Since 1953

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR

BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it.

FED

At least 11/2 times the regular rate of pay for all hours worked over 40 in a workweek.

in agricultural employment.

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, nonmining, non-hazardous jobs with certain work hours restrictions. Different rules anniv

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make

PUMP AT WORK

The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must provide a place, other

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WAGE AND HOUR DIVISION

UNITED STATES DEPARTMENT OF LABOR



than a bathroom, that is shielded from view and free from intrusion from coworkers

and the public, which may be used by the employee to express breast milk.

The Department has authority to recover back wages and an equal amount in

liquidated damages in instances of minimum wage, overtime, and other violations. The

Department may litigate and/or recommend criminal prosecution. Employers may be

wage or overtime pay provisions of the law. Civil money penalties may also be assessed

assessed civil money penalties for each willful or repeated violation of the minimum

for violations of the FLSA's child labor provisions. Heightened civil money penalties

of any minor employee, and such assessments may be doubled when the violations

are determined to be willful or repeated. The law also prohibits retaliating against or

discharging workers who file a complaint or participate in any proceeding under the

Certain occupations and establishments are exempt from the minimum wage,

and/or overtime pay provisions. Certain narrow exemptions also apply to the

Special provisions apply to workers in American Samoa, the Commonwealth of

the Northern Mariana Islands, and the Commonwealth of Puerto Rico.

Some state laws provide greater employee protections; employers must

Some employers incorrectly classify workers as "independent contractors"

to the FLSA's minimum wage and overtime pay protections and correctly

Certain full-time students, student learners, apprentices, and workers with

disabilities may be paid less than the minimum wage under special certificates

classified independent contractors are not.

issued by the Department of Labor.

when they are actually employees under the FLSA. It is important to know the

difference between the two because employees (unless exempt) are entitled

ADDITIONAL INFORMATION

comply with both.

may be assessed for each child labor violation that results in the death or serious injury

REV. 04/2023

LABOR

LAWS

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. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees. Eligible employees can take **up to 12 workweeks** of FMLA leave in a

- The birth, adoption or foster placement of a child with you, Your serious mental or physical health condition that makes you
- To care for your spouse, child or parent with a serious mental or physical health condition, and Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember.
- An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness **may take up to 26 workweeks** of FMLA leave in a single 12-month period to care for the servicemember.
- You have the right to use FMLA leave in **one block of time**. When it is medically necessary or otherwise permitted, you may take FMLA leave intermittently in separate blocks of time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet #28M(c) for more

FMLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave.

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, and Your employer has at least 50 employees within 75 miles of your work location.
- Airline flight crew employees have different "hours of service"
- You work for a **covered employer** if **one** of the following applies: You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar
- You work for an elementary or public or private secondary school,
- You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel Management.

DEPARTMENT OF LABOR UNITED STATES OF AMERICA **WAGE AND HOUR DIVISION** UNITED STATES DEPARTMENT OF LABOR

- 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, or If advance notice is not possible, give notice as soon as possible.

You **do not have to share a medical diagnosis** but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You **must also inform your** employer if FMLA leave was previously taken or approved for the same reason when requesting additional leave. Your **employer may request certification** from a health care provider to

verify medical leave and may request certification of a qualifying exigency. The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights. 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.

What does my employer need to do? If you are eligible for FMLA leave, your **employer must**:

- Allow you to take job-protected time off work for a qualifying
- Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and
- Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave. Your **employer cannot interfere with your FMLA rights** or threaten or punish you for exercising your rights under the law. For example,

your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation. After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your employer must confirm whether you are **eligible** or not eligible for FMLA leave. If your employer determines that

you are eligible, your **employer must notify you in writing**: About your FMLA rights and responsibilities, and How much of your requested leave, if any, will be FMLA-protected

Where can I find more information? Call 1-866-487-9243 or visit dol.gov/fmla to learn more.

If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. Scan the QR code to learn about our WHD complaint process.



REV. 04/2023

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Department of Labor and Industrial Relations, Division of Labor Standards

IN EFFECT FOR PRIVATE EMPLOYERS FOR 2025

MISSOURI MINIMUM WAGE

Beginning January 1, 2025, the minimum wage rate for all private and non-exempt businesses will be based on the provisions set forth by Proposition A (2024) approved by voters on November 5, 2024. Missouri Minimum Wage law does not apply to public employers, nor does it allow the state's minimum wage rate to be lower than the federal minimum wage rate.



TIPPED EMPLOYEES

OVERTIME COMPENSATION

Employers are required to pay tipped employees at least 50 percent of the minimum wage, \$6.875 per

hour, plus any amount necessary to bring the employee's total compensation to a minimum of \$13.75



Overtime compensation must also be paid at a rate of at least one and one-half times a covered employee's regular rate for all hours worked over 40 in a workweek.



All businesses are required to pay, at minimum, the \$13.75 per hour rate, except retail and service businesses whose annual gross sales are less than \$500,000.

The law does not apply to certain exempt employees/employers defined in Section 290.500(3), RSMo, and employees/employers engaged in agriculture in Section 290.507, RSMo, nor does it supersede more favorable laws or interfere with collective bargaining agreement rights.



EMPLOYEE RIGHTS

An employee not being paid the correct wages can file a minimum wage complaint at

and reasonable attorney fees as may be allowed by the court or jury.

abor.mo.gov/DLS/MinimumWage and is entitled to pursue a private legal right of action to collect any

An employer who unlawfully pays sub-minimum wages will be liable for the full amount of wages due (plus twice the amount left unpaid as liquidated damages) less any amount actually paid. The employer is also liable for costs

LEARN MORE AT LABOR.MO.GOV/DLS/MINIMUMWAGE

LABOR **STANDARDS**

421 East Dunklin Street P.O. Box 449 **JEFFERSON CITY, MO 65102-0449** 573-751-3403 Fax: 573-751-3721 laborstandards@labor.mo.gov

f you have served on active duty in the Armed Forces of the United States and would like information about veteran's services and benefits, please complete the survey here: mvc.dps.mo.gov/MoVeteransInformation/Survey/DOLIR. Missouri Department of Labor and Industrial Relations is an equal opportunity employer/program. TDD/TTY: 800-735-2966 Relay Missouri: 711

REV. 01/06/2025

10TICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the deral minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

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Department of Labor and Industrial Relations, Division of Labor Standards

Required Poster:

Employers Employing Workers Under the Age of 16

Youth Employment List Employers are required to post this list of employed youth under the age of 16 in the workplace. Name of Worker

Non-School Shift (7 A.m. - 9 P.m.)

Work certificates are required for youth 14 to 15 years of age before they start employment at any job (other than in the entertainment industry) during the school year. No child under the age of 14 may be employed in any capacity (other than in the entertainment industry or in newspaper delivery, babysitting, occasional yard or farm work with parental consent, or some youth sporting events). Work certificates are issued by school officials or their designees (or a parent of a home-schooled child) only upon application requested in person by the child with the written consent of his/her parent, legal custodian or guardian or, if deemed necessary, by the issuing officer, the child shall be accompanied by his parent, guardian or custodian. The school official has the right to deny a certificate if deemed not in the best interest of the youth. School officials should keep copies of certificates issued, and cancellation notices.

Unacceptable Types of Work and Workplaces for All Youth Under 16 Metal-producing industries including stamping, punching, cold rolling, shearing, Door-to-door sales (excluding churches, schools, scouts) Operating hazardous equipment: ladders, scaffolding, freight elevators, cranes,

- hoisting machines, man lifts, etc. Saw mills or cooperage stock (barrel) mills or where woodworking machinery is Handling/maintaining power-driven machinery (with the exception of lawn/garden machinery in a domestic setting) (RSMo 294.011(7)(c), and
- Mining, quarrying, or stone cutting/polishing (except in jewelry stores)
- Transporting or handling Type A and B explosives or ammunition Operation of any motor vehicle
- Acceptable Work Hours for 14 and 15 year olds
- No more than three hours a day on school days
- Between 7 a.m. and 9 p.m. during non-school term

LS-43 (05-16) AI

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Jobs involving ionizing or non-ionizing radiation or radioactive substances

Jobs in hotels, motels, or resorts unless the work performed is physically

Jobs in any establishment in which alcoholic beverages are sold, manufactured,

bottled or stored unless 50 percent of the workplace sales are generated from

separated from the sleeping accommodations

No more than six days or 40 hours in a weel

Any job dangerous to the life, limb, health, or morals of youth

- Please contact the Missouri Division of Labor Standards at 573-751-3403, or email us at YouthEmployment@labor.mo.gov or go to www.labor.mo.gov/DLS if you have questions or need additional copies of this list. Missouri Department of Labor and Industrial Relations is an equal opportunity employer/program.
 - TDD/TTY: 800-735-2966 Relay Missouri: 711

REV. 05/2016

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screening or during the course of employment

bring their own court actions.

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EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

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

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging,

disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and quard), and of pharmaceutical manufacturers, distributors and dispensers. The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a

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 Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a

number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons. The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also

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

WAGE AND HOUR DIVISION OF LABOR UNITED STATES UNITED STATES DEPARTMENT OF LABOR OF AMERICA

workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer.

1-866-487-9243 www.dol.gov/agencies/whd

YOUR RIGHTS UNDER USERRA

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

The U.S. Department of Labor, Veterans Employment and Training

Service (VETS) is authorized to investigate and resolve complaints

information on USERRA, contact VETS at 1-866-4-USA-DOL

If you file a complaint with VETS and VETS is unable to resolve it,

you may request that your case be referred to the Department

of Justice or the Office of Special Counsel, as applicable, for

You may also bypass the VETS process and bring a civil action

against an employer for violations of USERRA.

or visit its website at https://www.dol.gov/agencies/vets/.

An interactive online USERRA Advisor can be viewed at

For assistance in filing a complaint, or for any other

REV. 02/2022

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

ENFORCEMENT

of USERRA violations.

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. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services. REEMPLOYMENT RIGHTS **HEALTH INSURANCE PROTECTION**

Even if you don't elect to continue coverage during your military you have five years or less of cumulative service in the uniformed • service, you have the right to be reinstated in your employer's services while with that particular employer health plan when you are reemployed, generally without any you return to work or apply for reemployment in a timely waiting periods or exclusions (e.g., pre-existing condition manner after conclusion of service; and exclusions) except for service-connected illnesses or injuries.

If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job. RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

discharge or under other than honorable conditions

You have the right to be reemployed in your civilian job if you leave that

vou ensure that your employer receives advance written or verbal

you have not been separated from service with a disqualifying

job to perform service in the uniformed service and:

are a past or present are obligated to serve in member of the uniformed the uniformed service: have applied for

then an employer may not deny you: initial employment; · promotion; or · any benefit of employment reemployment; retention in employment; because of this status

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees. In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no

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

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membership in the

uniformed service: or

Division of Employment Security UNEMPLOYMENT INSURANCE BENEFITS

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. Nothing is deducted from your pay to cover its cost.

WHEN TO APPLY FOR UI BENEFITS If you are unemployed, laid off or working less than full time; or

573-751-4058, option 5.

DIVISION OF

MO

EMPLOYEE INFORMATION

Steps to Take When Injured on the Job

trauma) by contacting

Permanent Disability Benefits:

The Missouri Division of Workers' Compensation (DWC) administers programs for workers who

course of employment. The Division's Administrative Law Judges have the authority to approve

ettlements or issue awards after a hearing relating to an injured employee's entitlement to

Notify your employer immediately (written notice must be provided within 30 days of

the accident/or 30 days after the diagnosis of any occupational disease or repetitive

have been injured on the job or exposed to an occupational disease arising out of and in the

PROPER WORKER CLASSIFICATION

If you lose your job through no fault of your own or quit for a valid reason related to the work or the employer; and If you are able to work, available for work and actively seeking employment. **HOW TO APPLY FOR UI BENEFITS**

To apply, visit uinteract.labor.mo.gov to create a new user account and file your initial claim; or

If you do not have Internet access, call a Regional Claims Center during normal business hours, Monday through Friday from 8 a.m. to 5 p.m. Jefferson City 573-751-9040 . 417-895-6851 . 314-340-4950 . 816-889-3101 Kansas Citv....

...800-320-2519 Outside Local Calling Area.. If you believe someone is fraudulently collecting unemployment benefits, email ReportUlFraud@labor.mo.gov or call

workers' compensation coverage and employer tax contributions. If you think you may be improperly classified or suspect a business of improperly classifying workers, visit labor.mo.gov/offthebooks or call 573-751-1099. LEARN MORE AT LABOR.MO.GOV/UNEMPLOYED-WORKERS

Missouri law defines who is considered an employee or an independent contractor. Businesses that improperly treat workers as

independent contractors have an unfair competitive advantage. Improperly classified workers miss out on unemployment benefits,

Fax: 573-751-9730 P.O. Box 59 **EMPLOYMENT JEFFERSON CITY, MO 65104-0059** labor.mo.gov/claimant-form **SECURITY** IMPORTANT: If needed, call 573-751-9040 for assistance in the translation and understanding of the information in this document.

;IMPORTANTE! : Si es necesario, llame el 573-751-9040 para asistencia en la traducción y entendimiento de la información en este

Missouri Division of Employment Security is an equal opportunity employer/program. Auxiliary aids and services are available upon request

Division of Workers' Compensation

to individuals with disabilities. TDD/TTY: 800-735-2966 Relay Missouri: 711.

MODES-B-2 Al Benefits

REV. 11/2020

MISSOURI DIVISION OF WORKERS' COMPENSATION P.O. Box 58, Jefferson City, MO 65102 573-751-4231

Insurance Company, Third Party Administrator, Service Company, or Designated Individual If Self-Insured

*Failure to do so may jeopardize your ability to receive benefits Ask your employer to provide medical treatment (your employer/insurer is responsible for providing medical treatment and paying the medical fees and charges unless you choose to treat with another doctor at your own expense without your employer/insurer's approval). Get more information about the benefits available under the Workers' Compensation

Program or about the steps you may take to get the benefits you need. Visit www.labor.mo.gov/DWC or call 800-775-COMP.

Benefits for Injured Employees Medical Care: The employer or insurer is required to provide medical treatment and care that is reasonably required to cure and relieve the effects of the injury. This includes all costs for authorized medical treatment, prescriptions, and medical devices. This includes all costs for authorized medical treatment, prescriptions, and medical devices. There is no deductible, and all costs are paid by the employer or its workers' compensation insurance company. If you receive a bill, contact your employer or the insurance company immediately. The employer/insurer has the right to choose the healthcare provider or treating physician. You may select a different healthcare provider or treating physician, but if you do so, it may be at your own expense.

If a doctor says you are unable to work due to your injuries or recovery from a surgery, you may be entitled to temporary total disability (TTD) benefits. If a doctor says that you can perform light or modified duty work and your employer offers you such work, you may not be eligible for TTD benefits. TTD benefits should be continued until the doctor says you can return to work, or when your treatment is concluded because your condition has reached "maximum medical improvement," whichever occurs first. If you return to light or modified duty at less than full pay, you may be entitled to temporary partial disability benefits.

If the injury or illness results in a permanent disability, you may be entitled to receive either permanent partial or permanent total disability benefits. **Survivor Benefits:** If a work-related injury causes an employee's death, the surviving dependents may receive weekly death benefits paid at 66 2/3% of the deceased employee's average weekly wage along with funeral expenses up to \$5,000 from the employer/insurer. For additional information relating to survivor's benefits, including college scholarship opportunities for surviving children, please visit www.labor.mo.gov/DWC.

Additional Benefits for Occupational Diseases Due to Toxic Exposure - Permanent Total Disability and/or Death: For information relating to additional benefits available, please refer to the Division's website at www.labor.mo.gov/DWC/Injured_Workers/benefits_available. **Make sure your data is turned on and scan the QR Code with your smartphone's camera to go to the Division of Workers Compensation's Website for more information. If you are not redirected, you may need to update your smartphone's operating system or download a QR Code reader app.

Roles and Responsibilities for Employers and Employees

Report the injury to the insurance company or Third Party Administrator (TPA) within five days of the date of injury or within five days of the date on which the injury was reported to the employer by the employee, whichever is later. The insurer, TPA, or Division approved self-insurer is responsible for

Workers' Compensation Law

available to employers and insurers free of charge by contacting the Division at 800-775-Comp.

Steps to Take When an Injury Occurs

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, either by purchasing a policy or obtaining self-insurance authority. Workers' compensation insurance provides benefits to workers injured on the job. Employers also are required to post this notice in the workplace for employees to view. This poster is required by section 287.127, RSMo, and is

filing a First Report of Injury with the Division of Workers' Compensation within 30 days of knowledge of the injury Pay medical bills related to the work injury for treatment reasonably required to cure and relieve the employee of the effects of the injury. This includes all costs for authorized medical treatment, prescriptions, and medical devices. The employer has the right to choose the healthcare provider or treating

Be sure first aid is administered and the employee is taken to a physician or hospital for further medical care, if necessary.

For more liability and insurance information relating to the Workers' Compensation Program, visit www.labor.mo.gov/DWC or call 800-775-COMP. Developing and implementing a comprehensive safety and health program can reduce occupational injuries and help lower workers' compensation costs. Insurance carriers in the state of Missouri must provide safety assistance at the request of the insured employer. The Missouri Department of Labor evaluates these services and provides additional assistance through its Missouri Workers' Safety Program. Visit www.labor.mo.gov/MWSP or call 573-751-4231 for more

information about these programs or for a registry of independent consultants who are certified in the state of Missouri to provide safety assistance.

physician. (The employee may select a different healthcare provider or treating physician, but if the employee does so, it may be at his/her own

Employee Fraud — knowingly making a claim for workers' compensation benefits to which an employee knows he/she is not entitled or knowingly presenting multiple claims for the same occurrence with intent to defraud is a class E felony, punishable by a fine of up to \$10,000, or double the value of the fraud, whichever is greater. A subsequent violation is a class D felony. Employer Fraud — knowingly misrepresenting an employee's job classification or any other fact to obtain insurance at less than the proper rate is a class A misdemeanor. A subsequent violation is a class E felony. An employer who knowingly makes a false or fraudulent statement regarding an employee's entitlement to benefits to discourage the worker from making a legitimate claim or who knowingly makes a false or fraudulent material statement or material representation to deny benefits to a worker is guilty of a class A misdemeanor punishable by a fine of up to \$10,000. A subsequent violation is a class D felony.

to three times the annual premium the employer would have paid had it been insured or up to \$50,000, whichever is greater. A subsequent violation is a class E felony. An employer who willfully fails to post the notice of workers' compensation at the workplace is guilty of a class A misdemeanor punishable by a fine of \$50 to \$1,000 or by imprisonment or both fine and imprisonment.

Missouri Division of Workers' Compensation is an equal opportunity employer/program. Auxiliary aids and services are available upon request to

individuals with disabilities. TDD/TTY: 800-735-2966 Relay Missouri: 711

Insurer Fraud — knowingly and intentionally refusing to comply with workers' compensation obligations to which an insurance company or self-insurer knows

an employee is entitled is a class E felony, punishable by a fine of up to \$10,000 or double the value of the fraud, whichever is greater. A subsequent violation is a

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.

Employees (current and former), including managers and

temporary employees Union members and applicants for membership in a union

What Types of Employment Discrimination are Illegal?

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Who is Protected?

Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of:

- Religion National origin Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity
- Age (40 and older) Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family
- medical history) Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding
- Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation
- What Organizations are Covered?
- - Most private employers
- State and local governments (as employers) **Educational institutions (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) Hiring or promotion

Pay (unequal wages or compensation)

- Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical condition; or a sincerely held religious belief, observance or practice
- Job training Classification Obtaining or disclosing genetic information of employees
- Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding

Requesting or disclosing medical information of employees

Conduct that coerces, intimidates, threatens, or interferes

with someone exercising their rights, or someone assisting or

COMMISSION ON HUMAN RIGHTS

encouraging someone else to exercise rights, regarding disability discrimination (including accommodation) or pregnancy

U.S. Equal Employment Opportunity Commission

If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

What can You Do if You Believe Discrimination has Occurred? Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination

(180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways: an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx 1-800-669-4000 (toll free) 1-800-669-6820 (TTY)

1-844-234-5122 (ASI video phone

an EEOC field office (information at

www.eeoc.gov/field-office) E-Mail Additional information about the EEOC including information about filing a

www.eeoc.gov.

charge of discrimination, is available at

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.

If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from discrimination on the following bases:

Race, Color, Religion, Sex, Sexual Orientation, Gender **Identity, National Origin** Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race, color, religion, sex, sexual

Asking About, Disclosing, or Discussing Pay Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees.

orientation, gender identity, or national origin, and requires affirmative

action to ensure equality of opportunity in all aspects of employment.

Disability Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring

undue hardship to the employer. Section 503 also requires that Federal

contractors take affirmative action to employ and advance in employment

qualified individuals with disabilities at all levels of employment,

including the executive level. **Protected Veteran Status**

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within

three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans. Retaliation Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact The Office of Federal Contract Compliance Programs (OFCCP)

discrimination by Federal contractors under these Federal laws.

U.S. Department of Labor 200 Constitution Avenue N W

Washington, D.C. 20210 f you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 to access telecommunications relay services. OFCCP may also

at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at

be contacted by submitting a question online to OFCCP's Help Desk

https://www.dol.gov/agencies/ofccp/contact. PROGRAMS OR ACTIVITIES RECEIVING FEDERAL **FINANCIAL ASSISTANCE** Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Rights Act of

discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance. **Individuals with Disabilities** Section 504 of the Rehabilitation Act of 1973, as amended, prohibits

employment discrimination on the basis of disability in any program

1964, as amended, Title VI of the Civil Rights Act of 1964, as amended,

prohibits discrimination on the basis of race, color or national origin in

financial assistance is provision of employment, or where employment

discrimination is covered by Title VI if the primary objective of the

programs or activities receiving Federal financial assistance. Employment

who, with or without reasonable accommodation, can perform the essential functions of the iob. If you believe you have been discriminated against in a program of



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.

Note: complaints must be filed within 180 days

of the alleged discrimination.

CONTACT US

MISSOURI COMMISSION ON HUMAN RIGHTS Email: mchr@labor.mo.gov

421 East Dunklin Street

P.O. Box 1129

Jefferson City, MO 65102-1129

573-751-3325

Rights is to prevent and eliminate discrimination based on

protected categories under the Missouri Human Rights Act (Act)

in employment, housing, and places of public accommodations

through education and the enforcement of the Act.

Toll-free Discrimination Complaint Hotline: 877-781-4236 TDD/TTY: 800-735-2966 Relay Missouri: 711 The statutory purpose of the Missouri Commission on Human

The Missouri Commission on Human Rights is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

or establishments that are subject to the Missouri Human Rights Act.

DEPARTMENT OF LABOR State regulation 8 CSR 60-3.010 requires this notice be posted in all places of business

discriminate in any aspect of employment because of an individual's race, color, religion, national origin, ancestry, sex, disability, or age (40 through 69).

An employment agency includes any person or agency, public or private, regularly undertaking with or without compensation to procure employees for an employer or to procure for employees

• Private employers with six or more employees.

All apprenticeship or training programs.

All state and local government agencies.

All employment agencies.

classification of employees; transfer, promotion, layoff, or recall; job advertisements, recruitment, testing, use of company facilities, training, and apprenticeship

disability leave; or other terms and conditions of employment. • Harassment on the basis of race, color, religion, national origin, ancestry, sex, disability, or age.

All workers have the right to: A safe workplace. Raise a safety or health concern with

- 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
- OSHA on your behalf. Participate (or have your representative) participate) in an OSHA inspection and

speak in private to the inspector.

(by phone, online or by mail) if you have been retaliated against for using your rights. See any OSHA citations issued to your

This poster is available free from OSHA.

the workplace injury and illness log.

opportunities to work for an employer. THE MISSOURI HUMAN RIGHTS ACT APPLIES TO:

DISCRIMINATORY PRACTICES PROHIBITED BY THE MISSOURI HUMAN RIGHTS ACT INCLUDE:

- programs; fringe benefits, pay, retirement plans, or
- Retaliating against an individual for filing a complaint of discrimination, participating in a discrimination investigation or hearing, or opposing discriminatory

person in one of the protected categories.

Job Safety and Health IT'S THE LAW!

Employers must:

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

Provide employees a workplace free from

recognized hazards. It is illegal to retaliate

against an employee for using any of their

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

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QR CODE Scan with phone camera: Go to: JJKeller.com/LLPverify

or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

REV. 06/27/2023

DISCRIMINATION The Missouri Human Rights Act makes it illegal to

 All labor organizations. • Hiring and firing; compensation, assignment, or

• Discriminating in any aspect or employment against an individual because of the individual's association with a



your employer or OSHA, or report a workrelated injury or illness, without being retaliated against.

the right to have a representative contact

unsafe or unhealthy conditions. You have

employer.

Request copies of your medical records, tests

that measure hazards in the workplace, and

• File a complaint with OSHA within 30 days

TWO ways to verify poster compliance!

Contact OSHA. We can help.

To update your labor law posters contact

J. J. Keller & Associates, Inc.

ONLINE This poster is in compliance with federal and state posting requirements. Enter this code: 69406-012025

WC-106

REV. 07/2019