

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

What is the FMLA?
The FMLA is a federal law that gives eligible employees the right to take unpaid, job-protected leave for certain family and medical reasons. The FMLA also requires employers to maintain health benefits for employees on FMLA leave.

Who is covered by the FMLA?
The FMLA covers employers with 50 or more employees who work at a single site. Employees who have worked for the employer for at least one year and who have worked at least 1,250 hours during the previous 12 months are eligible for FMLA leave.

What are the FMLA leave entitlements?
Eligible employees are entitled to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:
• The birth and care of a newborn child, adoption, or placement with the employee of a child under the age of 18.
• The care of a child with a serious health condition.
• The care of a spouse, child, or parent with a serious health condition.
• The employee's own serious health condition that makes the employee unable to perform his or her job functions.

For additional information or to file a complaint:

1-866-4-USWAGE

T: 800-457-4622 F: 1-877-489-3027

www.dol.gov/whd

U.S. Department of Labor Wage and Hour Division

TIME OFF TO VOTE

EMPLOYERS MUST ALLOW EMPLOYEES TO TAKE TIME OFF TO VOTE IN FEDERAL ELECTIONS.

HEALTH CARE WORKERS VOTING ACT OF 2014

Under the Health Care Workers Voting Act of 2014, employers are required to provide eligible health care workers with paid time off to vote in federal elections. The law applies to employers with 50 or more employees who employ health care workers at a single site.

California Minimum Wage

Year	Hourly Rate
2014	\$10.00
2015	\$10.50
2016	\$11.00
2017	\$11.50
2018	\$12.00
2019	\$12.50
2020	\$13.00
2021	\$13.50
2022	\$14.00
2023	\$14.50
2024	\$15.00

TRANSFERS AND RIGHTS IN THE WORKPLACE

Employees have the right to request a transfer to another position if their current position is being eliminated. The transfer must be to a position that is similar to the original position in terms of pay, benefits, and seniority.

THE STANDARD EMPLOYEE COMPLAINT FORM

DFEH

This form is used to file a complaint with the Department of Industrial Relations regarding a workplace violation. It includes sections for the complainant's information, the employer's information, and a detailed description of the complaint.

FAMILY CARE & MEDICAL LEAVE & PREGNANCY DISABILITY LEAVE

DFEH

This poster provides information about the Family Care and Medical Leave Act (FMLA) and the Pregnancy Disability Leave Act (PDLA). It explains the eligibility requirements, leave entitlements, and the employer's obligations.

EMERGENCY NUMBERS

AMBUANCE: _____
FIRE/RESCUE: _____
HOSPITAL: _____
POLICE: _____
AUTISM: _____
FOOD: _____
CARE: _____

PAY DAY NOTICE

EMPLOYERS MUST PROVIDE NOTICE TO EMPLOYEES OF THEIR PAY DAY.

MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY SUNDAY

DISCRIMINATION & HARASSMENT

DFEH

This poster explains the laws that prohibit discrimination and harassment in the workplace. It covers protected characteristics such as race, sex, and age, and provides information about how to report a complaint.

COMPUTER LAW PROTECTS WORKPLACE DISCRIMINATION & HARASSMENT

DFEH

This poster discusses how computer law can be used to protect employees from workplace discrimination and harassment. It covers issues such as data privacy and the use of technology in the workplace.

SAFETY AND HEALTH PROTECTION ON THE JOB

DFEH

This poster provides information about the Occupational Safety and Health Act (OSHA). It explains the employer's responsibilities to provide a safe and healthy workplace and the employee's rights to a safe workplace.

Xcel Mechanical Systems, Inc.

Logo and company name for Xcel Mechanical Systems, Inc.

EMPLOYEE RIGHTS UNDER THE FARM LABOR WAGE AND HOUR ACT

FEDERAL MINIMUM WAGE: **\$7.25**

This poster provides information about the rights of farm workers under the Federal Labor Law. It includes information about the minimum wage, overtime pay, and other workplace protections.

EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

This poster explains the Employee Polygraph Protection Act (EPPA). It prohibits employers from requiring or attempting to require an employee to take a lie detector test.

Notice to Employees—Injuries Caused by Work

STATE OF CALIFORNIA, DEPARTMENT OF INDUSTRIAL RELATIONS

This poster provides information about the workers' compensation system in California. It explains how to file a claim and the benefits available to injured workers.

SAFETY AND HEALTH PROTECTION ON THE JOB

OSHA

State	OSHA Office	Address	Phone
Alabama	Mobile	1000 North Boulevard	205-833-7200
Alabama	Montgomery	1000 North Boulevard	205-261-7200
Alabama	Tuscaloosa	1000 North Boulevard	205-756-7200
Alabama	Wetumpka	1000 North Boulevard	205-336-7200
Alabama	Dothan	1000 North Boulevard	205-772-7200
Alabama	Prichard	1000 North Boulevard	205-833-7200
Alabama	Enterprise	1000 North Boulevard	205-833-7200
Alabama	Anniston	1000 North Boulevard	205-833-7200
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