All workers have the right to:

- A safe workplace.
- Make a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazards of employment in your workplace.
- Request a consultation to inspect your workplace if you believe there are hazards or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.
- Participate or have your representation participate in OSHA inspections and speak privately to the inspector.
- File a complaint with OSHA within 30 days (by phone, online, or by mail). If you have been retaliated against for filing a complaint, you may file a complaint with OSHA.
- See any OSHA citations issued to your employer.
- Receive copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

This poster is available free from OSHA.

Contact OSHA. We can help.

1-800-321-Osha (674)  •  TV: 1-877-889-5627  •  www.osha.gov

Federal Minimum Wage

The Federal minimum wage is $7.25 per hour. The Fair Labor Standards Act (FLSA) establishes minimum wages, overtime pay, recordkeeping, and child labor standards for employees in the private sector and in Federal contracts valued at $1,000 or more.

Workers’ Compensation

This poster lists the benefits that employers provide employees under workers’ compensation laws. Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an employer.

OSHA’s mission is to ensure safe and healthful workplaces bysetting and enforcing standards, and providing training, outreach, education, and assistance.

Equal Employment Opportunity

It is unlawful for an employer to engage in any of the following practices:

- Fail or refuse to hire, or to discharge, any individual or otherwise discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of sex, race, color, religion, national origin, age, or disability.
- Discriminate against any individual in terms of job application procedures, recruitment, testing, or in the terms or conditions of employment, because of sex, race, color, religion, national origin, age, or disability.
- Discriminate against any individual in any aspect of employment because of sex, race, color, religion, national origin, age, or disability.

The U.S. Equal Employment Opportunity Commission (EEOC) enforces laws that prohibit employment discrimination.

Genetic Discrimination

It is unlawful to discriminate against an employee or an applicant for employment because of genetic information.

Minor Labor Law Placard

This placard describes the law in your state regarding working hours, minimum age, and wages.

Workers’ Compensation Fraud

Workers’ Compensation Fraud is a crime. False statements or omissions concerning a claim for workers’ compensation benefits are fraudulent and it is a crime under Federal and State Law.

Pregnancy Rights of Employees

Employers may not discriminate against employees based on pregnancy, childbirth, or related medical conditions.

Unemployment Insurance

Workers who lose their jobs may be eligible for unemployment benefits. The benefits are based on the worker’s past employment and are paid by state unemployment insurance programs.

Payday Notice

Each payday, employees must be paid as follows: _______.

Emergency Notice

In the event of an evacuation, employees will be asked to report to _______.