

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. Civil money penalties may also be assessed for violations of the FLSA child labor provisions...

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.

NE Department of Labor UNEMPLOYMENT INSURANCE: ADVISEMENT OF BENEFIT RIGHTS

TITLE 219 — DEPARTMENT OF LABOR: CHAPTER 2 — CLAIMS FOR BENEFITS. To file a claim for unemployment benefits, go to https://www.nebraska.gov. This chapter is adopted pursuant to Neb. Rev. Stat. 5848-626, 48-627, 48-629, and 48-607.

NE Department of Labor Minimum Wage in Nebraska

Table with 2 columns: Effective Date and Minimum Hourly Wage Rate. Dates range from January 1, 2016 to January 1, 2026. Wage rates range 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.

FED YOUR RIGHTS UNDER USERRA

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.

NEBRASKA Good Life. Great Connections. DEPARTMENT OF LABOR

NE Equal Opportunity Commission NOTICE to Job Applicants, Employees, Labor Unions, Employment Agencies, Landlords, Tenants, Proprietors, Public.

DISCRIMINATION IN HOUSING PUBLIC ACCOMMODATIONS IS PROHIBITED BY STATE LAW. It is illegal for an employer to discriminate because of Race, Color, Sex, Pregnancy, National Origin, Religion, Marital Status, Disability, or Age (40+ years old).

- 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; e. Any individual engaged in the activities of an educational, charitable, religious, or nonprofit organization when the employer-employee relationship does not in fact exist or when the services rendered to such organization are on a voluntary basis;

- 3. Occupational classification shall mean a classification established by the Dictionary of Occupational Titles prepared by the United States Department of Labor; and 4. Wages shall mean all remuneration for personal services, including commissions and bonuses and the cash value of all remunerations in any medium other than cash.

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

FED EMPLOYEE RIGHTS UNDER THE 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.

NE THIS NOTICE MUST BE POSTED IN conspicuous, well-lit places

EMPLOYERS, EMPLOYMENT AGENCIES, UNIONS, LANDLORDS, LEADERS, REAL ESTATE OFFICES, PROPRIETORS, PUBLIC, ETC. You may call the Nebraska EOC for information on procedures, advice on policy problems, literature, reading lists, films, speakers service, and aid in educational programming.

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 poster, which indicates the federal minimum wage.

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 state 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. Rows include Child Labor, Adolescent, and Full-time.

Form developed by Nebraska Workforce Development, Department of Labor, Safety and Labor Standards - 5404 Cedar St, 3rd Floor, Omaha, NE, 68106, (402) 595-3055. 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 (including pregnancy, childbirth, and related medical conditions), Sexual Orientation, or Gender Identity, Age (40 and older), Disability, Genetic Information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history).

What Organizations are Covered? Most private employers. State and local governments (as employers). Educational institutions (as employers). Unions. Staffing agencies. What Employment Practices can be Challenged as Discriminatory? All aspects of employment, including: Discharge, firing, or lay-off. Harassment (including unwelcome verbal or physical conduct). Hiring or promotion. Assignment. Pay (unequal wages or compensation). Failure to provide reasonable accommodation for a disability, pregnancy, disability, or related medical condition or a sincerely held religious belief, observation or practice.

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

FED 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.

Participate (or have your representative participate) in an OSHA inspection and assist in private to the inspector. File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights. See any OSHA citations issued to your employer. Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE Race, Color, National Origin, Sex. In addition to the provisions of the Civil Rights Act of 1964, as amended, Title VII of the Civil Rights Act of 1964, as amended, prohibits employment discrimination on the basis of race, color, national origin, or sex in all federal financial assistance programs. Title VI of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive federal financial assistance.

NEBRASKA 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. Provide required training to all workers in a language and vocabulary they can understand. Prominently display this poster in the workplace. Post OSHA citations at or near the place of the alleged violations.

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



NE Department of Labor PAID SICK TIME NEBRASKA HEALTHY FAMILIES & WORKPLACES ACT EFFECTIVE DATE: OCTOBER 1, 2025 BEGINNING OCTOBER 1, 2025, EMPLOYEES ARE ENTITLED TO PAID SICK TIME.

SICK TIME ACCRUAL: Employees begin accruing paid sick time after 90 days of consecutive employment, at which point employees then accrue a minimum of one hour for every 30 hours worked, subject to the following limitations: Employees whose employers have 11-19 employees earn 40 hours of paid sick time in a year. Employees whose employers have 20 or more employees earn 56 hours of paid sick time in a year. Employees are permitted to select higher limits of accrual and use.

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

Contact OSHA. We can help. 1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov