**EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT**

**FEDERAL MINIMUM WAGE**

$7.25 per hour

**BEGIND JULY 24, 2009**

**OVERTIME PAY**

At least 1.5 times your regular rate of pay for all hours worked over 40 if it is a workweek.

**CHILD LABOR**

You must be at least 16 years old to work and cannot work more than 8 hours a day or more than 40 hours a week.

**TIP CREDIT**

You may be required to work for 1.5 times your regular rate of pay for all hours worked over 40.

**ENFORCEMENT**

Your employer must post this notice in your workplace.

**ADDITIONAL INFORMATION**

You have the right to notify your employer or OSHA about workplace hazards. You may ask OSHA to keep your name confidential.

**EXEMPTIONS**

Your employer cannot fire you for refusing to work overtime.

**OUTSIDE SOURCES**

Your employer must correct workplace hazards.

**SAMPLE RIGHTS**

Your employer must correct workplace hazards.

**THE LEGAL RIGHTS OF EMPLOYEES AND JOB APPLICANTS CAN BE FOUND AT**

www.osha.gov

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**EMPLOYEE RIGHTS POLYGRAPH PROTECTION ACT**

The following information is provided by the Federal Trade Commission:

**RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN**

Federal and state law prohibit discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

**SEX (GAY)**

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act of 1964, as amended, prohibits sexual harassment.

**AGILITY**


**AGE**


**DISABILITY**

The Americans with Disabilities Act of 1990, as amended, prohibits discrimination in employment on the basis of disability.

**GENETICS**

Title II of the Genetic Information Nondiscrimination Act of 2008 prohibits discrimination.

**EMPLOYERS**

Applicants to and employees of companies with a Federal government contract or subcontract under the following bases:

**EQUAL EMPLOYMENT OPPORTUNITY**

You have the right to be free from discrimination on the basis of race, color, religion, sex, national origin, age, disability, or genetic information. You have the right to be free from discrimination on the basis of sexual orientation, gender identity, or gender expression.