

# LOUISIANA

Labor Laws

10. As a driver of any motor vehicle on a public road if they are 16 years of age or

11. In the operation of passenger or freight elevators or hoisting machines;

injurious to the life, health, safety or welfare of such minors.

to dangerous or poisonous dyes and chemicals;

consumption on the premises.

for each violation which occurs

with respect to such minor, constitute a separate offense

request to individuals with disabilities. 1-800-259-5154 (TDD)

**Continuing Violations: Penalty** 

Specific Violations: Penalty

Any Person Who

younger. Minors 17 years of age or older may be employed, permitted, or suffered

explanation of these restrictions contact the Louisiana Workforce Commissio

In any place or establishment in which the sale of alcoholic beverages, as defined in

in a band on the premises under written contract with the holder of the alcoholic

beverage permit for a specified time period and is under direct supervision of his

parent or legal guardian during such time. Any place or establishment holding a

duly issued retail dealer's alcoholic beverage permit or license, for which the sale

of alcoholic beverage does not constitute the main business of the establishment

may employ anyone under the age of 18 provided the minor's employment does

In any other place of employment or in any other occupation that the Director of

Workforce Development shall, after public hearing thereon determine hazardous or

Employs, permits or suffers a minor to work in violation of the provision of this part;

Refuses to the Director of Workforce Development or authorized representatives

admission to the premises where minors are employed, or otherwise obstructs the

Director of Workforce Development or representatives in the performance of their

Hides or causes any minor to escape or gives him warning of the approach of any

provided, shall be fined not less than one hundred dollars (\$100) nor more than five

hundred (\$500), or imprisoned for not less than thirty (30) days nor more than six

Any person who violates these provisions shall, in addition to the criminal penalty

provided above, be liable for a civil penalty not to exceed five hundred dollars (\$500)

Violates any other provisions of this Part for which a penalty is not otherwise

officer charged with the enforcement of the provision of this Part; or

Each day during which any violation of these provisions continues shall constitute a

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separate offense and the employment of any minor in violation of these provisions shall,

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REV. 06/2024

REV. 07/2004

not involve the sale, mixing, dispensing, or serving of alcoholic beverages for

R.S. 26:241, constitutes its main business, unless the minor is a musician performing

to work as a driver of a motor vehicle only under certain restrictions. (For an

12. In spray painting or in occupations involving exposure to lead or its compounds, or

### Child Labor

### **Workforce Commission**

### **Minor Labor Law Placard**

No minor under the age of 18 years shall be employed until the employer has procured and has on file an employment certificate for such minor issued by the city or parish perintendent of schools.

No minor under the age of 14 years may be employed, permitted, or suffered to work

ouths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs under the following conditions, if no more than:

3 hours on a school day or 18 hours in a school week; 8 hours on a non-school day or 40 hours in a non-school week.

Fitle 23, Chapter 3 of Revised Statutes of 1950 as Amended

Also, work may not begin before 7 a.m. or end after 7 p.m., except from June 1 through \_abor Day, when evening hours are extended to 9 p.m.

No minor under the age of 16 years may be employed, permitted, or suffered to work for any five hour period without one interval of at least thirty minutes within such period for

neals. Such interval shall not be included as part of the working hours of the day. here are no time standards for minors 16 and 17 years of age regarding the numbers of ours worked per day or per week, however, minors shall receive an eight hour rest break at the end of each work day, before the commencement of the next day of work.

### For purposes of the following items, a day during which school is in session will be that lesignated as such by the local school superintendent for the school district in which the

- No minor 16 years of age who has not graduated from high school shall be employed, or permitted, or suffered to work between the hours of 11:00 p.m. and
- 5:00 a.m. prior to the start of any school day. No minor 17 years of age who has not graduated from high school shall be employed, or permitted, or suffered to work between the hours of 12:00 a.m. and 5:00 a.m. prior to the start of any school day.
- No minor under 16 years of age who has not graduated from high school shall be employed, or permitted, or suffered to work between the hours of 7:00 p.m. and 7:00 a.m., except from June 1 through Labor Day, at which time the permissible hours are
- No minor under the age of 16 years shall be employed, permitted, or suffered to work more than three hours each day on any day when school is in session, nor more than eighteen hours in any week when school is in session.

### rohibited Employment

Minors (except those indentured as apprentices in accordance with Chapter 4 of Revised Statutes, Title 23) shall not be employed, permitted, or suffered to work in the following

- In oiling, cleaning, or wiping machinery or shafting, or in applying belts to pulleys; In or about any mine or quarry;
- In or about places where stone cutting or polishing is done; In or about any plant manufacturing explosives or articles containing explosive
- components, or in the use or transportation of the same; In or about iron or steel manufacturing plants, ore reduction works, smelters,
- foundries, forging shops, hot rolling mills, or in any other place in which the heat treatment of metals is done; In the operation of machinery used in the cold rolling of heavy metals, or in
- operation of power-driven machinery for punching, shearing, stamping, bending, or planing metals: In or about sawmills or cooperage stock mills;

location at the place of employment.

- In the operation of power-driven woodworking machines, or off-bearing from In logging operations

### **Workforce Commission Out-of-State Motor Vehicles**

## **Duties of employees and employers**

Any person who is a resident of a state which requires registration of the motor vehicle or motor vehicles of a person who is employed in that state within thirty days
this purpose. R.S. 47:501.1 of such employment, and who is employed in and maintains a residence in Louisiana and who operates one or more vehicles on the public streets and roads in Louisiana shall apply for a certificate of registration for each of those vehicles within thirty days

of the date on which the person was employed in Louisiana Each employer in this state shall notify each person employed by that employed of the requirement of Subsection A of this Section. The notice shall be by direct communication at the time of employment and by posting a notice in a prominent

The provisions of this Section shall not be applicable to members actively serving in the armed forces of the United States.

## This notice must be posted in a conspicuous place, setting forth information to effectuate

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Acts 1993, No. 765, §1.

## **Workforce Commission**

### **National Guard (ESGR) State Mandated Poster** In the national guard, reserves, or on active duty?

ou have certain protected employment and re-employment rights, freedom from discrimination rights, and civil relief rights. Under 38 U.S.C. 4301 et seq. (USERRA) and 50 U.S.C. 3901 et seq. (SCRA) and state law R.S. 29:401 et seq. (MSRA), if you feel that you have been discriminated against or denied such rights on account of your service in the uniformed services, contact the Employer Support of the Guard and Reserve Committee at 1-800-336-4590, or log on to www.ESGR.mil or e-mail questions to

Honoring your service.

### **EMPLOYER SUPPORT OF THE GUARD AND RESERVE** Support your uniformed services, and place this poster

in a conspicuous place as required by law.

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**Workforce Commission** 

Independent Contractor or Employee?

## ATTENTION ALL EMPLOYEES, EMPLOYERS, INDEPENDENT CONTRACTORS AND **SUBCONTRACTORS:**

The law says that you are an employee unless:

- You are free from direction and control in performing your job, AND You perform work that is not part of the usual work done by the business that hired
- you OR is not performed on the business's premises, AND You are customarily engaged in an independently established trade, occupation,
- our employer cannot consider you to be an independent contractor unless all three of

hese facts apply to your work.

T IS AGAINST THE LAW FOR AN EMPLOYER TO MISCLASSIFY EMPLOYEES AS INDEPENDENT CONTRACTORS OR PAY EMPLOYEES OFF THE BOOKS.

you are an employee, you are entitled to:

Unemployment benefits, if unemployed through no fault of your own, able to work, and meet other eligibility requirements.

- Workers' Compensation benefits for on-the-job injuries.

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t is a violation of this law for employers to retaliate against anyone who asserts their ghts under the law. Retaliation subjects an employer to civil penalties, a lawsuit or both. f you have guestions about whether you are an employee or independent contractor, or ou want to file a complaint, call the Louisiana Workforce Commission Fraud Hotline at 833)-708-2866 or email UITaxfraud@lwc.la.gov.

## **Independent Contractors:**

If you are an independent contractor, you must pay all taxes required by Louisiana and

## **Employer Consequences:**

Pursuant to Louisiana Employment Security Law R.S. 23:1711 (G): Penalties for misclassifying

### a worker as an independent contractor include: Fines of up to \$2500 per misclassified worker per instance.

Imprisonment for up to 90 days.

Prohibited from contracting with any state agency or political subdivision of the

LOUISIANA

### This notice must be posted in a conspicuous place, setting forth information to effectuate R.S. 23:1711

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**REV. 09/2021** 

ouisiana law forbids genetic discrimination and limits genetic testing in the workforce. Employers, also must grant one day's leave of absence from work to obtain genetic testing or preventative cancer ning. Employees must provide at least 15 days notice prior to the leave and make a reasonable effort to schedule the leave so as not to unduly disrupt the employer's operations. An employee shall not be required to share the results of genetic testing or a preventative cancer screening with the employer. The employer is not required to provide paid time off for the leave, but shall permit the

Key terms are used to establish specific genetic discrimination and privacy protections. They are as

employee to use any accrued vacation or other appropriate leave.

- "Genetic monitoring" is the periodic examination of employees to evaluate changes to their genetic material that may have developed in the course of employment due to exposure to toxic substances in the workplace.
- "Genetic services" are defined as the health services provided to obtain, assess, or interpret genetic information for diagnostic or therapeutic purposes, or for genetic education or counseling.
- "Labor organization" means any organization which exists for the purpose of collective bargaining with employers concerning grievances, terms, or conditions of employment, or other mutual aid or
- protection in relation to employment or any agent acting for such an organization "Medically necessary" means those healthcare services that are in accordance with evidence-
- "Preventive cancer screening" means healthcare services necessary for the detection of cancer in an individual, including but not limited to magnetic resonance imaging, ultrasound, or some

### Commission on Human Rights

### **Sickle Cell Trait Discrimination**

- A. It is unlawful for an employer to engage in any of the following practices: 1. Fail or refuse to hire, or to discharge, any individual or otherwise discriminate against
- any individual with respect to his compensation, terms, conditions, or privileges of employment, because such individual has sickle cell trait
- 3. Reduce the wage rate of any employee in order to comply with the provisions herein. . It is unlawful for an employment agency to fail to refer or refuse to refer for employment, or otherwise to discriminate against, any individual because such individual has sickle
- . Exclude or expel from its membership, or otherwise discriminate against, any ndividual because of sickle cell trait.
- 2. Limit, segregate, or classify its membership, or classify or fail to refer or refuse to refer for employment any individual in any way which would deprive or tend to deprive any individual of employment opportunities, or limit such employment opportunities, or otherwise adversely affect his status as an employee or as an applicant for employment, solely because such individual has sickle cell trait.
- violation of the provisions herein. for employment, for an employment agency to discriminate against any individual, or for a labor organization to discriminate against any member thereof or applicant for membership because such individual, member, or applicant for membership has opposed any practice made unlawful by this Section, or because the individual, member
- or applicant for membership has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or litigation under the provisions herein. . It is unlawful for an employer, labor organization, or employment agency to print or publish, or cause to be printed or published, any notice or advertisement relating to employment by such employer or membership in or any classification or referral for inployment by such a labor organization, or relating to any classification or referral for employment by such employment agency indicating any preference, limitation, specification, or discrimination based on sickle cell trait.

7. **"Protected genetic information"** is information about the genetic tests of an individual or that of

liscriminate on the basis of protected genetic information, and an employer, labor organization or

An employer, labor organization or employment agency may request protected genetic information

and the effect of genetic monitoring of toxic substance shall be permitted in the workplace.

with an offer of employment in limited circumstances. They may request, collect or purchase protected

genetic information under limited circumstances if there is a request for, or receipt of, genetic services,

This notice must be posted in a conspicuous place, setting forth information to effectuate

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The Department of Labor

www.laworks.net

program shall not discriminate on the basis of protected genetic information

If you believe you have been discriminated against, please contact the

www.gov.loulsiana.gov/page/lchr. LSA-R.S. S1:2231(c)

Louisiana Commission on Human Rights at (225) 342-6969, or visit us at

joint labor management committee controlling apprenticeship, on-the-job training, or other training

amily members of the individual.

R.S. 23:302; R.S. 23:368, 369, and 370

an individual's family members, or the occurrence of a disease, or medical condition or disorder in

If you believe you have been discriminated against, please contact the Louisiana Commission on Human Rights at 1-888-248-0859 or visit us at www.gov.state.la.us/HumanRights/humanrightshome.htm.

Every employer, employment agency, and labor organization shall post and keep posted in conspicuous places upon its premises a notice, to be prepared by the Louisiana Workforce Commission, setting forth information as the department deems appropriate to effectuate the purposes of this Part.

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**REV. 08/2023** 

## **Workforce Commission**

## **Unemployment Insurance**

## **Notice to Workers**

our employer is subject to the Louisiana Employment Security Law and is required to post this notice in a conspicuous place. Your employer has contributed to the Louisiana rust Fund from which benefits are paid. No amount of contributions to the Trust Fund is deductible from your earnings

## You may be eligible to receive unemployment insurance benefits provided:

You are unemployed 2. You have registered for work.

**Pregnancy Rights** 

Non-Discrimination

- You are able to work, available for work, and actively conducting a search for work.
- You have been paid wages by employers subject to the Louisiana Employment Security Law during your base period in an amount sufficient to qualify you under the law. Disqualification
- ou may be disqualified from drawing benefits on your claim if: You have left work voluntarily without good cause attributable to a substantial change
- made to the employment by the employer You have been discharged for misconduct connected with your work.
- . You fail without good cause to: (a) apply for available suitable work, (b) accept suitable work when offered, or (c) return to your customary self-employment when directed. You have been discharged for the use of illegal drugs.
- You may also be disqualified: For any week with respect to which the Administrator finds that your unemployment is due to a labor strike which is in active progress at the factory, establishment or other premises at which you are or were last employed, and in which you are participating, or in which you are interested
- For any week with respect to which or a part of which you have received or are seeking unemployment benefits under an unemployment insurance law of another state or the United States.

3. For any week with respect to which or a part of which you are receiving or have received other remuneration (i.e., Workers' Compensation, pensions, vacation pay, wages in lieu of notice, or severance pay)

If you make a false statement knowing it to be false or intentionally fail to disclose an important fact in order to receive or increase a benefit amount, you shall be disqualified for not more than the 52 weeks which immediately follow the week in which such determination is made and shall not be entitled to further benefits until cash repayment has been made or the claim for repayment has prescribed.

In addition, the law provides: Whoever makes a false statement or representation to the Agency knowing it to be false, or knowingly fails to disclose a material fact to obtain or increase any benefit or other payment under this Chapter, or under an employment security law of any other State, or the Federal Government, or of a foreign government, either for himself or for any other person, shall be guilty of a misdemeanor, and shall be fined not less than \$50 nor more than \$1,000 or imprisoned for not less than 30 days nor more than 90 days, or both, in the discretion of the court. Each such false statement or representation or

at www.laworks.net.

Insurance claim by phone, call the Unemployment Insurance Call Center at 1-866-783-5567. This notice must be posted in a convenient and conspicuous place in the employer's place LOUISIANA

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REV. 01/2009

## Department of Labor, Workforce Commission

### **Pregnancy Rights of Employees Employer Obligations**

ouisiana employers who employ more than twenty-five employees for each working. day in each of twenty or more calendar weeks in the current or preceding calendar year are prohibited from discriminating against an applicant for employment or an employee

nedical conditions Reasonable Accommodations ouisiana employers have a general duty to reasonably accommodate an employee's

physical limitations caused by her pregnancy, unless the employer can demonstrate the accommodation would pose an undue hardship on the operation of its business. Reasonable accommodation" may include but is not limited to:

- employee with covered limitations; Providing scheduled and more frequent or longer compensated break periods;
- Providing more frequent bathroom breaks; Providing a private place, other than a bathroom stall, for the purpose of expressing

position, if qualified;

Modifying work schedules.

functions; or

This poster is in compliance with state posting requirements.

- Modifying food or drink policy;
- the employee to stand; Assistance with manual labor and limits on lifting; Temporarily transferring the employee to a less strenuous or hazardous vacant
- Providing job restructuring or light duty, if available; Acquiring or modifying equipment or devices necessary for performing essential job

- In addressing an employee's pregnancy, childbirth, or related medical condition, Louisiana employers may not: Refuse to promote her;
- Refuse to select her for a training program leading to promotion, provided she is able to complete the training program at least three months prior to the anticipated date of departure for her pregnancy leave

Deny the same benefits and privileges of employment given other non-pregnant

- Discharge her from employment or from a training program leading to promotion; Discriminate against her in compensation or in terms, conditions, or privileges of
- persons, including the taking of disability or sick leave made available to temporarily Deny leave to her for a reasonable amount of time;
- Refuse to transfer her to a less strenuous or hazardous position, if so requested and if a policy, practice, or collective bargaining agreement is in place authorizing such a

The provisions of law detailed herein may be found in La. R.S. 23:341 and 23:342. Complaints arising from these provisions of law may be made to the Louisiana Commission on Human Rights (LCHR). To learn more or to file a complaint online please visit the

 $following \ site: \underline{https://gov.louisiana.gov/page/lchr}.$ La. R.S. 23:342 states that this notice shall be posted in a conspicuous place in an area that is accessible to employees in an employer's place of business.

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The Department of Labor www.laworks.net

request to individuals with disabilities. 1-800-259-5154 (TDD)

**REV. 11/2021** 

### **Age Discrimination**

years of age.

## Commission on Human Rights

## Age Discrimination

### The prohibitions herein listed shall be limited to individuals who are at least forty E. It is unlawful for an employer, labor organization, or employment agency to print or publish, or cause to be printed or published, any notice or advertisement relating to employment by the employer or membership in or any classification or referral for employment by such an employment agency indicating any preference, limitation,

- It is not unlawful for an employer, employment agency, or labor organization to
- 1. Take any action otherwise prohibited under Subsection A, B, C, or E, where age is a bona fide occupational qualification reasonably necessary for the normal operation of the particular business, or where the differentiation is based on
- reasonable factors other than age. 2. Take any action otherwise prohibited under Subsection A, B, C, or E to observe the terms of a bona fide employee benefit plan, such as retirement, pension, or
- 3. Discharge or otherwise discipline an individual for good cause.

## Acts 1997, No. 1409

If you believe you have been discriminated against, please contact the Louisiana Commission on Human Rights at 1-888-248-0859 or visit us at www.gov.state.la.us/HumanRights/humanrightshome.htm. LSA-R.S. 51:2231(c)

posted in conspicuous places upon its premises, setting forth information to effectuate R.S. 23:311, 312

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## Wage Payment

individual because of his age

violation of the provisions herein.

pursuant to the listed herein provisions.

### **Timely Payment of Wages** Your employer has a duty to inform you at the time of your hire what your wage

rate will be, how often you will be paid and how you will be paid, and of any subsequent changes thereto. If your employer should, for reasons within his control, fail to pay you according to

that agreement, you must first lodge a complaint with him.

If no action is taken to resolve your complaint, you may report the violation to the ouisiana Workforce Commission.

This notice must be posted in a conspicuous place, setting forth information to effectuate this purpose. R.S. 23:633(D)

EIC

If you make \$60,000\* or less, your employer should notify you at the time of hiring of the potential availability of Earned Income Tax Credits. Earned Income Tax Credits are eductions in federal income tax liability for which you may be eligible if you meet certain requirements. Additional information and forms for these programs can be obtained

from your employer or the Internal Revenue Service.

- \$59,899 (\$66,819 married filing jointly) with three or more qualifying children \$55,768 (\$62,688 married filing jointly) with two qualifying children
- \$18,591 (\$25,511 married filing jointly) with no qualifying children You may claim the Earned Income Credit on Form 1040 and add Schedule EIC if you have children.

If you need more information regarding the EITC or to check on updates, you should contact the IRS at 1-800-829-1040 or visit the IRS Website at www.irs.gov.

Visit the IRS on the Web at www.irs.gov or call toll-free at 1-800-829-1040. Every employer shall keep conspicuously posted in or about the premises wherein any worker is employed, a printed copy or abstract of those labor laws which the Secretary may

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REV. 07/2024

## Workers' Comp

R.S. 23:15, 23:1018.2

Reporting Injury

designate, in a form to be furnished by the Secretary.

You should report to your employer any occupational disease or personal injury that is work-related, even if you deem it to be minor.

the disease manifests itself.

n case of death arising from an occupational disease, all claims are barred unless the

the date the claimant has reasonable grounds to believe that the death resulted from occupational disease.

## In case of injury or death caused by a work-related accident, an injured employee or any person claiming to be entitled to compensation either as a claimant or as a

any benefit or payment of workers' compensation shall subject such person to criminal **EMPLOYER** . as well as civil liabilities.

notice so given shall not be held invalid because of any inaccuracy in stating the time, place, nature or cause of injury, or otherwise, unless it is shown that the employer was in fact misled to his detriment thereby. Failure to give notice may not harm the employee if the employer knew of the accident or if the employer was not prejudiced by the delay or failure to give notice.

**TWO** ways to verify poster compliance!

specification, or discrimination based on age.

against any individual with respect to his compensation, or his terms, conditions, engage in any of the following practices:

insurance plan, which is not a subterfuge to evade the purpose herein except that no such employee benefit plan shall excuse the failure to hire any individual.

Every employer, employment agency, and labor organization shall post and keep

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A. It is unlawful for an employer to engage in any of the following practices:

or privileges of employment because of the individual's age.

1. Fail or refuse to hire, or to discharge, any individual or otherwise discriminate

2. Limit, segregate, or classify his employees in any way which would deprive

or tend to deprive any individual of employment opportunities or otherwise

3. Reduce the wage rate of any employee in order to comply with the requirements

adversely affect his status as an employee because of the individual's age.

It is unlawful for an employment agency to fail or refuse to refer for employment,

or otherwise to discriminate against, any individual because of the individual's age,

or to classify or refer for employment any individual on the basis of the individual's

It is unlawful for a labor organization to engage in any of the following practices:

2. Limit, segregate, or classify its membership, or to classify or fail or refuse to

1. Exclude or expel from its membership, or otherwise to discriminate against any

refer for employment any individual, in any way which would deprive or tend

employee or as an applicant for employment, because of the individual's age.

3. Cause or attempt to cause an employer to discriminate against an individual in

applicants for employment, for an employment agency to discriminate against any

individual, or for a labor organization to discriminate against any member thereof

membership has opposed any practice made unlawful by this Section, or because

such individual, member or applicant for membership has made a charge, testified,

assisted, or participated in any manner in an investigation, proceeding, or litigation

. It is unlawful for an employer to discriminate against any of his employees or

or applicant for membership because the individual, member, or applicant for

to deprive any individual of employment opportunities, or would limit such

employment opportunities or otherwise adversely affect his status as an

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**REV. 01/2016** 

**Workforce Commission** 

### **Earned Income Credit EIC 2024** Notice to Employees of Federal Earned Income Tax Credit (EIC)

Earned Income and adjusted gross income (AGI) must each be less than:

\$49,084 (\$56,004 married filing jointly) with one qualifying child

Additional EITC resources are also available at the IRS EITC Home page: <a href="https://www.irs.gov/credits-deductions/individuals/earned-income-tax-credit-eitc">https://www.irs.gov/credits-deductions/individuals/earned-income-tax-credit-eitc</a>

COMMISSION

## Workforce Commission

**Workers' Compensation** 

**Occupational Disease or Death** In case of an occupational disease, all claims are barred unless the employee files a claim with his/her employer within one year of the date that:

the employee is disabled as a result of the disease. the employee knows or has reasonable grounds to believe that the disease is occupationally related.

dependent(s) file a claim with the deceased employee's employer within one year of:

### representative of a person claiming to be entitled to compensation, must give notice to the employer within 30 days of the injury. If notice is not given within 30 days, no payments will be made for such injury or death. In addition, any fraudulent action by

The above mentioned notice should be filed with the employer at the address shown

the employer, employee, or any other person for the purpose of obtaining or defeating

## In the event you are injured, you are entitled to select a physician of your choice for

which you would be required to attend.

**Formal Claim** In order to preserve your right to benefits under the Louisiana Workers' Compensation Law, you must file a formal claim with the Office of Workers' Compensation

Administration, Post Office Box 94040, Baton Rouge, Louisiana 70804-9040 or

treatment. The employer may choose another physician and arrange an examination

Administration within one year after the accident if payments have not been made or

### If you desire any information regarding your rights and entitlement to benefits as prescribed by law, you may call or write to the Office of Workers' Compensation

Name and Address of Insurance Company

telephone (225) 342-7555.

within one year after the last payment of weekly benefits.

Notice shall be given by delivering it or sending it by certified mail or return receipt

R.S. 23:1302 states that this notice should be posted in a convenient and conspicuous

place in the employer's place of business. LOUISIANA WORKFORCE

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**REV. 05/2003** 

JJKeller.com/laborlaw 800-327-6868

To update your labor law posters contact

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## Commission on Human Rights

## **Genetic Discrimination**

Genetics in the Workplace Louisiana law also provides that an employer, labor organization or employment agency shall not

"Genetic test" means the analysis of human DNA, RNA, chromosomes, and those proteins and netabolites used to detect heritable or some somatic disease related genotypes or karyotypes for clinical purposes. It must be generally accepted in the scientific and medical communities to qualify

based medical standards or that are considered by most physicians or independent licensed practitioners within the community to be the standard of care.

Prohibition of sickle cell trait discrimination; exceptions

2. Limit, segregate, or classify his employees in any way which would deprive or tend to deprive any individual of employment opportunities, or otherwise adversely affect his status as an employee, because such individual has sickle cell trait.

cell trait, or to classify or refer for employment any individual on the basis that such It is unlawful for a labor organization to engage in any of the following practices:

3. Cause or attempt to cause an employer to discriminate against an individual in D. It is unlawful for an employer to discriminate against any of his employees or applicants

R.S. 23:352, 354 WORKFORCE

**REV. 04/2010** 

failure to disclose a material fact shall constitute a separate offense. To file a new unemployment claim, reopen an existing claim, file for weekly unemployment benefits, or to get answers about your Unemployment Insurance online, visit us on the Web If you do not have access to the internet, or prefer to manage your Unemployment

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with medical needs causing limitations arising from **pregnancy**, **childbirth**, and **related** 

Making existing facilities readily accessible to and usable by an applicant or

Providing seating or allowing the employee to sit more frequently if the job requires

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**QR CODE** Scan with phone camera:

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