

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.

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 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.

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 doing business with the Federal Government.

FED 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.

FED RETALIATION State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress.

MISSOURI COMMISSION ON HUMAN RIGHTS DISCRIMINATION IN EMPLOYMENT IS PROHIBITED TAKE ACTION FILE A COMPLAINT If you believe you have been discriminated against in regard to employment, you may contact us about filing a complaint of discrimination using the information below.

MO MISSOURI MINIMUM WAGE IN EFFECT FOR PRIVATE EMPLOYERS FOR 2024 \$12.30 Beginning January 1, 2024, the minimum wage rate for all private and non-union employees will be based annually on the increase or decrease in the cost of living pursuant to the Consumer Price Index.

MO UNEMPLOYMENT INSURANCE BENEFITS NOTICE TO WORKERS Your employer is subject to the Missouri Employment Security Law and pays tax contributions to cover unemployment insurance (UI) benefits in case you become unemployed through no fault of your own.

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 retaliated against.

MO EMPLOYEE RIGHTS An employee not being paid the correct wages can file a minimum wage complaint at labor.mo.gov/DLS/MinimumWage and is entitled to pursue a private legal right of action to collect any wages due.

MO Division of Workers' Compensation EMPLOYEE INFORMATION The Missouri Division of Workers' Compensation (DWC) administers programs for workers who are injured on the job or exposed to an occupational disease arising out of and in the course of employment.

MO Department of Labor and Industrial Relations, Division of Labor Standards Required Poster: Employers Employing Workers Under the Age of 16 Youth Employment List

MO Workers' Compensation Law Roles and Responsibilities for Employers and Employees EMPLOYER INFORMATION With some exceptions, all employers with five or more employees, and construction industry employers with one or more employees, are required to insure their workers' compensation liability.