EMPLOYEE RIGHTS

EMPLOYEE POLYGRAPH PROTECTION ACT

The Polygraph Protection Act of 1988, as amended, makes it illegal for an employer, except under certain circumstances, to require an employee or applicant to take a pre-employment polygraph examination.

Exemptions:
- An employer is exempt from the Act if it is a law enforcement or national security agen

EMPLOYEE WORKPLACE NOTICE

Under the Pennsylvania Worker and Community Rights Act, employees have the right to file a complaint with the Bureau of Labor Law Compliance if they believe they have been subjected to any of the following acts:
- Discrimination on the basis of sex (pay, promotions, discipline, and work assignments)
- Discrimination based on one's family medical history or receipt of genetic services
- Discrimination based on intent (race, color, religion, national origin, or disability)
- Discrimination based on any other protected status

STATE AND FEDERAL LABOR LAW

Minimum Wage Law Summary

The Pennsylvania Minimum Wage Act establishes a minimum wage for all employees of $7.25 per hour. Employees are also entitled to overtime pay at a rate of one and one-half times the regular rate for all hours in excess of 40 in a single workweek.

Minimum Wage Rate:
- Effective: July 24, 2009
- Rate: $7.25 per hour

EMPLOYEE RIGHTS

UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

$7.25 per hour

Employee Responsibilities
- Employees must receive and retain a record of their hourly earnings and hours worked for the current year.

Employer Responsibilities
- Employers must keep records of: (a) the hours worked by each employee; (b) the total wages paid to each employee in each pay period; (c) the name and address of each employee; and (d) the rate of pay and hours worked by each employee.

Exemptions from Minimum Wage Rate

- Piece-rate pay
- Work in the retail trade
- Work in the agricultural industry

Exemptions from Overtime Rate

- Certain occupations, such as medical doctors, lawyers, and artists

Job Safety and Health

IT’S THE LAW!

All workers have the right to:
- A safe workplace
- Fair wages
- Time off to care for family
- To file a complaint with OSHA or the Department of Labor if you have been discriminated against or harassed at work.

Employees must:
- Follow the rules of the workplace
- Notify management if you are injured on the job
- Comply with all applicable OSHA standards
- Keep your work area neat and safe
- Take breaks if required

Employer must:
- Provide a safe work environment
- Provide training and information about the hazards of the workplace
- Keep records of employee injuries
- Comply with all applicable OSHA standards

For Questions or Complaints:
- 1-888-OSHA-989 (1-888-672-9989)
- TTY: 1-866-627-7280
- www.osha.gov

LEGAL EMPLOYMENT COMPLAINTS

IT’S THE LAW!

All workers have the right to:
- A safe workplace
- To file a complaint with the Department of Labor if you have been discriminated against or harassed at work.

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