

FED EMPLOYEE RIGHTS 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. Civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law...

DEPARTMENT OF LABOR WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR 1-866-487-9243 www.dol.gov/agencies/whd

REV. 04/2023

NE Department of Labor Minimum Wage in Nebraska

Table with 2 columns: Effective Date and Minimum Hourly Wage Rate. Rows include dates from 2016 to 2026 with corresponding wage rates from \$9.00 to \$15.00.

Beginning January 1, 2027, the minimum wage will increase based on the cost-of-living increase as measured by the Consumer Price Index.

Except as provided below, every employer of four or more persons at any one time shall pay its employees a minimum wage per hour as listed above.

- In the case of employees paid gratuities for services performed, the combined amount of hourly wage and gratuities given to the employee shall equal or exceed the current minimum wage.
• Any employer employing student-learners as part of a bona fide vocational training program shall pay such student-learners' wages at a rate of at least 75% of the minimum wage rate.

48-1202. For purposes of the Wage and Hour Act, unless the context otherwise requires:

- 1. Employ shall include to permit to work;
2. Employer shall include any individual, partnership, limited liability company, association, corporation, business trust, legal representative, or organized group of persons employing four or more employees at any one time except for seasonal employment of not more than twenty weeks in any calendar year...

Employee shall include any individual employed by any employer but shall not include:

- a. Any individual employed in agriculture;
b. Any individual employed as a baby-sitter in or about a private home;
c. Any individual employed in a bona fide executive, administrative, or professional capacity or as a superintendent or supervisor;
d. Any individual employed by the United States or by the state or any political subdivision thereof;

NEBRASKA

Good Life. Great Connections. DEPARTMENT OF LABOR

For further information regarding the Nebraska Wage and Hour Act, contact the Nebraska Department of Labor PHONE 402-471-2239

REV. 11/22/2022

FED 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.

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.

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REV. 04/2023

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. 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 military service. You also have the right to:
• ensure that your employer receives advance written or verbal notice of your service;
• have five years or less of cumulative service in the uniformed services with that particular employer;
• return to work or for reemployment in a timely manner after conclusion of service;
• have not been separated from service with a disqualifying discharge or under other than honorable conditions.

U.S. Department of Labor - 1-866-487-2365 U.S. Department of Justice Office of Special Counsel Employee Support of the Guard and Reserve - 1-800-334-4590

REV. 05/2022

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. PROHIBITIONS Employees are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test...

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REV. 02/2022

NE NOTICE This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

NE NOTICE HOURS OF EMPLOYMENT FOR CHILDREN UNDER SIXTEEN YEARS OF AGE

In conformity with the provisions of section 48-310, compiled statutes of Nebraska, notice is hereby given that the number of hours which employees under the age of sixteen years employed in this room are required to work each day, the hours of commencing and stopping work and the time allowed for meals are as follows:

Table with 5 columns: Name of Employee, Hours Required Each Day, Time Commencing, Time Of Stopping, Time Allowed For Meals. Includes rows for various types of employees and their respective work schedules.

Form developed by Nebraska Workforce Development, Department of Labor, Safety and Labor Standards - 5404 Cedar St, 3rd Floor, Omaha, NE, 68106, (402) 595-3095.

FORM NO. 110

FED 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, the EEOC may be able to help.

Who is Protected? Employees (current and former), including managers and temporary employees. 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 basis of: Race, Color, Religion, National Origin, Sex, Sexual Orientation, Gender Identity, National Origin, Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race, color, religion, sex, sexual orientation, gender identity, or national origin...

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 ways: Submit an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx

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FORM NO. 110

OSHA Occupational Safety and Health Administration

All workers have the right to: A safe workplace. Raise 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 hazardous substances in your workplace. Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.

OSHA's role is to ensure that the workplace is safe and healthful for all workers. OSHA enforces safety and health standards that protect workers from job-related injuries and illnesses. OSHA also provides training and technical assistance to employers and workers to help prevent workplace accidents and injuries.

Form developed by Nebraska Workforce Development, Department of Labor, Safety and Labor Standards - 5404 Cedar St, 3rd Floor, Omaha, NE, 68106, (402) 595-3095.

FORM NO. 110

NE Unemployment Insurance: Adversement of Benefit Rights

FILE 219 — DEPARTMENT OF LABOR: CHAPTER 2 — CLAIMS FOR BENEFITS

- To file a claim for unemployment benefits, go to www.nebraska.gov.
001. This chapter is adopted pursuant to Neb. Rev. Stat. §§48-626, 48-627, 48-629, and 48-607.
002. A. All claims shall be filed online through the Nebraska Department of Labor Claims Center's online web application available at www.dol.nebraska.gov...
003. A. A separate claim for benefits shall be made for each week of unemployment by a method of claiming prescribed by the Commissioner.
004. The Department may direct a claimant to contact one of its offices to meet eligibility or other reporting requirements, or to provide other information as needed in the administration of Nebraska Employment Security Law.

REV. 11/22/2022

NE EQUAL OPPORTUNITY COMMISSION NOTICE TO Job Applicants, Employees, Labor Unions, Employment Agencies, Landlords, Tenants, Proprietors, Public:

DISCRIMINATION IN EMPLOYMENT ★ HOUSING ★ PUBLIC ACCOMMODATIONS ★ IS PROHIBITED BY STATE LAW
Unlawful Employment Practices An employer who discriminates against you because of your Race, Color, Sex, Pregnancy, National Origin, Marital Status, Disability, Religion and/or Age (40 years old and over) is discriminating against you. Discrimination may occur in such areas as Hiring, Promotions, Transfers, Lay-offs, Discipline and Termination, Compensation and Benefits, Training, Other Terms or Conditions of Employment, or Sexual Harassment.

For information or assistance, Please Write, Call, or Come to:
Main Office: 301 CENTRAL EXPRESSWAY COMMISSION F.O. Box 94934 Omaha, Nebraska 68199-0324 Telephone: (402) 471-2024 1-800-642-6112
Branch Office: PANHANDLE OFFICE COMPLEX 4500 AVENUE T SCOTTSBLUFF, NEBRASKA 68509-0324 Telephone: (308) 632-1340 1-800-830-8633

REV. 06/2007

Job Safety and Health IT'S THE LAW!

Employers must: Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness. Comply with all applicable OSHA standards. Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.



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