

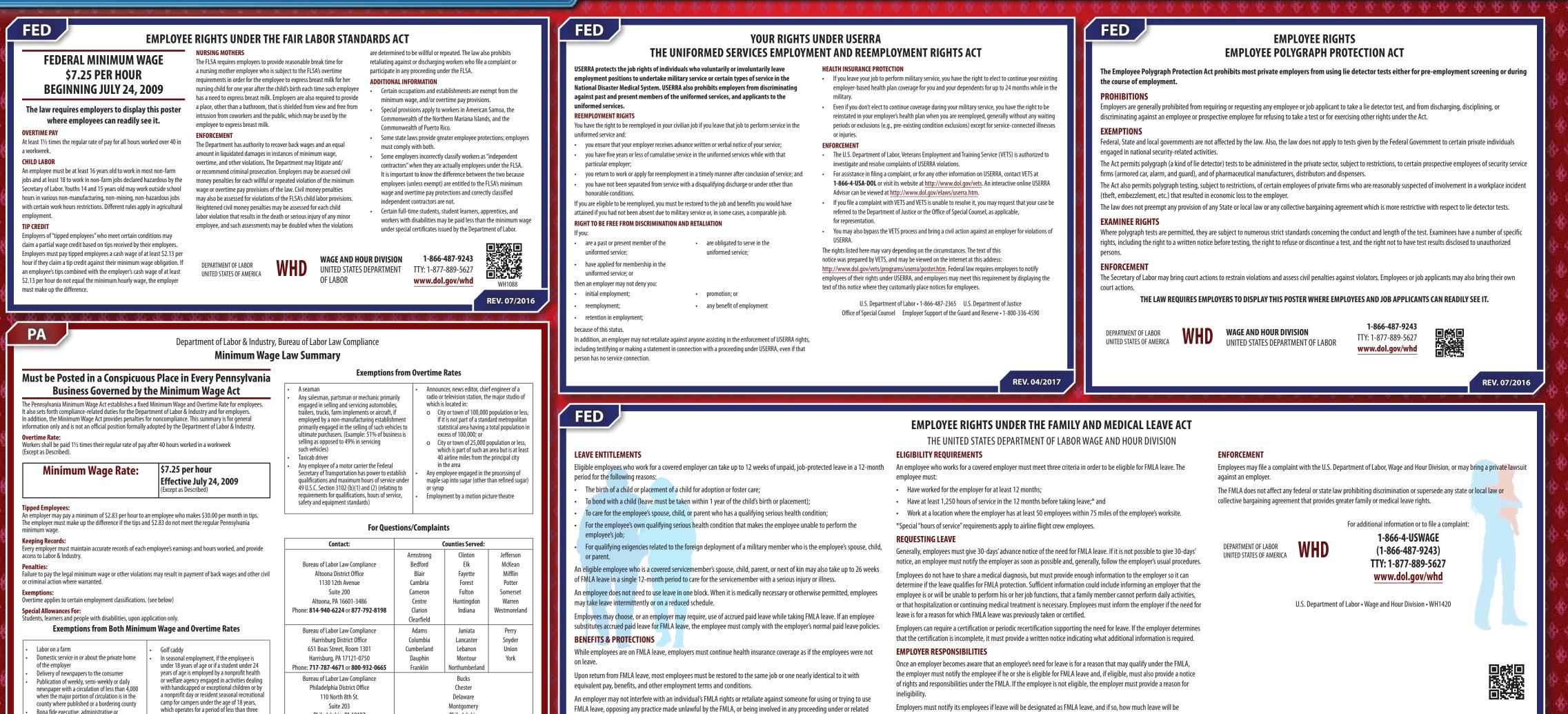
# LABOR LAWS

**Since 1953** 

## **FEDERAL**

# PENNSYLVANIA

**POSTER COMPLIANCE DATE 08/2016** 



Publication of weekly, semi-weekly or daily	years of age is employed by a nonprofit health or welfare agency engaged in activities dealing	Bureau of Labor Law Compliance		Bucks		Upon return from FMLA leave, most employee equivalent pay, benefits, and other employme	must be restored to the same job or one nearly at terms and conditions		the employer must notify the employee if he or she is eligible for FMLA leave a of rights and responsibilities under the FMLA. If the employee is not eligible, t			
when the major portion of circulation is in the	with handicapped or exceptional children or by a nonprofit day or resident seasonal recreational	Philadelphia District Office 110 North 8th St.	1	Chester Delaware		An employer may not interfere with an individ		i	ineligibility.			
Bona fide executive, administrative or	camp for campers under the age of 18 years, which operates for a period of less than three	Suite 203 Philadelphia, PA 19107	1	Montgomery Philadelphia		FMLA leave, opposing any practice made unlaw		eding under or related	Employers must notify its employees if leave will be designated as FMLA leave	e, and if so, how much leave will be		
administrative personnel or teacher in public	months in any one year In employment by a public amusement or	Phone: 215-560-1858 or 877-817-9497		Thilduciphia		to the FMLA.			designated as FMLA leave.			
	recreational establishment, organized camp, or religious or nonprofit educational conference	Bureau of Labor Law Compliance	Allegheny	Erie	Mercer							REV. 04/2016
cstublishinene shui not be excluded nom the	center, if (i) it does not operate more than seven months a year or (ii) during the preceding	Pittsburgh District Office 301 5th Avenue	Beaver Butler	Greene Lawrence	Venango Washington	Section and section and section and the section of	متعالمت المتحالمت المحالم	والمعالمة المحاضية	والمستركبة معاكره ستكابب والمستكلا وسراكبهم والاستكاب والكبية المتعادية	ومعالمه والمعداء وماله وماله وماله ومعالمه والمعتر المغترا	h-dh-dh-dh-dh-dh-dh-dh-	den die die die die die die die
executive or administrative capacity because of	calendar year, the average receipts for any 6 months were not more than 331/3% of its average	Suite 330	Crawford			PA	DEPARTMENT OF LABOR & INDUST			FED		1.014
directly or closely related to the performance	receipts for the other 6 months of such year Switchboard operator employed by an	Pittsburgh, PA 15222 Phone: <b>412-565-5300</b> or <b>877-504-8354</b>	1					•	AW COMPLIANCE	Equ	al Employment Opportunity is THE	LAW
activities, if less than 40% of the employee's i	independently-owned public telephone company which has no more than 750 stations	Bureau of Labor Law Compliance	Berks	Lycoming	Sullivan			ne Equal Pay Law		Private Employers, State and	services by applicants, employees, or their family	during a war or in a campaign or expedition for
such activities. • I	Employees not subject to civil service laws who	Scranton District Office 201-B State Office Bldg.	Bradford Carbon	Monroe Northampton	Susquehanna Tioga	Must be Posted in	a Conspicuous Place in Every	Pennsylvania Busines	ss Governed by the Equal Pay Law	Local Governments, Educational	members. RETALIATION	which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans
organization where no employer- employee	hold elective office or are on the personal staff of such an officeholder, are immediate advisers	100 Lackawanna Avenue	Lackawanna	Pike	Wayne	Discrimination on Basis of Sex Prohibited:		Penalties:		Institutions, Employment	All of these Federal laws prohibit covered entities	who, while on active duty, participated in a U.S.
	to the officeholder, or are appointed by the officeholder to serve on a policy making level	Scranton, PA 18503 Phone: <b>570-963-4577</b> or <b>877-214-3962</b>	Lehigh Luzerne	Schuylkill	Wyoming		e of employment between employees on the basis of		than \$50 nor more than \$200, or imprisonment of not less than 30 days	Agencies and Labor Organizations	from retaliating against a person who files a charge	military operation for which an Armed Forces service medal was awarded).
						sex, by paying wages to any employee at a rate less work under <b>equal</b> conditions on jobs which require	han the rate paid to employees of the opposite sex for		) employer who willfully and knowingly violates provisions of the act, scriminates against an employee who makes a complaint, institutes, or	Applicants to and employees of most private employers, state and local governments,	of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful	RETALIATION
Allowance: Wages paid to any employee may include reasonable cost of bo			tion is Available		DA Kenninger	• • •	or merit increase system that does not discriminate o	, ,	r the act; and (2) employer who fails to keep required records, falsifies such	educational institutions, employment agencies and	employment practice.	Retaliation is prohibited against a person who
considered as part of the minimum wage if the employee is no condition of employment at the time of hire or change of class	notified of this condition and accepts it as a usual	Additional information about the Minimum Wage Minimum Wage. From the Web site <b>you can sub</b>	mit a complaint for			the basis of sex.			herwise interferes with the Secretary or his authorized representative in the he enforcement of the act. Each day a violation continues shall constitute a	labor organizations are protected under Federal	WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED	files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes
tips, must equal the current minimum wage.		questions and read more about the Minimum W Auxiliary aids and services are availed	able upon request to in	ndividuals with disabl	lities.	Administration: Empowers the Secretary of Labor & Industry to admi	nister the provisions of the act, and to issue rules and	separate offense.	in chronenene of the act. Each day a violation continues shan constitute a	law from discrimination on the following bases: RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN	There are strict time limits for filing charges of	discrimination under these Federal laws.
<b>Board:</b> Food furnished in the form of meals on an established <b>Lodging:</b> Housing facility available for the personal use of the		Equal Oppor	tunity Employer/Progr	ram		regulations to make effective the provisions of the a		I	More Information is Available Online	Title VII of the Civil Rights Act of 1964, as	employment discrimination. To preserve the ability	Any person who believes a contractor has violated its nondiscrimination or affirmative action
Reasonable Cost: Actual cost, exclusive of profit, to the empl	. ,	COMMONWEALTH OF PENNSYLVANIA Tom Wolf   Governor		T OF LABOR & INDUS ANDERINO   SECRETA		Collection of Unpaid Wages in Case of Discrimi Provides for the collection of unpaid wages due und	n <b>ation:</b> Pr the act and in addition, an equal amount of liquidat	ed Additional informa	ition about the Equal Pay Law is available online at: www.state.pa.us,	amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay,	of EEOC to act on your behalf and to protect your right to file a private lawsuit, should you ultimately	obligations under the authorities above should
the employer.	um Wege Detec		KALITI MI. MI#	ANDERINO   SECRETA	AT	damages and reasonable attorney's fee and costs. At	thorizes the Secretary of Labor & Industry and upon a	n PA Keyword: lak	bor & industry. Click on "Labor Law Compliance" under Quick Links.	fringe benefits, job training, classification, referral,	need to, you should contact EEOC promptly when	contact immediately:
Exceptions from Minimu	uiii waye nates	LLC-1				employee's request, to take assignment of such a wa to <b>two</b> years from the date upon which the violatior		n Auxiliary aids an	nd services are available upon request to individuals with disabilities. Equal Opportunity Employer/Program	and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or	discrimination is suspected: The U.S. Equal Employment Opportunity	The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor,
	Individuals with a physical or mental deficiency					Records Required:	occurs.		Equal opportanity Employer rogan	national origin. Religious discrimination includes	Commission (EEOC), 1-800-669-4000 (toll-free)	200 Constitution Avenue, N.W., Washington, D.C.
the Bureau of Labor Law Compliance, (651 Boas	or injury may be paid less than the applicable minimum wage if a license specifying a rate					Requires employer to keep and maintain records of v and conditions of employment of the persons employment	5 . 5	LLC-8		failing to reasonably accommodate an employee's	or 1-800-669-6820 (toll-free TTY number for individuals with hearing impairments). EEOC field	20210, 1-800-397-6251 (toll-free) or (202) 693-1337 (TTY). OFCCP may also be
may be paid 85% of the minimum wage	commensurate with productive capacity is obtained from the Bureau of Labor Law					Requires that employers post an abstract of the law.		e.		religious practices where the accommodation does not impose undue hardship.	office information is available at <u>www.eeoc.gov</u>	contacted by e-mail at OFCCP-Public@dol.gov,
Learners: 40 hours a week. Maximum	Compliance, (651 Boas Street, Room 1301, Harrisburg, PA 17121-0750), or a federal								REV. 02/2007	DISABILITY	or in most telephone directories in the U.S.	or by calling an OFCCP regional or district office, listed in most telephone directories under U.S.
Students: Up to 20 hours a week. Up to 40	certificate is obtained under Section 14(c) of the Fair Labor Standards Act from the U.S.									Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified	Government or Federal Government section. Additional information about EEOC, including	Government, Department of Labor.
hours a week during school vacation periods	Department of Labor.									individuals from discrimination on the basis of	information about charge filing, is available at	Programs or Activities Receiving
						PA	Human Re	ations Commission		disability in hiring, promotion, discharge, pay,	www.eeoc.gov.	Federal Financial Assistance
					REV. 09/2016			t Provisions of the		fringe benefits, job training, classification, referral, and other aspects of employment. Disability	Employers Holding Federal Contracts or Subcontracts	RACE, COLOR, NATIONAL ORIGIN, SEX
and the second states and a second states of the	No. No. No. No. Mo. No.	KORENE NE MONTON			No. of Concession, Name			Human Relations Act		discrimination includes not making reasonable	Applicants to and employees of companies with	In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI
<b>NOTICE:</b> This state has its own minimum wage law. Employers are also			es the federal minimu	m wage. Where feder	al and state rates both		(Act of October 27,	1955, P .L. 744, as Amended)		accommodation to the known physical or mental limitations of an otherwise qualified individual	a Federal government contract or subcontract are	of the Civil Rights Act of 1964, as amended,
apply to an employee, the U.S. Department of Labor dictates that the	1, 5, 5, 5,	ite. MATIONAL PURPOSES ONLY.				<b>PURPOSE (</b> The purpose of the employment provisions of the Pe	F PROVISIONS	Complete to the first state	WHO MAY FILE A COMPLAINT	with a disability who is an applicant or employee,	protected under Federal law from discrimination on the following bases:	prohibits discrimination on the basis of race, color or national origin in programs or activities
	THIS NUTCE IS FOR INFOR	MATIONAL PURPOSES UNLT.				eliminate unlawful discriminatory practices in emplo	,		in 180 days of the alleged act of discrimination by any of the following: (1) Any e has been discriminated against, (2) The Pennsylvania Human Relations	barring undue hardship.	RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN	receiving Federal financial assistance. Employment
DA						and above), sex, national origin, non-job related dis	bility, known association with a disabled individual, education development test, or willingness or refusal		r General of Pennsylvania, or (4) An employer whose employees hinder	The Age Discrimination in Employment Act of 1967,	Executive Order 11246, as amended, prohibits job	discrimination is covered by Title VI if the primary objective of the financial assistance is
PA						participate in abortion or sterilization.	eucation development test, of winnighess of refusal	o compliance with the provision	PARTIES EXEMPT FROM THE ACT	as amended, protects applicants and employees 40 years of age or older from discrimination based	discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative	provision of employment, or where employment
	, , , , , , , , , , , , , , , , , , , ,	, Bureau of Labor Law Compliance bor Act Hours Provisions				UNLAWFUL DISCR	MINATORY PRACTICES	The employment provisions o	f the Pennsylvania Human Relations Act do not apply to: (1) Any individual	on age in hiring, promotion, discharge, pay, fringe	action to ensure equality of opportunity in all	discrimination causes or may cause discrimination
	Abstract of the Child La	DOF ACT HOURS PROVISIONS				It is unlawful — on the basis of the facts listed above agoncy to:	e — for an employer, labor union or employment	1 / 5	mestic service, (2) any individual who, as part of his or her employment, resides he employer, (3) Any individual employed by his or her parents, spouse or child.	benefits, job training, classification, referral, and	aspects of employment. INDIVIDUALS WITH DISABILITIES	in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits
	<b>MUST BE POSTED IN A CONS</b>	SPICUOUS PLACE WHERE ANY				agency to: 1. Deny any person an equal opportunity to obtain	employment, to be promoted and to be accorded all	-	WHO MUST POST THIS NOTICE	other aspects of employment.	Section 503 of the Rehabilitation Act of 1973,	employment discrimination on the basis of sex in
	PERSON UNDER A	GE 18 IS EMPLOYED				other rights to compensation, tenure and other		Every employer, labor organiz	ration and employment agency subject to the employment provisions of this Act	In addition to sex discrimination prohibited by	as amended, protects qualified individuals from discrimination on the basis of disability in hiring,	educational programs or activities which receive Federal financial assistance.
This summary is for general information, and is not to be consi	sidered in the same light as official statements	Child Labor Act Hours R	ules for Perform	nances By Mino	rs	<ol> <li>Deny membership rights and privileges in any l</li> <li>Deny any person equal opportunity to be referr</li> </ol>		is required by law to post this frequented by applicants, em	notice in a conspicuous, easily accessible and well-lighted location customarily ployees or members	Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits	promotion, discharge, pay, fringe benefits, job	INDIVIDUALS WITH DISABILITIES
contained in the Act or its regulations.	-	This summary is for general information, and is no		•		4. Refuse to contract or otherwise discriminate in	contracting with any independent contractor who is			sex discrimination in the payment of wages to	training, classification, referral, and other aspects	Section 504 of the Rehabilitation Act of 1973, as
Minors under 16 must have a written statement by the the duties and hours of employment and granting perm		contained in the Act or its regulations.				licensed by the Bureau of Professional and Occu It is also unlawful for any person, employer, labor ur			defacing, covering up or destroying this notice is a violation of the ia Crimes Code and may subject you to fine or imprisonment.	women and men performing substantially equal work, in jobs that require equal skill, effort, and	of employment. Disability discrimination includes not making reasonable accommodation to the	amended, prohibits employment discrimination on the basis of disability in any program or activity
HOURS OF EMPLOYMENT-			ours (24-hour period ace of employment	Max. work f	ours (24-hour	individual because the individual has filed a complai	nt with the Commission, or has otherwise participate	lin	ייש איז	responsibility, under similar working conditions, in	known physical or mental limitations of an	which receives Federal financial assistance.
HOURS OF EMPLOYMENT		Ane	ice of employment not include hours at		ding work time residences)	any Commission proceeding, or for any person to aid Human Relations Act.	or abet any unlawful discriminatory practice under th	r of further informatio	on, write, phone or visit the Pennsylvania Human Relations Commission: • <b>Offices:</b> 333 Market Street, 8th Floor · Harrisburg, PA 17126	the same establishment.	otherwise qualified individual with a disability who is an applicant or employee, barring undue	Discrimination is prohibited in all aspects of employment against persons with disabilities who,
During School Term: Maximum three hours on school days, e school week (Monday-Friday), and only at a time that does not	, , ,		nors' residences)			PARTIES SUE	JECT TO THE ACT		410 · (717) 787-7279 (TTY) or visit us at <u>www.phrc.state.pa.us</u>	GENETICS Title II of the Genetic Information	hardship. Section 503 also requires that Federal	with or without reasonable accommodation, can
additional hours on Saturdays and Sundays.		Infants < 6 mos.	2	Not A	plicable	The employment provisions of the Pennsylvania Hur	nan Relations Act apply to: (1) Employers of 4			Nondiscrimination Act of 2008 protects applicants	contractors take affirmative action to employ and advance in employment qualified individuals with	perform the essential functions of the job. If you believe you have been discriminated
Exception: Students 14 and older, whose employment is part of a employed for hours, when combined with school hours, not excert		6 mos.—1 year	4		2	or more persons, including units of state and local ge Employment agencies.	vernment, (2) Labor organizations, and (3)			and employees from discrimination based on genetic information in hiring, promotion,	disabilities at all levels of employment, including	against in a program of any institution which
During School Vacations: Maximum eight hours/day, 40 hours		2-5 years 6-8	<u> </u>	_	3		<b>T</b> . Cl			discharge, pay, fringe benefits, job training,	the executive level. DISABLED, RECENTLY SEPARATED, OTHER	receives Federal financial assistance, you should immediately contact the Federal agency providing
WORK TIME		9–15	9		5		To file a complaint, contac	t the Regional Office heare	est you:	classification, referral, and other aspects of employment. GINA also restricts employers'	PROTECTED, AND ARMED FORCES SERVICE MEDAL	such assistance.
Employment prohibited after 7 p.m. and before 7 a.m. Exceptions: During school vacations, minors may be employed ur	until 9 p.m. Minors at least age 11 may be employed	16–17	10		6	PITTSBURGH	Harrisburg	_	Philadelphia	acquisition of genetic information and strictly	VETERANS	EEOC 9/02 and OFCCP 8/08 Versions Useable With
in newspaper delivery from 5 a.m. to 8 p.m., except during school	ool vacation, then until 9 p.m. Members of volunteer	Live performances-maximum number: three	e/day or 10/calendar	r week (Sunday-Satu	day).	301 5TH Ave., Suite			110 N. 8TH ST., SUITE 501	limits disclosure of genetic information. Genetic	The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits	11/09 Supplement EEOC-P/E-1
fire companies may participate in training and firefighting activi <b>HOURS OF EMPLOYMENT</b>		Meal periods of half hour-one hour are not				PIATT PLACE Pittsburgh, PA 152	Harrisburg, PA 17 (717) 787-9780	104	Philadelphia, PA 19107 (215) 560-2496	information includes information about genetic tests of applicants, employees, or their family	job discrimination and requires affirmative action	
HOURS OF EMPLOYMENT		of employment.				(412) 565-5395	(717) 787-7279 (	ГТҮ)	(215) 560-3599 (TTY)	members; the manifestation of diseases or	to employ and advance in employment disabled veterans, recently separated veterans (within three	
During School Term: Maximum eight hours a day and 28 hours	ours per school week (Monday-Friday). Plus eight	Non-work time at place of employment inc				(412) 565-5711 (1				disorders in family members (family medical history); and requests for or receipt of genetic	years of discharge or release from active duty),	
additional hours on Saturdays and Sundays. During School Vacations: Maximum 48 hours/week; 10 hou	ours/day: a minor may refuse any request to work	<ul> <li>Work days for minors may not begin before school days or by 12:30 a.m. on evenings pi</li> </ul>		<i>,</i> ,	ngs preceding					, and require for or receipt of genetic	other protected veterans (veterans who served	REV. 11/2009
greater than 44 hours/week.		<ul> <li>12 hours must elapse between time of disn</li> </ul>	5	,								NEV. 11/2009
WORK TIME Employment prohibited before 6 a.m. and after 12 a.m.		Age 14–17 may work during school hours w		5,								an an an an an an an an
Employment prohibited before 6 a.m. and after 12 a.m. Exceptions: During school vacations, minors may be employed ur	until 1 a.m. Members of volunteer fire companies	consecutive days, but may not work in exce	5	•		PA	artment of Labor & Inductry					
may continue serving in answer to a fire call until excused by chie	ief.	Performances rules do not apply to minors from compulsory attendance under the Pul	5	from high school or v	/ho are exempt		artment of Labor & Industry, ployment Compensation Benefits Policy					
* Minors employed as sports attendants are not subject to the	e ACLS HOURS and WORK TIME RESTRICTIONS.		וור סכווטטו כטמפ.									

A) Minors who have graduated from high school or who are exempt from compulsory \*\*EXCEPT:

Date

Pennsylvania Unemployment Compensation Under the provisions of the Pennsylvania Unemployment Compensation (UC) Law, I am registered with the Pennsylvania Department of Labor & Industry as:

EMPLOYER NAME

ADDRESS

B) Special rules apply vacation as a counse organization.	v to vouna										es and co			a.us and	s of the	Bureau of Labor Law Com	pliance:
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organization	lor by a su	nmer resi	dent cam	np operat	ted by a r	religious o	or scout			ltoona <b>D</b> is		ICE				PITTSBURGH DISTRICT OFFICE	
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	•	• •		•	fine (	ONCECI	ITIVE		8	14-940-6	5224 or 3	877-792-	8198			412-565-5300 or 877-5	604-8354
<b>30 MINUTE MEAL PERIO</b>		IKED OF		EFUKE	Tive C	UNSECU	UTIVE		H	ARRISBURG	DISTRICT	OFFICE				SCRANTON DISTRICT OFFICE	
urther information on the Child				the Dep	partmer	nt of Lab	or &		1	301 LABOI	R & INDUS	STRY <b>B</b> UILD	ING			201 B STATE OFFICE BUILDI	NG
stry's website at <mark>www.dli.state</mark>									6	51 Boas S	σī.					100 Lackawanna Ave.	
ess inquiries and complaints to one	of the offic	es of the E	Bureau of	f Labor La	aw Comp	liance:			Н	ARRISBURG	, PA 171	21				SCRANTON, PA 18503	
ALTOONA DISTRICT OFFICE				Рит	SBURGH <b>D</b> I	ISTRICT <b>O</b> FF	ICE		7	17-787-4	<b>1671</b> or 3	800-932-	-0665			570-963-4577 or 877-2	214-3962
1130 12тн Ave.				301	5th Ave.				Р	HILADELPHI	A DISTRIC	T <b>O</b> FFICE					
Suite 200				Suit	E 330				1	10 North	8тн Sт.						
Altoona, PA 16601				Рит	SBURGH, P	PA 15222			S	UITE <b>203</b>							
814-940-6224 or 877-792-8198				412	-565-53	00 or 87	7-504-8	354	Р	HILADELPHI	A, PA 19	107					
HARRISBURG DISTRICT OFFICE				<b>C</b>		TRICT <b>O</b> FFIC	'E		2	15-560-1	1858 or 3	877-817-	9497				
HARRISBURG DISTRICT OFFICE 1301 Labor & Industry Building						TRICT OFFIC											
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HARRISBURG, PA 17121					NTON, PA										•	equest to individuals with	
TIARRISBURG, FA 17 12 1 717-787-4671 or 800-932-0665						77 or 87	7-214-3	962		А	.annul y	anas ana S				lover/Program	a.suonitics.
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Manager Signature

Address of Establishment

For further information on the Child Labor Act nlease consult the Der

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claiming UC benefits. Computer crossmatching is used to detect the illegal receipt of UC p	•
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<b>REMEMBER:</b> Whenever you have questions or any problem regarding your UC claim, cc Center. Do not take outside advice. Outside advice may be incorrect and could adversely receive UC benefits.	
A person who knowingly makes a false statement or knowingly withholds information to commits a criminal offense under section 801 of the UC Law, 43 P.S. §871, and may be su imprisonment, restitution and loss of future benefits.	
Auxiliary aids and services are available upon request to individuals with a	disabilities.
Equal Opportunity Employer/Program	
UC-700	
	REV. 09/2012
	A CONTRACTOR OF THE OWNER OF THE
DA	
Department of Labor & Industry, Bureau of Workers' Competition	ncation
REMEMBER: IT IS IMPORTANT TO TELL YOUR EMPLOYER ABO	
The name, address and telephone number of your employer's workers' compensation insurance company,	
or person handling workers' compensation claims for your company, are shown below.	, tillu-party autillistrator (TFA)
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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 workrelated injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request 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.

This poster is available free from OSHA.

### 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 an eye.
- 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

