

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 - \$9.00/hour effective: 01-01-21 - \$10.50/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.

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.

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DE Chapter 17. Whistleblowers' Protection § 1701. Short title. This chapter may be cited as the "Delaware Whistleblowers' Protection Act."

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.

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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

DE WORKERS COMPENSATION IMPORTANT THINGS TO DO IN CASE OF INJURY THE EMPLOYER SHALL: Carry Workers' Compensation Insurance Coverage per Title 19, Chapter 23, 2303. Every employer shall keep of record of all injuries received by employees.

DELAWARE DEPARTMENT OF LABOR Division of Industrial Affairs 402 VALLEY OFFICES 4425 N. MARKET STREET - 3RD FLOOR WILMINGTON, DE 19802

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.

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.

OSHA Occupational Safety and Health Administration Job Safety and Health IT'S THE LAW!

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 this section, the Department may decide to impose a civil penalty.

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+), GENETIC INFORMATION, SEXUAL ORIENTATION, GENDER IDENTITY, MARITAL STATUS, MEMBERSHIP IN VOLUNTEER EMERGENCY RESPONSE ORGANIZATION, VOTER REGISTRATION, AMBULANCE PERSONNEL, LADIES AUXILIARY, VICTIM OF DOMESTIC VIOLENCE, SEXUAL ASSAULT, OR STALKING, FAMILY CARE RESPONSIBILITIES, REPRODUCTIVE HEALTH DECISIONS, AND RETALIATION FOR INITIATING A COMPLAINT OF EMPLOYMENT DISCRIMINATION, OR OPPOSING OR PARTICIPATING IN THE INVESTIGATION OF A DISCRIMINATION EMPLOYMENT PRACTICE.

OSHA Occupational Safety and Health Administration Job Safety and Health IT'S THE LAW! 1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov