH rules and Standards or other program information may be obtained at:
HIOSH 830 PUNCHBOWL ST RM 423 HONOLULU, HI 96813 TEL. (808) 586-9100