

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

Know Your Rights: Workplace Discrimination is Illegal... Equal Employment Opportunity Commission (EEOC) enforces federal laws that prohibit workplace discrimination...

Who is Protected? Employees (current and former), including managers and temporary employees... What Organizations are Covered? Most private employers... What Types of Employment Discrimination are Illegal?

EMPLOYERS HOLDING FEDERAL CONTRACTS... The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces affirmative action commitments...

EMPLOYEE POLYGRAPH PROTECTION ACT

Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of an ongoing search for work.

PROHIBITIONS: Employees are generally prohibited from requiring or requiring any employer or job applicant to take a lie detector test...

ANTI-DISCRIMINATION NOTICE

It is illegal to discriminate against work-audited individuals. Employees cannot specify which practices they will accept from an employer...

NO SMOKING NOTICE

Smoking is PROHIBITED in accordance with the Louisiana Smoke-Free Air Act (RS 18:517).

INDEPENDENT CONTRACTOR OR EMPLOYEE

It is a violation of this law for employers to retaliate against anyone who asserts their rights under the law. Retaliation subjects an employer to civil penalties...

PAYMENT OF WAGES ACT

Timely Payment of Wages: Your employer has a duty to inform you at the time of your hire what your wage rate will be, how often you will be paid and how you will be paid...

NATIONAL GUARD RESERVE RIGHTS

You have certain protected employment and re-employment rights, freedom from discrimination rights, and civil relief rights. Under 38 U.S.C. 4301 et seq. (USERRA) and 50 U.S.C. 3901 et seq. (SCRA) and state law R.S. 29:401 et seq. (MSRA)...

Honoring your service.

Support your uniformed services, and place this poster in a conspicuous place as required by law.

UNEMPLOYMENT INSURANCE

Notice to Workers: Your employer is subject to the Louisiana Employment Security Law and is required to post this notice in a conspicuous place.

FEDERAL MINIMUM WAGE

EMPLOYERS RIGHTS UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE \$7.25 EFFECTIVE JULY 24, 2009

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DISCRIMINATION

Equal Opportunity for All: Equal employment laws prohibit employers from discriminating against job applicants or employees on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief, and genetic information.

WITHHOLDING STATUS

Since you last filed Form W-4 with your employer you do not have to check your withholding. You may want to check your withholding for more details.

WORKERS' COMPENSATION

Reporting Injury: You should report to your employer any occupational disease or personal injury that is work-related, even if you claim to be asymptomatic.

SICKLE CELL DISCRIMINATION

Prohibition of sickle cell trait discrimination: It is unlawful for an employer to engage in any of the following practices: (1) Fail or refuse to hire, or to discharge, any individual or otherwise discriminate against any individual with sickle cell trait...

PAYDAY NOTICE

Regular Paydays for Employees of: Regular paydays for employees of a company are: Weekly, Bi-Weekly, Monthly, Other.

GENETIC DISCRIMINATION

Genetics in the Workplace: Louisiana law prohibits genetic discrimination and limits genetic testing in the workplace. Employees also must grant one day's leave of absence from work to obtain genetic testing or preventative cancer screening.

WORKERS' COMPENSATION FRAUD

Workers' compensation fraud is punishable by Louisiana law. The Louisiana Workforce Commission is working with law enforcement to find and prosecute Workers' Compensation Fraud.

CHILD LABOR LAWS

Louisiana Minor Labor Law Placard Title 23, Chapter 3 of Revised Statutes of 1950 as Amended. No minor under the age of 18 years shall be employed until such minor has procured and has on file an employment certificate...

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Common forms of workers' compensation fraud include: Faking an injury or illness in order to collect workers' compensation benefits.

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FMLA - FAMILY AND MEDICAL LEAVE ACT

Your Employee Rights Under the Family and Medical Leave Act: What is the 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.

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