Federal Postings



ERAL LABOR L

EMPLOYEE RIGHTS

UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HIGHE JULY 24, 2009



Know Your Rights:

The is Protected?

What Types of Emp

Workplace Discrimination is Illegal

EMPLOYERS HOLDING FEDERAL CONTRACTS OR

SUBCONTRACTS

EMPLOYEE RIGHTS

EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment

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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

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



Your Employee Rights **Under the Family and Medical Leave Act**

What is FMLA leave?

and in FMLA leature?

Firmly out Michael Limits Act (MILA) is a basical law that provides shiples employees with provides always in a separate devent to a separate for the contract of Limits Ways in contract or contract to the contract Ways in an exposure con table up to 12 weeknesses of MILA limits as 12 Contract paid of the Contract of Limits Application in Mila present and a collection of MILA limits as 12 Contract paid of the Contract of Limits Application in Mila present and a collection for MILA limits as 12 Contract paid of the Contract or MILA limits and Application in MILA limits and Application of MILA limits and Application in MILA limits and Application in MILA limits and Application in MILA limits and Application of MILA

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YOUR RIGHTS UNDER USERRA

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT USERA 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 Disorder Medical System. USERAR also probable employers from discriminating against past and present members of the undermod services, and applicants to the undermod services.

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pus has not been expanded from service with a disqualitying discharge or under other than increasing conditions. you are edgine to be memployed, you must be restand to the job and benefits, you and those citizened if you had not been absent due to military servicin or, in some cases, a impossable job.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

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to 24 months while in the millary. Deem if you don't reach to continue coverage during poor milliony service, you have the right to be relativished in your employer's health jets witern you are intemplayed, generally without any waiting periods or exclusions jet, pro-existing contribus exclusives, except for contribusing contribus exclusives, except for service-commodal fileness or requires.

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Job Safety and Health IT'S THE LAW!

All workers have the right to: · A safe workplace.

- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retallated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request a confidential OSHA Hequest 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.

Contact OSHA. We can help.

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
- 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.



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

FEDERAL LABOR LAWS SP-FD-E

iHRSource

These files may not be printed out and posted to meet legal compliance posting requirements. Required posters to meet legal compliance posting requirements are physically posted at all CarMax locations.

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Individuals with Disabilities

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE