

FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

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.

FED EMPLOYEE RIGHTS 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.

AZ THE FAIR WAGES AND HEALTHY FAMILIES ACT Effective January 1, 2024, Arizona's Minimum Wage Is: \$14.35 per hour

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT (continued) EXEMPTIONS: Federal, State and local governments are not affected by the law.

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT (continued) EXAMINEE RIGHTS: Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test.

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT (continued) EMPLOYMENT PRACTICES CAN BE CHALLENGED AS DISCRIMINATORY? All aspects of employment, including: Discharge, firing, or lay-off

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT (continued) What is FMLA leave? (continued) 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 servicemember.

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT (continued) What is FMLA leave? (continued) 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.

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.

AZ Workers' Compensation Law TO BE POSTED BY EMPLOYER POLICY NUMBER NOTICE TO EMPLOYEES RE: ARIZONA WORKERS' COMPENSATION LAW

AZ Work Exposure to Bodily Fluids NOTICE TO EMPLOYEES Re: Human Immunodeficiency Virus (HIV), Acquired Immune Deficiency Syndrome (AIDS) & Hepatitis C

AZ 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 services in the employer's home on a casual basis; or any person employed by the State of Arizona or the United States government.

AZ The Fair Wages and Healthy Families Act Earned Paid Sick Time (continued) 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 following limitations:

AZ The Fair Wages and Healthy Families Act Earned Paid Sick Time (continued) ENTITLEMENT AND AMOUNT: Employees whose employers have less than 15 employees may only accrue or use 24 hours of earned paid sick time per year.

AZ The Fair Wages and Healthy Families Act Earned Paid Sick Time (continued) RETALIATION & DISCRIMINATION PROHIBITED: Employers are prohibited from discriminating against or subjecting any person to 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.

AZ Notification of A.R.S. §23-1502 Constructive Discharge Notice An employee is encouraged to communicate to the employer whenever the employee believes working conditions may become intolerable to the employee and may cause the employee to resign.

AZ Notification of A.R.S. §23-1502 Constructive Discharge Notice (continued) An employee is encouraged to communicate to the employer whenever the employee believes working conditions may become intolerable to the employee and may cause the employee to resign.

AZ Notification of A.R.S. §23-1502 Constructive Discharge Notice (continued) 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.

AZ Notification of A.R.S. §23-1502 Constructive Discharge Notice (continued) 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 (continued) EMPLOYMENT PRACTICES CAN BE CHALLENGED AS DISCRIMINATORY? (continued) Discharge, firing, or lay-off

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT (continued) What is FMLA leave? (continued) 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 servicemember.

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT (continued) What is FMLA leave? (continued) 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.

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT (continued) What is FMLA leave? (continued) Am I eligible to take FMLA leave? You are an eligible employee if all of the following apply:

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT (continued) What is FMLA leave? (continued) How do I request FMLA leave? Generally, to request FMLA leave you must: Follow your employer's normal policies for requesting leave.

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT (continued) What is FMLA leave? (continued) 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.

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT (continued) What is FMLA leave? (continued) 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.

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT (continued) What is FMLA leave? (continued) 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.

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT (continued) What is FMLA leave? (continued) Where can I find more information? Call 1-866-487-9243 or visit dol.gov/fmla to learn more.

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT (continued) What is FMLA leave? (continued) 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.

AZ Department of Economic Security Your Partner for a Stronger Arizona Notice to Employees YOU ARE COVERED BY UNEMPLOYMENT INSURANCE (UI)

AZ Department of Economic Security Your Partner for a Stronger Arizona Notice to Employees (continued) For an explanation of what this insurance means to you, visit our website at www.azui.com for a copy of the pamphlet A Guide to Arizona Benefits.

AZ Department of Economic Security Your Partner for a Stronger Arizona Notice to Employees (continued) IF YOU BECOME UNEMPLOYED, YOU MAY BE ELIGIBLE FOR UNEMPLOYMENT BENEFITS IF YOU: Open or reopen a claim by going on line at www.azui.com.

AZ Department of Economic Security Your Partner for a Stronger Arizona Notice to Employees (continued) ON THE BASIS OF: Race, Color, Religion, Sex, Age (40+), National Origin, Disability or Results of Genetic Testing.

AZ Department of Economic Security Your Partner for a Stronger Arizona Notice to Employees (continued) WITH RESPECT TO: Hiring, Promotion, Transfer, Termination, Salary or Benefits, Lay-Off, Apprenticeship and Training Programs, Job Referrals, or Union Membership.

AZ Department of Economic Security Your Partner for a Stronger Arizona Notice to Employees (continued) REMEDY MAY INCLUDE: Employment, Reinstatement, Back Pay, Promotion or Lost Benefits.

AZ Department of Economic Security Your Partner for a Stronger Arizona Notice to Employees (continued) LA LEY DE ARIZONA PROHIBE DISCRIMINACION EN EL EMPLEO POR RAZONES DE: Raza, Color, Religión, Sexo, Edad (40+), Origen Nacional, Incapacidad o Resultados de Pruebas Genéticas.

AZ Department of Economic Security Your Partner for a Stronger Arizona Notice to Employees (continued) CON RESPECTO A: Ocupación, Ascenso, Transferencia, Terminación, Salarios o Beneficios, Despedido, Aprendizaje de Trabajo, Referencias de Trabajo, o Miembro/a en Sindicatos.

AZ Department of Economic Security Your Partner for a Stronger Arizona Notice to Employees (continued) LOS REMEDIOS PUEDEN INCLUIR: Empleo, Re-Empleo, Sueldo Atrasado, Ascenso o Beneficios Perdidos.

AZ Department of Economic Security Your Partner for a Stronger Arizona Notice to Employees (continued) PHOENIX OFFICE: 2005 N. CENTRAL AVENUE PHOENIX, ARIZONA 85004 (602) 542-5263

FED U.S. Equal Employment Opportunity Commission Know Your Rights: Workplace Discrimination is Illegal

FED 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, the EEOC may be able to help.

FED U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. (continued) Who is Protected? Employees (current and former), including managers and temporary employees

FED U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. (continued) 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 basis of:

FED U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. (continued) What Organizations are Covered? Most private employers State and local governments (as employers)

FED U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. (continued) What Employment Practices can be Challenged as Discriminatory? All aspects of employment, including: Discharge, firing, or lay-off

FED U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. (continued) What can You Do if You Believe Discrimination has Occurred? Contact the EEOC promptly if you suspect discrimination. (800 or 300 days, depending on where you live/work).

FED U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. (continued) Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov.

FED 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.

FED YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (continued) 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:

FED YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (continued) RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION If you: are a past or present member of the uniformed service;

FED YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (continued) 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.

FED YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (continued) HEALTH INSURANCE PROTECTION If you leave your job to perform military service, you have the right to elect to continue your existing employer health plan coverage for you and your dependents for up to 24 months while in the military.

FED YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (continued) ENFORCEMENT The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations.

FED YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (continued) 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/ela/vets/userra/

FED YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (continued) 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.

FED YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (continued) 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

FED YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (continued) REV. 05/2022

FED YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (continued) REV. 06/27/2023

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