

FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT ENFORCEMENT FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

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.

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.

TN TENNESSEE DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT WAGE REGULATIONS ACT It is unlawful for any employer to employ, permit or suffer to work any person without first informing the employee of the amount of wages to be paid (T.C.A. §50-2-101).

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.

FED 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.

TN OCCUPATIONS PROHIBITED FOR MINORS UNDER THE AGE OF 18 (T.C.A. §50-5-106) (a) A minor may not be employed in connection with the following: 1. Occupations in or about plants or establishments manufacturing or storing explosives or articles containing explosive components.

TN HUMAN RIGHTS COMMISSION TENNESSEE LAW PROHIBITS DISCRIMINATION IN EMPLOYMENT IT IS ILLEGAL TO DISCRIMINATE AGAINST ANY PERSON BECAUSE OF RACE, COLOR, CREED, RELIGION, SEX, AGE, DISABILITY, OR NATIONAL ORIGIN IN RECRUITMENT, TRAINING, HIRING, DISCHARGE, PROMOTION, OR ANY CONDITION, TERM OR PRIVILEGE OF EMPLOYMENT.

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT 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.

TN DUTIES OF EMPLOYERS (T.C.A. §50-5-111) Employers of minors shall: 1. Maintain a separate file record for each minor employed which shall be kept at the minor's place of employment and shall include the following: a. Employment application.

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TN WORKERS' COMPENSATION INSURANCE POSTING NOTICE How to Report Work-Related Injuries What should be done if injured at work? Employee Employer

TN HUMAN RIGHTS COMMISSION LA LEY DE TENNESSEE PROHIBE LA DISCRIMINACIÓN EN EL EMPLEO ES EN CONTRA DE LA LEY DISCRIMINAR EN CONTRA DE CUALQUIER PERSONA DEBIDO EN BASE A LA RAZA, COLOR, CREDO, RELIGION, SEXO, EDAD, INCAPACIDAD U ORIGEN EN EL SELECCIÓN, ENTRENAMIENTO, EMPLEO, AL DESPEDIR, PROMOVER O CUALQUIER CONDICIÓN, TERMINO O PRIVILEGIO DE EMPLEO.

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TN UNEMPLOYMENT INSURANCE POSTER FOR EMPLOYEES Your employer provides insurance to help protect you when you become unemployed through no fault of your own. Tennessee employers pay the full cost of unemployment insurance for their employees.

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TN BWC Bureau of WORKERS' COMPENSATION The Tennessee Bureau of Workers' Compensation is available to help both employees and employers.

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