

FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009... ENFORCEMENT The Department has authority to recover back wages... OVERTIME PAY At least 1 1/2 times the regular rate of pay... CHILD LABOR An employee must be at least 16 years old to work in most non-farm jobs... TIP CREDIT Employers of "tipped employees" who meet certain conditions may claim a partial wage credit... PUMP AT WORK The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk...

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

REV. 04/2023

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... Who is Protected? Employees (current and former), including managers and temporary employees... What Types of Employment Discrimination are Illegal? Under the EEOC's laws, an employer may not discriminate against you... What Organizations are Covered? Most private employers, State and local governments (as employers)... What Employment Practices can be Challenged as Discriminatory? All aspects of employment, including: Discharge, firing, or lay-off; Harassment (including unwelcome verbal or physical conduct)...

U.S. Department of Labor Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government...

DEPARTMENT OF LABOR UNITED STATES OF AMERICA WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR SCAN ME WH1420

REV. 04/2023

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... Am I eligible to take FMLA leave? You are an eligible employee if all of the following apply: You work for a covered employer, You have worked for your employer at least 12 months, You have at least 1,250 hours of service for your employer during the 12 months before your leave... How do I request FMLA leave? Generally, to request FMLA leave you must: Follow your employer's normal policies for requesting leave, Give notice at least 30 days before your need for FMLA leave...

DEPARTMENT OF LABOR UNITED STATES OF AMERICA WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR SCAN ME WH1420

REV. 04/2023

IA Your Rights Under the Iowa Minimum Wage Law Hourly Minimum Wage \$7.25

The minimum wage applies to most hourly wage earners employed in Iowa... Enforcement The Iowa Division of Labor may bring action against employers who violate the state's minimum wage law... Contact Information IOWA DIVISION OF LABOR The law requires displaying this poster where it can easily be seen by all employees.

U.S. DEPARTMENT OF LABOR WAGE & HOUR DIVISION 210 WALNUT STREET DES MOINES, IA 50309 PHONE: 515-284-4625 www.dol.gov

REV. 01/20/2021

NOTICE: This state has its own minimum wage law. Employers are also required to display the Federal Employee Rights Under the Fair Labor Standards Act poster...

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

IA Equal Employment Opportunity is the LAW

What Does Equal Employment Opportunity Mean? It guarantees the right of all persons to apply and be considered for job opportunities on the basis of the person's ability to do the job... What Does the Law Cover? Chapter 216 of the Code of Iowa, as amended, (The Iowa Civil Rights Act)... What Action Will an Agency Take? The Commission's staff can answer questions about your rights under the Act and help you take the necessary steps to file a complaint...

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REV. 06/27/2023

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... REEMPLOYMENT RIGHTS You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and: you ensure that your employer receives advance written or verbal notice of your service; you have five years or less of cumulative service in the uniformed services while with that particular employer...

U.S. Department of Labor • 1-866-487-2365 U.S. Department of Justice Office of Special Counsel Employer Support of the Guard and Reserve • 1-800-336-4590

REV. 05/2022

FED 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... EXAMINEE RIGHTS Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test... ENFORCEMENT The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators...

DEPARTMENT OF LABOR UNITED STATES OF AMERICA WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR SCAN ME WH1462

REV. 02/2022

IA UNEMPLOYMENT INSURANCE IowaWORKS

If you become unemployed, you may be eligible for unemployment insurance benefits... IowaWORKS Center Locations: Burlington, Fort Dodge, Carroll, Iowa City, Cedar Rapids, Marshalltown, Council Bluffs, Mason City, Creston, Ottumwa, Davenport, Sioux City, Decatur, Spencer, Des Moines, Waterloo, Dubuque... ONLINE Go to www.workforce.iowa.gov and click on the Apply for Unemployment Benefits link... IN-PERSON If you do not have access to a computer, visit the nearest IowaWORKS Center... INFORMATION For more information about your unemployment insurance rights and responsibilities, review the Unemployment Handbook at www.workforce.iowa.gov...

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REV. 10/2023

Workforce Development Job Safety and Health IT'S THE LAW!

EMPLOYEES: You have the right to notify your employer or Iowa OSHA about workplace hazards... EMPLOYERS: You must furnish your employees a place of employment free from recognized hazards... To report a workplace fatality, hospitalization, amputation or the loss of an eye, visit www.iowaosha.gov or call 877-242-6742.

IOWA DIVISION OF LABOR SERVICES 150 DES MOINES STREET DES MOINES, IOWA 50309-1836 PHONE: 515-242-5870 www.iowaosha.gov

OSHA REGIONAL OFFICE 2300 MAIN STREET, SUITE 1010 KANSAS CITY, MO 64108-2447 816-283-8745

Complaints About the Iowa OSHA Program You may file a complaint about the Iowa Division of Labor's operations or administration of the OSH Act by contacting: OSHA REGIONAL OFFICE 2300 MAIN STREET, SUITE 1010 KANSAS CITY, MO 64108-2447 816-283-8745

70-8025 REV. 01/2022