# & Associates, Inc.®

# **EMPLOYEE RIGHTS**

**ENFORCEMENT** 

under the FLSA.

The Department has authority to recover

wage, overtime, and other violations. The

criminal prosecution. Employers may be

assessed civil money penalties for each

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

ADDITIONAL INFORMATION

pump at work requirements.

Commonwealth of Puerto Rico.

Some state laws provide greater

comply with both.

not.

complaint or participate in any proceeding

Certain occupations and establishments

and/or overtime pay provisions. Certain

are exempt from the minimum wage,

narrow exemptions also apply to the

Special provisions apply to workers in

American Samoa, the Commonwealth

of the Northern Mariana Islands, and the

employee protections; employers must

Some employers incorrectly classify

workers as "independent contractors"

the FLSA. It is important to know the

difference between the two because

to the FLSA's minimum wage and

Certain full-time students, student

employees (unless exempt) are entitled

overtime pay protections and correctly

classified independent contractors are

learners, apprentices, and workers with

minimum wage under special certificates

disabilities may be paid less than the

issued by the Department of Labor.

when they are actually employees under

liquidated damages in instances of minimum

Department may litigate and/or recommend

willful or repeated violation of the minimum

back wages and an equal amount in

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.

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

**OVERTIME PAY** 

**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 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 hours restrictions. Different rules apply in

### **TIP CREDIT**

agricultural employment.

FED

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







**WAGE AND HOUR DIVISION** UNITED STATES DEPARTMENT

www.dol.gov/agencies/whd





# **REV. 04/2023**

### SC Department of Labor, Licensing and Regulation (LLR) **Required Work Place Poster**

### LLR.sc.gov

### SC Labor Law Abstract

Payment of Wages Act

### When an employee is hired, the employer must notify the employee in writing of:

- the wages agreed upon the normal hours the employee will
- the time and place wages will be paid
- the deductions an employer may make from wages, including insurance Changes to these terms must be in writing

at least seven (7) calendar days before they become effective. Employers must pay employees all wages due each pay period. Employers must also

give employees an itemized statement showing gross pay and all deductions made each pay period and maintain records of wages paid for three years. Employers who violate the Payment of Wages

Act are subject to a civil penalty of \$100 for each violation. Employees can recover up to three times the full amount of unpaid wages, costs, and attorney's fees in a civil action. To report a suspected violation, or for

recordkeeping or other questions involving the Payment of Wages Act, or to order a copy of the Payment of Wages Act, please contact the Office of Wages and Child Labor at the address and number listed below.

### Child Labor

No employer in this State shall engage in any oppressive child labor practices. Oppressive child labor includes employment of any minor in any occupation declared by the Director of Labor, Licensing and Regulation to be particularly hazardous or detrimental to the health or well being of minors. Oppressive child labor also includes employment of minors who are 14 or 15 years old under the following conditions:

- During school hours
- Before 7 a.m. or after 7 p.m. (9 p.m. during the period of summer break of the school district in which the minor
- More than 18 hours during school
- More than 3 hours on school days More than 40 hours in non-school
- More than 8 hours on non-school days

For details involving child labor provisions, please contact the Office of Wages and Child Labor at the address and number listed below.

### SC LLR -Office of Wages and Child Labor

**P.O.** Box 11329

The right to work of a person in South

COLUMBIA, SOUTH CAROLINA 29211-1329 (803)-896-4470

# www.llronline.com

### Right-to-Work

Carolina cannot be denied, interfered with, or abridged because the person belongs – or does not belong – to a labor union. An employer, labor organization, or other person who violates a worker's rights under these provisions is guilty of a misdemeanor, and, upon conviction, must be punished by imprisonment for not less than ten days nor more than thirty days, a fine of not less than one thousand dollars but not more than ten thousand dollars, or both. In addition, the employer, labor organization, or other person is subject to a lawsuit by the aggrieved worker. For more information, call 803-896-4470.

# Immigrant Worker

The "South Carolina Illegal Immigration and Reform Act" requires all employers to verify the legal status of new employees and prohibits employment of any worker who is not legally in this country and authorized to

After July 1, 2009, all businesses in South Carolina are imputed a South Carolina employment license which permits an employer to hire employees. The imputed employment license remains in effect as long as the business abides by the law.

Effective January 1, 2012, all South Carolina employers are required to enroll in the U.S. Department of Homeland Security's E-Verify program and verify the status of new employees within three business days, using E-Verify. Failure to use E-Verify to verify new hires will result in probation for the employer or suspension/revocation of the employer's business licenses.

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under he Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an nployee, 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.

# SC

# **Unemployment Insurance**

### This establishment may be covered by the S.C. Employment and Workforce Law.

If you become unemployed, contact your local SC Works center for assistance with employment opportunities. If no job is immediately available, you may be eligible for unemployment insurance. If only part time work is available, you may be eligible for partial benefits. Apply online anytime, anywhere at https://scuihub.dew.sc.gov/CSS/ A guide to applying for unemployment benefits can be found at https://dew.sc.gov/individuals/apply-for-benefits

# Workers Pay No Part of the Cost for Unemployment Insurance

# **Unemployment Insurance Tax:**

Often unemployed workers tell us that unemployment insurance is due them "because they have paid for it." In South Carolina, employees do not fund unemployment insurance through deductions from pay. Employers fund unemployment insurance through tax contributions.

### **Social Security Tax**

Don't confuse unemployment insurance with old age, survivors and disability insurance. The amount deducted from your wages as Social Security is your contribution to old-age, survivors and disability insurance. The employer contributes an equal amount, in addition to his payment of the full unemployment insurance tax.

If you have lost your job due to domestic violence, there is a possibility you may be eligible for unemployment insurance benefits.

# For more information, contact:

SC DEPARTMENT OF EMPLOYMENT AND WORKFORCE, 803-737-2400, <u>www.dew.sc.gov</u>

THIS NOTICE MUST BE POSTED CONSPICUOUSLY.

Copyright 2023 J. J. Keller & Associates, Inc. • Neenah, WI • Printed in the USA

### 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.

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 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 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.

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 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

FED

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

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



**FEDERAL** 

FED

FED

Disability

Benefits

**REV. 02/2022** 

### 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 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,

Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a 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

To care for your spouse, child or parent with a serious mental or physical health condition, and

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, 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, 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

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 reason, Continue your group health plan coverage while you are on leave on the same basis as if you had not taken
- 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 to learn more.

DEPARTMENT OF LABOR

UNITED STATES OF AMERICA

**WAGE AND HOUR DIVISION** 

UNITED STATES DEPARTMENT OF LABOR

lf 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**.



WH1420

PROHIBITS EMPLOYMENT DISCRIMINATION Under state law an employer may not discriminate against you on the bases of: Race, Color, National Origin, Religion, Age (40+) or Disability, Sex (Including pregnancy, childbirth, or related medical conditions, sexual

**SOUTH CAROLINA HUMAN AFFAIRS LAW** 

The South Carolina Human Affairs Commission (SCHAC) enforces state and federal laws that protect employees and

### **Examples of Illegal Employment Practices** All aspects of employment including:

- Failure to hire or promote Pay (Unequal wages or compensation) or Benefits
- Failure to provide reasonable accommodation due to:
- pregnancy, childbirth, or related medical condition, including, but not limited to, lactation.
- Unlawful Discipline/Demotion/Suspension Retaliation or conduct, that might reasonably discourage someone from:
- filing a charge
- or participating in an investigation or proceeding Applying different terms and conditions of employment
- unwelcome verbal or physical conduct or Intimidation
- How to report unlawful discrimination:

### If you believe discrimination has occurred, contact the South Carolina Human Affairs Commission. Complete a questionnaire:

Online at www.schac.sc.gov

Color, National Origin or Religion.

SC

Rev. 08/2018

- 1026 Sumter Street, Suite 101 Columbia, SC 29201
- You must **file a formal complaint** to launch an investigation. There are strict time limits for filing charges of employment discrimination. To preserve the ability to act on your
- behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact the SC Human Affairs Commission promptly when discrimination is suspected.

Employers including state agencies, local governments (as employers), educational institutions (as employers), and local subdivision thereof, shall POST, KEEP POSTED, AND MAINTAINED IN CONSPICUOUS PLACES UPON THEIR **PREMISES**, where notices to employees and applicants are customarily posted.

The mission of the SC Human Affairs Commission is to eliminate and prevent unlawful discrimination in: Employment on the bases of Race, Color, National Origin, Religion, Sex (including pregnancy, childbirth, or related

> **South Carolina Human Affairs Commission** 1026 Sumter Street, Suite 101 Columbia, SC 29201 www.schac.sc.gov

Enforcement is pursuant to SC Code Ann. § 1–13–90. For a full list of unlawful employment actions in this State, please refer to SC Code Ann. §§ 1–13–80 & 41–1–130. REV. 11/14/2022

# **Workers' Compensation**

**Workers' Compensation Compliance Poster** 

### We are operating under and subject to the S.C. Workers' Compensation Act In case of accidental injury or death to an employee, the injured employee, or someone acting in his or her

behalf, must give immediate notice to the employer or general authorized agent. Failure to give such immediate notice may be the cause of serious delay in the payment of compensation to the injured employee or his or her dependents and may result in failure to receive any compensation benefits under the law. Workers' Compensation:

Pays 100% of your medical bills and some other

- Compensates you for 66 2/3% of your salary, limited to the maximum wage set by law, if you are If you are injured on the job, you should:
- Notify your employer at once. You cannot receive benefits unless your employer knows you are Tell the doctor your employer sends you to that you are covered by workers' compensation.

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

- South Carolina Workers' Compensation Commission P.O. Box 1715 1333 Main Street, Suite 500 COLUMBIA, S.C. 29202-1715 803-737-5700

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 applicants 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 • are obligated to serve in the
- the uniformed service; uniformed service; have applied for membership in the uniformed service; or
- then an employer may not deny you: initial employment; promotion; or
- reemployment; any benefit of employment retention in 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.

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

### 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. If you believe you've been discriminated against at work or in applying for a job,

Retaliation

Washington, D.C. 20210

1-800-397-6251 (toll-free)

Who is Protected? or are an employee of, a company with a Federal contract or subcontract, you are Employees (current and former), including managers and temporary protected under Federal law from discrimination on the following bases: employees Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, Job applicants

- Union members and applicants for membership in a union **What Types of Employment Discrimination are Illegal?** Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of:
- Religion Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity) Age (40 and older)

Interference, coercion, or threats related to exercising rights regarding

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

disability discrimination or pregnancy accommodation

**What Organizations are Covered?** Most private employers State and local governments (as employers)

Educational institutions (as employers)

the EEOC may be able to help.

- Staffing agencies 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)
- Assignment 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,
- Job training Classification Obtaining or disclosing genetic information of employees

Requesting or disclosing medical information of employees

discrimination, filing a charge, or participating in an investigation or 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

Conduct that might reasonably discourage someone from opposing

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

accommodation) or pregnancy accommodation

**Submit** 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 (ASL video phone)

an EEOC field office (information at www.eeoc.gov/field-office) info@eeoc.gov



# **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

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 or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment 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 Federal agency providing such assistance.

The State: Under the South Carolina Occupational Safety and Health Act, the State is responsible for the enforcement of occupational safety and health standards in all workplaces, both public and private, within the state of South Carolina. However, longshoring, shipbuilding, ship repairing and shipbreaking operations covered by the Longshoremen and Harbor Workers' Compensation Act, as amended, remain

Each employer shall furnish to each of his employees employment and a place of employment which are free from recognized hazards

**Employees:** 

Labor, Licensing and Regulation which are applicable to his own actions and conduct. Any employee or his representative may request an inspection of his place or site of employment. Any employee may file a complaint, either verbally or in writing. Complaint forms and filing information may be found on our website or will be provided, upon request, by

possible violations which exist in their area of work and the right to participate in the walk-around inspection. The inspecting officer shall have the right to determine the number of persons participating in the walk-around inspection. Under state law, when the authorized representative of the employees accompanies the inspecting officer during a walk-around inspection, he shall not suffer any loss of wages or other benefits which would normally accrue to him.

Where there is no authorized representative, the inspecting officer will consult with a reasonable number of employees concerning matters of safety and health in the workplace. **Discrimination:** State and federal laws prohibit discrimination against any employee if he files a complaint or causes any proceeding under or related to this Act or is about to testify in any such proceedings or because of the exercise by any employee on behalf of himself or others of any

### discharged or otherwise discriminated against by any person in violation of Section 41-15-510 may proceed with a civil action pursuant to the provisions contained in Chapter 27, Title 8.

**Citations:** Citations listing the alleged violations during an inspection will be mailed to the employer with reasonable promptness. State law requires such citations be promptly posted at appropriate places for employee information for three (3) days, or until the violations are corrected, whichever is later, to warn employees of dangers that may exist.

**TWO** ways to verify poster compliance!

QR CODE Scan with phone camera:

ONLINE

Go to: JJKeller.com/LLPverify

Enter this code: 69474-062023

Any employer who willfully violates an occupational safety and health rule or regulation may be assessed a penalty not more than seventy thousand dollars (\$70,000) for each violation. Any employer who willfully violates an occupational safety and health rule or regulation and the violation causes death to an employee

> SC LLR - Office of OSHA Compliance P.O. Box 11329 Columbia, South Carolina 29211 - 1329 (803) 896-7665 www.scosha.llronline.com

Under a plan approved November 30, 1972 by the U.S. Department of Labor, Occupational Safety and Health Administration (OSHA), the State of South Carolina is providing job safety and health protection for workers throughout the State. Federal OSHA will monitor the operation of this plan to assure that continued approval is merited. Any person may make a complaint regarding the State administration of this plan directly to the Regional Office of OSHA, U.S. Department of Labor, 61 Forsyth Street S.W., Room 6T50, Atlanta, Georgia 30303.

800-327-6868 JUN2023 65866F **FED-SC-ENG** 

62906

### **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

connected illnesses or injuries.

**ENFORCEMENT** 

#### 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-

- 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/userra.
- 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 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 where they customarily place notices for employees.

**REV. 05/2022** 

doing business with the Federal Government. If you are applying for a job with,

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** 

their compensation or the compensation of other applicants or employees. 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

Executive Order 11246, as amended, protects applicants and employees of Federal

contractors from discrimination based on inquiring about, disclosing, or discussing

**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

Retaliation is prohibited against a person who files a complaint of discrimination,

participates in an OFCCP proceeding, or otherwise opposes discrimination by

disabilities at all levels of employment, including the executive level.

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

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 a question online to OFCCP's Help Desk

Federal contractors under these Federal laws.

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.

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 if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972

SC Department of Labor, Licensing and Regulation (LLR) **Required Work Place Poster** 

# Safety and Health Protection on the Job

# under federal jurisdiction.

### that are causing or are likely to cause death or physical harm to his employees, and shall comply with occupational safety and health standards promulgated by the Director of LLR. Employers must report to OSHA all work-related fatalities within 8 hours, and all inpatient

**Employers:** 

hospitalizations, amputations, and losses of an eye within 24 hours. Reporting may be accomplished by telephone at (803)896-7672 or in person at 121 Executive Center Drive, Suite 230, Columbia, SC 29211. Each employee shall comply with occupational safety and health standards and all rules, regulations and orders issued by the director of

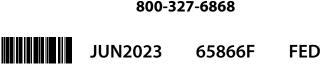
the South Carolina Department of Labor, Licensing and Regulation. Employers and employees have the right to participate in inspections by means of bringing to the attention of the inspecting officer

### notified within thirty (30) days after such discriminatory act occurs. State and local government employees should file such complaints with the Director, South Carolina Department of Labor, Licensing and Regulation. A public sector employee believing that he has been

**Penalties:** An employer may be assessed a penalty up to seven thousand (\$7,000) dollars for a non-serious violation. An employer who receives a citation for a serious violation may be assessed a penalty up to seven thousand (\$7,000) dollars for each

shall be deemed guilty of a misdemeanor and, upon conviction, be punished by fine, imprisonment or both. For more information, contact:

**REV. 07/2018** 



To update your labor law posters contact

J. J. Keller & Associates, Inc.

JJKeller.com/laborlaw

right afforded under state and federal law. The Director of Labor, Licensing and Regulation or the nearest federal OSHA offices must be

# sincerely held religious belief, observance, or practice.

- **Call us** at (803) 737-7800 or Toll-Free at 1-800-521-0725
- medical condition, sexual orientation, or gender identity ), Age (40+), or disability; **Housing** on the bases of: Race, Color, National Origin, Religion, Sex, Familial Status or Disability; Public Accommodations on the bases of: Race,
  - Phone: (803) 737-7800 Toll- Free: 1-800-521-0725
    - 3. Notify the Workers' Compensation Provider listed on this poster or the South Carolina Workers' Compensation Commission at 803.737.5700 if you experience undue delays or problems with your
      - Workers' Compensation Provider Name

REV. 02/20/2014