

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.

ND Department of Labor and Human Rights MINIMUM WAGE & WORK CONDITIONS STATE CAPITOL 600 EAST BOULEVARD AVENUE BISMARCK, ND 58505-0340

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.

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR 1-866-487-9243 TTY: 1-877-889-5627 www.dol.gov/whd

FED HEALTH INSURANCE PROTECTION If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military.

FED EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT The United States Department of Labor Wage and Hour Division LEAVE ENTITLEMENTS Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

ND Important Notice to Workers In case of injury at Work Seek first aid or medical treatment immediately If your employer does not have a Designated Medical Provider (DMP) you may see any medical provider.

ND EMPLOYER RESPONSIBILITIES Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA.

FED EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT (continued) BENEFITS & PROTECTIONS While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave.

ND EMPLOYMENT AT WILL N.D.C.C. § 34-03-01 Employment relationships without a specific contract are at-will. Both parties can be terminated by either party upon notice to the other.

ND THIS POSTER MUST BE POSTED IN A CONSPICUOUS PLACE TO EMPLOYEES: THIS EMPLOYER IS SUBJECT TO THE UNEMPLOYMENT COMPENSATION LAWS OF THE STATE OF NORTH DAKOTA

OSHA Occupational Safety and Health Administration 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.