**EMPLOYEE RIGHTS**

**EMPLOYEE PROTECTION ACT**

The Employers Protection Park generates a job for employers from using the detector tests either for pre-screening or screening 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 and from discharging, disciplining or discriminating against an employee or prospective employee for refusing to take a test or exercising any other right under the act.

**EXEMPTIONS**

Employees in the private sector, subject to restrictions, to certain prospective employment of employees, in state and local government and certain employer-sponsored employment of employees, in the bureau or department of a Federal agency and the employing agency of an employee, in the armed forces, in the uniformed services, and in the transportation of commerce. The act also exempts employees in the private sector who are employed by Federal agencies.

**EMPLOYERS HIRING NATIONAL GUARD AND RESERVE EMPLOYEES**

The law requires employers to display this poster where employees and job applicants can readily see it.

**OSHA Occupational Safety and Health Act of 1970**

All workers have the right to:

- A safe workplace.
- To be safe or health-conscious by your employer or OSHA, or report any workplace-related injury or illness, without being retaliated against.
- To receive training and information on job hazards, including information on hazardous substances in your workplace.
- To request an OSHA inspection of your workplace if you believe there are unsafe or unhealthful conditions.
- To keep your name confidential if you have the right to have a representative contact OSHA on your behalf.
- To participate in or have your representative participate in an OSHA inspection and speak in private to the inspector.
- To file a complaint with OSHA within 30 days of the alleged violation if you have been retaliated against for using your rights.
- To see any OSHA citations issued to your employer.
- To request copies of your medical records, tests that measure hazardous materials in the workplace, and the workplace injury and illness log.

**Job Safety and Health... It’s THE LAW!**

**ERSA Uniformed Services Employment and Reemployment Rights Act**

ERSA 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. ERSR also protects employers from discrimination against past and present members of the uniformed services, and applicants to the uniformed services.

**REEMPLOYMENT RIGHTS**

You have the right to reemployment in your civilian job if:

- You have served on active duty for a period of 180 days or more, are released from active duty for a disability, or are released for a compensable injury or illness.
- You were not discharged for cause.
- You were not discharged for drug or substance abuse.
- You did not voluntarily resign from active duty.
- You did not resign for a serious offense.
- You were not honorably discharged.

**HEALTH INSURANCE PROTECTION**

If you leave your job to perform military service, unless notified in writing of your eligibility to continue your employer provided health plan coverage, you have the right to return to the same job or one nearly equal in your place of employment.

**ENFORCEMENT**

The U.S. Department of Labor, Veterans Employment and Training Service, and the Equal Employment Opportunity Commission (EEOC) is responsible for enforcing the law and for receiving and investigating complaints of alleged violations.

**REQUESTING LEAVES**

If you are on leave, you must be restored to the same job or one nearly equal in your place of employment.

**eligibility requirements**

An employer who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employer must:

- Have worked for the employer at least 12 months.
- Have at least 120 hours of service in the 12 months prior to taking leave.
- Have worked at a location where the employer has 50 or more employees within 70 miles of the employee's workplace.

**Employment Opportunities**

An employer who works for a covered employer may request FMLA leave for employees for any of the following reasons:

- Birth of a child or placement of a child for adoption or foster care
- Medical care for a qualifying family member
guaranteed for up to 26 weeks of FMLA leave.

**For additional information or to file a complaint:**

1-866-4-USWAGE (1-866-487-9243)

TDD: 1-877-889-5627

www.dol.gov/whd