

## FED 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.

**OVERTIME PAY**  
At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

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

**TIP CREDIT**  
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 employer'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 up the difference.

**PUMP AT WORK**  
The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for her 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 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.

DEPARTMENT OF LABOR  
UNITED STATES OF AMERICA

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

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



WH1088

REV. 04/2023

## 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.

**PROHIBITIONS**  
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.

**EXEMPTIONS**  
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. It permits prospective employers of security service firms (armored car, alarm, and guard), 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 workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer.

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 detector tests.

**EXAMINEE RIGHTS**  
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.

**ENFORCEMENT**  
The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employers or job applicants may also bring their own court actions.

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

DEPARTMENT OF LABOR  
UNITED STATES OF AMERICA

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

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



WH1462

REV. 02/2022

## 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. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applies to the uniformed services.

**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;
- you return to work or apply for reemployment in a timely manner after conclusion of service; and
- you have not been separated from service with a disqualifying discharge or under other than honorable conditions.

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**  
If you:

- are a past or present member of the uniformed service;
- have applied for membership in the uniformed service; or
- then an employer may not deny you:

- initial employment;
- reemployment;
- retention in employment;
- promotion; or
- any benefit of employment

because of this status. 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 service connection.

**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.  
• Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries.

**ENFORCEMENT**  
• The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations.  
• For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at <https://www.dol.gov/agencies/vets>. An interactive online USERRA Advisor can be viewed at <https://webapps.dol.gov/elaws/vets/usera>.  
• 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 representation.  
• You may also bypass the VETS process and bring a civil action against an employer or violations of USERRA.

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/usera/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.

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

## AK Department of Labor and Workforce Development Summary of Alaska Wage and Hour Act

**Effective January 1, 2025, the Alaska minimum wage shall be \$11.91 per hour.**

Alaska Statute 23.0500 – 23.1010 establishes minimum wage, overtime pay, and sick leave standards for employees subject to its provisions. These standards are applicable to all employees, both full-time and part-time, however, shall receive at least two times the Alaska minimum wage. Other exceptions to the minimum wage requirement follow.

**Alaska minimum wage, overtime, and sick leave requirements do not apply to the following employees:**

- In agriculture;
- In the taking of aquatic life or the hand picking of shrimp;
- In domestic service (including babysitting) in or about a private home;
- By U.S. state or local governments (i.e., political subdivisions);
- Volunteers for a nonprofit organization performing activities related only to the organization's nonprofit activities;
- In a bona fide executive, administrative or professional capacity; or in certain computer occupations, or as an outside salesman, or as any salesperson working on a straight commission basis;
- Youth under age 18 employed part time for not more than 30 hours in any week;
- An individual who is employed by a motor vehicle dealer and whose primary duty is to (a) receive analysis or reference requests for service, repair or analysis of motor vehicles; (b) arrange financing for the sale of motor vehicles and related products and services that are part of the sale or (c) solicit, sell, lease or exchange motor vehicles;
- Volunteer EMS personnel, volunteer firefighters, and volunteer ski patrol personnel;
- A student participating in a University of Alaska practicum described under AS 14.40.065;
- A person licensed under AS 08.54 and who is employed by a registered guide or master guide licensed under AS 08.54 for the first 60 workdays so employed during a calendar year;
- An independent taxicab driver under the provisions of AS 23.10.055(c);
- Solely as a watchman or caretaker on a premises out of operation for longer than four months;
- In delivery of newspapers to the consumer;
- In the search for placer or hard rock minerals;
- An individual engaged in activities for a nonprofit organization where the employer-employee relationship does not, in fact, exist, and where services rendered to the organization under a work activity requirement of AS 47.27 Alaska temporary assistance program;
- By a nonprofit educational or child care facility to serve in place of a parent of children in its residence if the employment requires residence at the facility and is compensated on a cash basis exclusive of room and board at an annual rate of not less than \$10,000 for an unmarried person; or \$15,000 for a married couple.

**Overtime Hours**  
The standard workweek shall not exceed 40 hours per week or eight hours per day. Should an employer find it necessary to employ an employee in excess of these standards, overtime hours shall be compensated at the rate of one and one-half times the regular rate of pay.

**Compensation at the overtime rate is not required in the following cases:**

- By an employer who employs three or fewer people in the regular course of business;
- An individual employed in preparing agricultural or horticultural commodities for market, or in making cheese, butter or other dairy products;
- Agricultural employees;
- An employee employed as a seaman;

**Post in a Prominent Place**

REV. 03/2025

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, which indicates the federal minimum wage and states that state laws 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.

## AK Department of Labor and Workforce Development Summary of Alaska Child Labor Law

**HOURS OF WORK RESTRICTIONS: NO MINOR UNDER 18 MAY WORK MORE THAN 6 DAYS IN ANY WORK WEEK**

**ALASKA YOUTH UNDER THE AGE OF 14 MAY WORK ONLY IN THE FOLLOWING OCCUPATIONS:**

1. Newspaper sales and delivery.
2. Baby-sitting, handwork and domestic employment in or about private homes.
3. The entertainment industry, with an approved work permit from the Alaska Wage and Hour Administration.

**14 & 15 YEAR OLDS:**  
**WHEN SCHOOL IS IN SESSION.** Hours will be limited to a total of nine hours of school attendance plus employment in any one day. Work will be performed only between the hours of 5 a.m. and 9 p.m., and total hours worked will be limited to 23 in any week.

**DURING SCHOOL VACATIONS.** Work hours will be limited to 40 hours per week between the hours of 5 a.m. and 9 p.m.

- MINORS 17 AND UNDER CANNOT BE EMPLOYED IN:**
1. Occupations in manufacturing, handling or use of explosives.
  2. Occupations of motor vehicle driver or helper (some limited restrictions).
  3. Mining operations including coal.
  4. Logging or occupations in the operations of any sawmill, lathe mill, shingle mill or cooperage.
  5. Operation of power-driven woodworking machines.
  6. Occupations with exposure to radioactive substances and to ionizing radiation.
  7. Operation of elevators or other power-driven hoisting apparatus.
  8. Operation of power-driven metal forming, punching and shearing machines.
  9. Occupations involving slaughtering, meat packing, processing or rendering.
  10. Occupations involved in the operation and cleaning of power-driven bakery machines.
  11. Occupations involved in the manufacture of brick, tile and kindred products.
  12. Occupations involved in the operation and cleaning of circular saws, band saws, and guillotine shears.
  13. Occupations involved in wrecking, demolition and shipwrecking operations.
  14. Occupations involved in roofing operations.
  15. Occupations involved with excavation operations.
  16. Electrical work with voltages exceeding 220, or outside erection or repair and meter testing including telegraph and telephone lines.
  17. Occupations involving exposure to bloodborne pathogens.
  18. Occupations involved in canvassing, peddling, soliciting door-to-door contributions, or outside sales.

**BREAKS:**  
A minor who is scheduled to work six consecutive hours is entitled to a 30-minute break during the workday. A minor who works five consecutive hours is entitled to a 30-minute break before continuing to work.

**ADDITIONAL RESTRICTIONS FOR 14 & 15 YEAR OLDS:**

1. Occupations in manufacturing, mining or processing, including workrooms or places where goods are manufactured, mined or otherwise processed.
2. Occupations involved in operation of power-driven machinery other than office machines.
3. Occupations in construction (including demolition and repair) except office work.
4. Any work in an establishment that serves alcoholic beverages.
5. Public messenger service.
6. Occupations in or about canneries, except office work.
7. Work performed in or about boilers, engine rooms or retorts.
8. Work involved with maintenance or repair of the establishment's machines or equipment.
9. Occupations that involve working from ladders, scaffolds or their substitutes.
10. Occupations operating power-driven slicers, grinders, choppers, cutters and bakery mixers.
11. Work in freezers, meat coves, or preparation of meat for sale.
12. Loading/unloading to or from trucks, railroad cars or conveyors.
13. Occupations in warehouses and storage except office and clerical work.
14. Occupations involving use of sharpened tools.
15. Occupations in transportation of persons or property except office or sales work.

**SICK LEAVE:**  
Minors are exempt from sick leave if they work less than 30 hours per week. If a minor works 30 hours or more in any week they must earn the appropriate amount of sick leave for all hours worked that week.

**ALCOHOL:**  
All minors 16 and under must have a work permit on file with the Department. If the employer is licensed to sell alcohol, then all minors 17 years of age must also have an approved work permit. Minors under 16 years of age are prohibited from working at licensed establishments.

**TABACCO & PULL-TABS:**  
AS 11.76.106 restricts access to areas where tobacco and tobacco products are sold. Minors under 19 may not sell tobacco or tobacco products in the course of their employment.

**MARIJUANA & CANNABIS INDUSTRY:**  
AS 17.38.070 restricts the employment of persons under the age of 21 from working in any and all branches of the cannabis/marijuana industry, including but not limited to planting, cultivating, harvesting, processing, packaging, transporting or selling.

**FEDERAL STATUTES ARE IN SOME CASES STRICTER THAN STATE STATUTES**

**FOR FEDERAL INFORMATION, CONTACT THE U.S. DEPARTMENT OF LABOR AT 1-866-487-9243**

**FOR FURTHER INFORMATION CONTACT: ALASKA WAGE AND HOUR**

1251 MULDOON ROAD, SUITE 113  
ANCHORAGE, AK 99504  
(907) 269-4900

1111 W. 8TH STREET, SUITE 302  
JUNEAU, AK 99802-1149  
(907) 465-4842

675 7TH AVENUE, STATION J-1  
FAIRBANKS, AK 99701  
(907) 451-2886

REV. 01/2025

## 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. 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 12-month period to work:

- The birth, adoption or foster placement of a child with you;
- Your serious mental or physical health condition that makes you unable to work;
- 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 #588(C) for more information.

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" requirements.

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 year;
- 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.

**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 you need FMLA leave; and
- 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 need and may request certification of a qualifying injury.

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 protection time off work for a qualifying reason;
- 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 leave.

**Where can I find more information?**  
Call 1-866-487-9243 or visit [dol.gov/fmla](http://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.

DEPARTMENT OF LABOR  
UNITED STATES OF AMERICA

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



WH1420

REV. 04/2023

## AK Under The Alaska Human Rights Law and (AS 18.00.020) Title VII of the Federal Civil Rights Act, SEXUAL HARASSMENT IS ILLEGAL

**If you have experienced:**

- Unwelcome Sexual Advances;
- Requests for Sexual Favors;
- Sexual comments or conduct that interferes with your work or creates a hostile work environment; or
- Your employer has made decisions about your job based on whether you accepted or rejected sexual advances, comments, or conduct.

**You may be the victim of sexual harassment.**

If you believe you may have been sexually harassed, contact the Alaska Human Rights Commission. Statutes of limitation apply.

**Retaliation for Complaining About Sexual Harassment is UNLAWFUL.**

It is illegal for your employer to fire you or to take other actions against you because you report or oppose sexual harassment.

ALASKA STATE COMMISSION FOR HUMAN RIGHTS  
800 AS STREET, SUITE 204, ANCHORAGE, AK 99501  
TOLL FREE 800-478-4692  
IN ANCHORAGE 274-4692  
<https://humanrights.alaska.gov/>

## AK Department of Labor and Workforce Development Emergency Information

**DOCTOR**  
**AMBULANCE**  
**HOSPITAL**  
**POLICE**  
**FIRE DEPT.**  
**OTHER**

**All fatalities or injuries resulting in hospitalization must be reported immediately (within 8 hours) to the Alaska Department of Labor and Workforce Development, Division of Labor Standards and Safety at 1-800-770-4940 or to the OSHA 24-hour hot line at 1-800-321-6742 (AS 18.60.058(a)).**

1111 W. 8TH STREET, SUITE 304  
P.O. BOX 111149  
JUNEAU, AK 99811-1149  
PHONE: (907) 465-4855

1251 MULDOON ROAD, SUITE 109  
ANCHORAGE, AK 99504  
PHONE: (907) 269-4900

675 SEVENTH AVENUE, STATION J1  
FAIRBANKS, AK 99701-4596  
PHONE: (907) 451-2890

REV. 02/2018

NOTICE: This state requires an employer to display a Workers' Compensation posting furnished by the employer's insurance carrier or a state agency. Employers should contact their insurance carrier or the appropriate state agency to obtain a copy of this state's Workers' Compensation posting or notice of compliance/certificate of insurance. Employers should refer to the Workers' Compensation posting or notice of compliance/certificate of insurance furnished by the state or the employer's insurance carrier for information about Workers' Compensation.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S WORKERS' COMPENSATION POSTING REQUIREMENT.

## AK Department of Labor and Workforce Development Notice to Employees

As an employee of this company, you are covered by Unemployment Insurance (UI). The UI program is administered by the Division of Employment and Training Services of the Alaska Department of Labor and Workforce Development.

**The purpose of UI is to provide partial replacement of wages between jobs.** If a business has to reduce wages or hours, or temporarily lay off workers, UI gives workers financial security and temporary buying power so they can remain in the community. This, in turn, helps employers keep their trained work force. UI payments protect the economy in Alaska's communities until unemployed workers are reemployed. UI helps to reduce the family and community problems caused by layoffs or a lack of jobs.

**You and your employer both pay your UI premiums (taxes).** You pay about 27 percent and your employer pays 73 percent. Generally speaking, if you receive one week of UI benefits, you receive as much or more than you paid into the program for the year. Your employer may withhold from your earnings the employee portion of the UI tax. Wages in excess of the maximum annual taxable wage set for the calendar year are non-taxable. Current and past years' maximum annual taxable wage base and the employee's portion of the UI tax rates are posted on the Employment Security Tax website at: [labor.alaska.gov/estax/faq/wi.htm](http://labor.alaska.gov/estax/faq/wi.htm)

**As with any insurance, you must meet certain qualifications to be eligible for benefits.** You must have earned wages in jobs that are covered by the law, file your claim for UI, and register for work with the Alaska Employment Service or your union. You must also be ready, willing and able to accept suitable work. If you quit or are fired from your last job, or if anything is keeping you from accepting full-time work, you may not immediately be eligible for benefits.

To file a **NEW claim** or **REOPEN** an existing Alaska claim for UI benefits on the Internet, go to [alaskalabor.gov](http://alaskalabor.gov) and click on "File Unemployment Benefits Online."

To file for UI by telephone and for all other UI assistance, contact your local UI claim center. The phone numbers are listed below. If you do not reside in one of the cities below, use the toll free number.

**Anchorage:** (907) 269-4700  
**Juneau/outside Alaska:** (907) 465-5552  
**Fairbanks:** (907) 451-2871

**All other areas in Alaska:** (888) 252-2557  
The toll-free telephone number to connect to Alaska Relay is (800) 770-8973 or voice (800) 770-8255.

**You may be entitled to a refund of excess employee contributions to the UI Trust Fund** if you had two or more employers in a calendar year, your withholdings exceeded the maximum annual employee tax and your overpayment is \$5 or greater. For the year you are claiming a refund, the filing deadline for your application is Dec. 31 of the following calendar year. (If you had more than the legal maximum employee deduction withheld by any one employer, your employer is responsible for refunding this excess deduction to you.)

To obtain an Employee Application for Refund, write the Alaska Department of Labor and Workforce Development, P.O. Box 115509, Juneau, AK 99811-5509 or email tax at: [estd.tax@alaska.gov](mailto:estd.tax@alaska.gov) or download the form at: [labor.alaska.gov/estax/forms/toc\\_forms.htm](http://labor.alaska.gov/estax/forms/toc_forms.htm)

Alaska's Unemployment Insurance Program is 100 percent funded by U.S. Department of Labor through a grant award totaling \$25,815,406. We are an equal opportunity employer/program.

Auxiliary aids and services are available upon request to individuals with disabilities. Alaska employees are required by law to post this notice.

Form 07-1012

## 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