U.S. Equal Employment Opportunity Commission

LAWS

FEDERAL MINIMUM WAGE \$7.25 PER HOUR **BEGINNING JULY 24, 2009**

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

FED

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 non-farm iobs declared hazardous by the Secretary of Labor. Youths 14 and

15 years old may work outside school hours in various nonmanufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural

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 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 up the difference.

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 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.

OF LABOR UNITED STATES OF AMERICA

AZ

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

ENFORCEMENT

EMPLOYEE RIGHTS

UNDER THE FAIR LABOR STANDARDS ACT

Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury 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 FLSA. **ADDITIONAL INFORMATION**

The Department has authority to recover back wages

of minimum wage, overtime, and other violations. The

and an equal amount in liquidated damages in instances

Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay

provisions. Certain narrow exemptions also apply to the pump at work requirements. 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 comply with both. Some employers incorrectly classify workers as "independent contractors" when they are actually

employees under the FLSA. It is important to know

the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not. Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates

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

issued by the Department of Labor.

WH1088 REV. 04/2023



Effective January 1, 2023, Arizona's Minimum Wage Is: \$13.85 per hour

The Fair Wages and Healthy Families Act (the "Act") does not apply to any person who is employed by a parent or a sibling; any person who is employed performing babysitting services in the employer's home on a casual basis; any person employed by the State of **EXEMPTIONS:** Arizona or the United States government; or any person employed in a small business that grosses less than \$500,000 in annual revenue, if that small business is exempt from having to pay a minimum wage under section 206(a) of title 29 of the United States Code.

For any employee who customarily and regularly receives tips or gratuities, an employer may pay tipped employees a maximum of \$3.00 per hour less than the minimum wage if the **TIPS AND GRATUITIES:** employer can establish by its records that for each week, when adding tips received to wages paid, the employee received not less than the minimum wage for all hours worked. Certain other conditions must be met. Employesrs are prohibited from discriminating against or subjecting any person to retaliation

RETALIATION & DISCRIMINATION PROHIBITED: **ENFORCEMENT:**

INFORMATION:

for: (1) asserting any claim or right under the Act; (2) assisting any person in doing so; or (3) informing any person of their rights under the Act.

Any person or organization may file a complaint with the Industrial Commission's Labor Department alleging that an employer has violated the Act. Certain time limits apply. A civil action may also be filed as provided in the Act. Violations of the Act may result in penalties. For additional information regarding the Act, you may refer to the Industrial Commission's

website at www.azica.gov or contact the Industrial Commission's Labor Department: 800 W. Washington, Phoenix, Arizona 85007-2022; (602) 542-4515.

THIS POSTER MUST BE CONSPICUOUSLY DISPLAYED IN A PLACE THAT IS ACCESSIBLE TO EMPLOYEES

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 posting, which indicates the federal minimum wage. Where federal and state rates both apply to an mployee, 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.

AZ

AZ

AZ

Work Exposure to Methicillin-Resistant Staphylococcus Aureus (MRSA), Spinal Meningitis, or Tuberculosis (TB)

Notice to Employees Employees are notified that a claim may be made for a

condition, infection, disease or disability involving or related to MRSA, spinal meningitis, or TB within the provisions of the Arizona Workers' Compensation Law. (A.R.S. § 23-1043.04) Such a claim shall include the occurrence of a significant exposure at work, which is defined to mean an exposure in the course of employment to aerosolized MRSA, spinal meningitis or TB bacteria. Significant exposure also includes exposure in the course of employment to MRSA through

Certain classes of employees (as defined below) may more easily establish a claim related to MRSA, spinal meningitis or TB by meeting the following requirements:

The employee's regular course of employment involves handling or exposure to MRSA, spinal meningitis or TB. For purposes of establishing a claim under this section, "employee" is limited to firefighters, law enforcement officers, correction officers, probation officers, emergency medical technicians and paramedics who are not employed by a health care institution;

No later than thirty (30) calendar days after a possible significant exposure, the employee reports in writing to the employer the details of the exposure; A diagnosis is made within the following time-frames:

a. For a claim involving MRSA, the employee must be diagnosed with MRSA within fifteen (15) days after the employee reports pursuant to Item No. 2 above; For a claim involving spinal meningitis, the

employee must be diagnosed with spinal meningitis within two (2) to eighteen (18) days of the possible significant exposure; and For a claim involving TB, the employee is diagnosed with TB within twelve (12) weeks of the possible significant exposure.

Expenses for post-exposure evaluation and follow-up, including reasonably required prophylactic treatment for MRSA, spinal meningitis, and TB is considered a medical benefit under the Arizona Workers' Compensation Act for any significant exposure that arises out of and in the course of employment if the employee files a claim for the significant exposure or the employee reports in writing the details of the exposure. Providing post-exposure evaluation and follow-up, including prophylactic treatment, does not, however, constitute acceptance of a claim for a condition, infection, disease or disability involving or related to a

significant exposure. Employers must post this notice in a conspicuous place next to the Workers' Compensation Notice to Employees.

REV. 07/2011

Workers' Compensation Law POLICY NUMBER

TO BE POSTED BY EMPLOYER **NOTICE TO EMPLOYEES**

RE: ARIZONA WORKERS' COMPENSATION LAW All employees are hereby notified that this employer has complied with the provisions of the Arizona Workers' Compensation Law (Title 23, Chapter 6, Arizona Revised Statutes) as amended, and all the rules and regulations of The Industrial Commission of Arizona made in pursuance thereof, and has secured the payment of compensation to employees by insuring the payment of such

All employees are hereby further notified that in the event they do not specifically reject the provisions of the said compulsory law, they are deemed by the laws of Arizona to have accepted the provisions of said law and to have elected to accept compensation under the terms thereof; and that under the terms thereof employees have the right to reject the same by written notice thereof prior to any injury sustained, and that the blanks and forms for such notice are available to all employees at the office of this employer

> **KEEP POSTED IN A CONSPICUOUS PLACE.**

SER COLOCADO POR EL PATRON

AVISO A LOS EMPLEADOS

RE: LEY DE COMPENSACION PARA LOS TRABAJADORES DE ARIZONA A todos los empleados se les notifica por este medio que este patron ha cumplido con las provisiones de la Ley de Compensacion para los Trabajadores de Arizona (Titulo 23, Capitulo 6, Estatutos Enmendados de Arizona) tal como han sido enmendados, y con todas las reglas y ordenanzas de La Comision Industrial de Arizona hechas en cumplimiento de esta, y ha asegurado el pago de compensacion a

los empleados garantizando el pago de dicha compensacion por medio de: Ademas, a todos los empleados se les notifica por este medio que en caso de que especificadamente ellos no rechazen las disposiciones de dicha ley obligatoria, se les considerara bajo las leyes de Arizona de haber aceptado las provisiones de dicha ley y de haber escogido aceptar la compensacion bajo estos terminos; tambien bajo estos terminos los empleados tienen el derecho de rechazar la misma por medio de una notificacion por escrito antes de que sufran alguna lesion, todos los formularios o formas en blanco para tal notificación por escrito estaran disponibles para todos los empleados en la oficina de este patror

COLOQUESE EN LUGAR VISIBLE.

Work Exposure to Bodily Fluids

NOTICE TO EMPLOYEES Re: Human Immunodeficiency Virus (HIV), Acquired Immune Deficiency Syndrome (AIDS) & Hepatitis C Employees are notified that a claim may be made for a condition infection, disease, or disability involving or related to the Human mmunodeficiency Virus (HIV), Acquired Immune Deficiency Syndrome (AIDS), or Hepatitis C within the provisions of the Arizona Workers' Compensation Law, and the rules of The ndustrial Commission of Arizona. Such a claim shall include the occurrence of a significant exposure at work, which generally means contact of an employee's ruptured or broken skin or mucous membrane with a person's blood, semen, vaginal

Certain classes of employees may more easily establish a claim related to HIV, AIDS, or Hepatitis C if they meet the following

fluid, surgical fluid(s) or any other fluid(s) containing blood. AN

CLAIM. Claims cannot arise from sexual activity or illegal drug

EMPLOYEE MUST CONSULT A PHYSICIAN TO SUPPORT A

The employee's regular course of employment involves handling or exposure to blood, semen, vaginal fluid, surgical fluid(s) or any other fluid(s) containing blood. Included in this category are health care providers. forensic laboratory workers, fire fighters, law enforcemen officers, emergency medical technicians, paramedics and

NO LATER THAN TEN (10) CALENDAR DAYS after a possible significant exposure which arises out of and in the course of employment, the employee reports

as provided by Commission rules. Reporting forms

are available at the office of this employer or from the Industrial Commission of Arizona, 800 W. Washington Phoenix, Arizona 85007, (602) 542-4661 or 2675 E. Broadway, Tucson, Arizona 85716, (520) 628-5181. If an employee chooses not to complete the reporting form, that employee may be at risk of losing a prima facie claim possible significant exposure the employee has blood

drawn, and NO LATER THAN THIRTY (30) CALENDAR DAYS the blood is tested for HIV OR HEPATITIS C by NO LATER THAN EIGHTEEN (18) MONTHS after the date of the possible significant exposure at work, the employee is retested and the results of the test are HIV for the presence of HIV, or **NO LATER THAN SEVEN** (7) MONTHS after the date of the possible significant

exposure at work, the employee is retested and the

results of the test are positive for the presence of Hepatitis

C or the employee has been diagnosed as positive for the

presence of Hepatitis C. **KEEP POSTED IN CONSPICUOUS PLACE NEXT TO WORKERS' COMPENSATION**

NOTICE TO EMPLOYEES THIS NOTICE IS APPROVED BY THE INDUSTRIAL COMMISSION OF

ARIZONA FOR CARRIER USE ICA FORM 04-615-01

in writing to the employer the details of the exposure

The Fair Wages and Healthy Families Act

Earned Paid Sick Time

The Fair Wages and Healthy Families Act (the "Act") does not apply to any person who is employed by a parent or a sibling; any person who is employed performing babysitting **EXEMPTIONS:** services in the employer's home on a casual basis; or any person employed by the State of Arizona or the United States government. Beginning July 1, 2017, employees are entitled to earned paid sick time and accrue a

minimum of one hour of earned paid sick time for every 30 hours worked, subject to the Employees whose employers have less than 15 employees may only accrue or use 24 hours of earned paid sick time per year.

ENTITLEMENT AND **AMOUNT:** Employees whose employers have 15 or more employees may only accrue or use 40 hours of earned paid sick time per year. Employers are permitted to select higher accrual and use limits.

Earned paid sick time may be used for the following purposes: (1) medical care or mental or physical illness, injury, or health condition; or (2) a public health emergency; and (3) TERMS OF USE: absence due to domestic violence, sexual violence, abuse, or stalking. Employees may use earned paid sick time for themselves or for family members. See Arizona Revised Statutes § 23-373 for more information.

PROHIBITED:

RETALIATION &

DISCRIMINATION

retaliation for: (1) asserting any claim or right under the Act, including requesting or using earned paid sick time; (2) assisting any person in doing so; or (3) informing any person of their rights under the Act. Each employee has the right to file a complaint with the Industrial Commission's Labor Department alleging that an employer has violated the Act. Certain time limits apply. A civil

Employers are prohibited from discriminating against or subjecting any person to

action may also be filed as provided in the Act. Violations of the Act may result in penalties. For additional information regarding the Act, you may refer to the Industrial Commission's **INFORMATION:** website at www.azica.gov or contact the Industrial Commission's Labor Department: 800 W. Washington, Phoenix, Arizona 85007-2022; (602) 542-4515.

> THIS POSTER MUST BE CONSPICUOUSLY POSTED IN A PLACE THAT IS ACCESSIBLE TO EMPLOYEES

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FED **EMPLOYEE RIGHTS**

EMPLOYEE POLYGRAPH PROTECTION ACT The Employee Polygraph Protection Act prohibits are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in most private employers from using lie detector tests either for pre-employment screening or during the economic loss to the employe course of employment. The law does not preempt any provision of any State or

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

security service firms (armored car, alarm, and guard),

to restrictions, to certain prospective employees of

and of pharmaceutical manufacturers, distributors and The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who

DFPARTMENT

OF AMERICA

UNITED STATES

OF LABOR

FED

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

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

local law or any collective bargaining agreement which is

Where polygraph tests are permitted, they are subject to

more restrictive with respect to lie detector tests.

EXAMINEE RIGHTS

FEDERAL

FED

Job applicants

National origin

Age (40 and older)

Disability

Unions

Color

your immigration status, on the bases of:

orientation, or gender identity)

What Organizations are Covered?

Most private employers

All aspects of employment, including:

Discharge, firing, or lay-off

Hiring or promotion

observance or practice

Assignment

Benefits

E-Mail

FED

Job training

Classification

Staffing agencies

discrimination or pregnancy accommodation

State and local governments (as employers)

Educational institutions (as employers)

Pay (unequal wages or compensation)

Union members and applicants for membership in a union

Under the EEOC's laws, an employer may not discriminate against you, regardless of

Sex (including pregnancy, childbirth, and related medical conditions, sexual

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

What Employment Practices can be Challenged as Discriminatory?

Harassment (including unwelcome verbal or physical conduct)

Obtaining or disclosing genetic information of employees

Requesting or disclosing medical information of employees

Conduct that might reasonably discourage someone from opposing

Conduct that coerces, intimidates, threatens, or interferes with someone

exercising their rights, or someone assisting or encouraging someone else to

exercise rights, regarding disability discrimination (including accommodation)

What can You Do if You Believe Discrimination has Occurred?

Contact the EEOC promptly if you suspect discrimination. Do not delay, because there

on where you live/work). You can reach the EEOC in any of the following ways:

an inquiry through the EEOC's public portal:

1-800-669-4000 (toll free)

www.eeoc.gov/field-office)

Additional information about the EEOC, including

information about filing a charge of discrimination, is

info@eeoc.gov

available at www.eeoc.gov.

1-844-234-5122 (ASL video phone)

an EEOC field office (information at

1-800-669-6820 (TTY)

https://publicportal.eeoc.gov/Portal/Login.aspx

Failure to provide reasonable accommodation for a disability; pregnancy,

childbirth, or related medical condition; or a sincerely-held religious belief,

What Types of Employment Discrimination are Illegal?

ENFORCEMENT The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators.

Employees or job applicants may also bring their own

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



REV. 02/2022

YOUR EMPLOYEE RIGHTS

UNDER THE FAMILY AND MEDICAL LEAVE ACT

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 for: 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 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 information.

FMLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any employerprovided 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,

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, or

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 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** <u>must</u>: Allow you to take job-protected time off work for a qualifying reason,

working conditions, including shift and location, at the end of your leave.

Continue your group health plan coverage while you are on leave on the same basis as if you had not

Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other

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 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

Department of Economic Security

Your Partner for a Stronger Arizona **Notice to Employees**

YOU ARE COVERED BY UNEMPLOYMENT INSURANCE (UI)

For an explanation of what this insurance means to you, visit our website at www.azui.com for a copy of the pamphlet

(602) 364-2722 in the Phoenix area, (520) 791-2722 in the Tucson area, or toll free at 1-877-600-2722.

IF YOU BECOME UNEMPLOYED, YOU MAY BE ELIGIBLE FOR UNEMPLOYMENT BENEFITS IF YOU:

Actively seek work and remain available and able to accept suitable employment.

You may receive partial unemployment insurance payments if your hours and wages are reduced.

Tax Office at 602-771-6606; TTY/TDD Services: 7-1-1 • Disponible en español en línea o en la oficina local

Employers, Employment Agencies or Labor Unions.

Equal Opportunity Employer / Program • Auxiliary aids and services are available upon request to individuals with

disabilities • To request this document in alternative format or for further information about this policy, contact the UI

Arizona Law Prohibits Discrimination

in Employment

Race, Color, Religion, Sex, Age (40+), National Origin, Disability or Results of Genetic Testing.

Were separated from your last job for a non-disqualifying reason.

Meet the wage requirements established by law.

you provide when your claim is filed.

Meet all other eligibility requirements.

Arizona Department of Economic Security (ADES) Employment Service (ES) office for assistance.

A Guide to Arizona Benefits. You may obtain additional information from the Unemployment Insurance office by calling

Open or reopen a claim by going on line at www.azui.com. If you do not have internet access, go to your nearest

Are registered for work with Arizona Job Connection – DES will attempt to register you based on the information

DEPARTMENT OF LABOR UNITED STATES OF AMERICA

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

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ON THE BASIS OF:

PUEDEN INCLUIR:

(877) 491-5742 Toll Free

(877) 624-8090 TTY TOLL



REV. 04/2023

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.

Know Your Rights: Workplace Discrimination is Illegal The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in

SUBCONTRACTS

employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help. **EMPLOYERS HOLDING FEDERAL CONTRACTS OR** Employees (current and former), including managers and temporary employees

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 orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all

aspects of employment. **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.

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 Interference, coercion, or threats related to exercising rights regarding disability 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

> 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. recruit, employ, and advance in employment, disabled veterans, recently separated

action to employ and advance in employment qualified individuals with disabilities at

4212, prohibits employment discrimination against, and requires affirmative action to 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 is prohibited against a person who files a complaint of discrimination,

contractors under these Federal laws. Any person who believes a contractor has violated its nondiscrimination or affirmative

The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor

Washington, D.C. 20210 1-800-397-6251 (toll-free) If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 to access telecommunications relay services. OFCCP may also be contacted by submitting

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 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 programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI it the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services

Individuals with Disabilities Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment

Federal agency providing such assistance.

YOUR RIGHTS UNDER USERRA

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**

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;

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

you have five years or less of cumulative service in the uniformed

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

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

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

then an employer may not deny you:

because of this status. In addition, an employer may not retaliate against anyone assisting in the 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 serviceconnected illnesses or injuries.

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

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.

employer for 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/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

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

Employee Safety and Health Protection

The Arizona Occupational Safety and Health Act of 1972 (Act), provides safety and health protection for employees in Arizona. The Act requires each employer to furnish his employees with a place of employment free from recognized hazards that might cause serious injury or death. The Act further requires that employers and employees comply with all workplace safety and health standards, rules and regulations promulgated by the Industrial Commission. The Arizona Division of Occupational Safety and Health (ADOSH), a division of the Industrial

Commission of Arizona, administers and enforces the requirements of the Act. As an employee, you have the following rights:

You have the right to notify your employer or ADOSH about workplace hazards. You may ask

participate in the inspection. If you believe you have been discriminated against for making safety and health complaints, or for exercising your rights under the Act, you have a right to file a complaint with ADOSH within 30 days of the discriminatory action. You are also afforded protection from

You have the right to see any citations that have been issued to your employer. Your employer

You have the right to protest the time frame given for correction of any violation.

toxic and harmful substances or conditions. Your employer must post this notice in your workplace.

The Industrial Commission and ADOSH do not cover employers of household domestic labor, those in maritime activities (covered by OSHA), those in atomic energy activities (covered by the Atomic Energy Commission) and those in mining activities (covered by the Arizona Mine Inspector's office). To file a complaint, report an emergency or seek advice and assistance from ADOSH, contact the nearest ADOSH office:

Toll free: 855-268-5251

Note: Persons wishing to register a complaint alleging inadequacy in the administration of the Arizona Occupational Safety and Health plan may do so at the following address:

230 N. 1st Ave., Ste. 202 **PHOENIX, AZ 85003** Telephone: 602-514-7250



REV. 10/2011

This poster is in compliance with federal and state posting requirements.

WITH RESPECT TO: Hiring, Promotion, Transfer, Termination, Salary or Benefits, Lay-Off, Apprenticeship and Training Programs, Job Referrals, or Union Membership. **REMEDY MAY** Employment, Reinstatement, Back Pay, Promotion or Lost Benefits **INCLUDE:** *Intake form available online at www.azag.gov

LA LEY DE ARIZONA PROHIBE DISCRIMINACION EN EL EMPLEO

POR RAZONES DE: Raza, Color, Religion, Sexo, Edad (40+), Origen Nacional, Incapacidad o Resultados de Prueba

Empleo, Re-Empleo, Sueldo Atrasado, Ascenso o Beneficios Perdidos.

POR PARTE DE: Empleador, Agencias de Empleo, o Sindicatos. CON RESPECTO A: Ocupacion, Ascenso, Transferencia, Terminacion, Salarios o Beneficios, Despido, Aprendizaje de Trabajo, Referencias de Trabajo, o Miembrecia en Sindicatos.

*Formulario de cuestionario esta disponible en nuestro sitio de web: www.azag.gov **PHOENIX OFFICE: TUCSON OFFICE:** 2005 N. CENTRAL AVENUE **400 WEST CONGRESS STREET STATE OF ARIZONA** Tucson, Arizona 85701 PHOENIX, ARIZONA 85004 **OFFICE OF THE ATTORNEY GENERAL** (602) 542-5263 (502) 628-6500

Civil Rights Division

THIS NOTICE MUST BE POSTED IN A CONSPICUOUS WELL LIGHTED

PLACE FREQUENTED BY EMPLOYEES, JOB SEEKERS, APPLICANTS FOR

UNION MEMBERSHIP, OR PATRONS.

Notification of A.R.S. §23-1502

may become intolerable to the employee and may cause the employee to resign. Under section 23-1502, Arizona

AZ

Constructive Discharge An employee is encouraged to communicate to the employer whenever the employee believes working conditions

Revised Statutes, an employee may be required to notify an appropriate representative of the employer in writing that a working condition exists that the employee believes is intolerable, that will compel the employee to resign or that tes a constructive discharge, if the employee wants to preserve the right to bring a claim against the employe alleging that the working condition forced the employee to resign. Under the law, an employee may be required to wait for fifteen calendar days after providing written notice before the employee may resign if the employee desires to preserve the right to bring a constructive discharge claim against the employer. An employee may be entitled to paid or unpaid leave of absence of up to fifteen calendar days while waiting

for the employer to respond to the employee's written communication about the employee's working condition. REV. 07/2013

QR CODE Scan with phone camera:

800-327-6868 JUN2023 65716F

participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal

action obligations under OFCCP's authorities should contact immediately:

200 Constitution Avenue, N.W.

a question online to OFCCP's Help Desk 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 https://www.dol.gov/agencies/ofccp/contact discrimination, filing a charge, or participating in an investigation or proceeding

> 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.

against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job. If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage

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

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

https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be viewed at https://webapps.dol.gov/elaws/vets/userra.

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

where they customarily place notices for employees.

ADOSH to keep your name confidential. You have the right to request that ADOSH conduct an inspection if you believe there are

unsafe and/or unhealthful conditions in your workplace. You or your representative may

discrimination under the Federal Occupational Safety and Health Act and may file a complaint with the U.S. Secretary of Labor within 30 days of the discriminatory action.

You have the right to obtain copies of your medical records or records of your exposure to

Industrial Commission web site: www.ica.state.az.us

U.S. DEPARTMENT OF LABOR – OSHA

To update your labor law posters contact J. J. Keller & Associates, Inc. JJKeller.com/laborlaw

FED-AZ-ENG

(877) 491-5740 TOLL FREE

(877) 624-8090 TTY TOLL FREE

Go to: JJKeller.com/LLPverify ONLINE Enter this code: 69324-062023

TWO ways to verify poster compliance!

must post the citations at or near the location of the alleged violation.

PHOENIX:

800 West Washington

PHOENIX AZ. 85007

602-542-5795

TOLL FREE: 855-268-5251

Tucson:

2675 East Broadway

Tucson, AZ. 85716

520-628-5478

62758