

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 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.

SC SC Department of Labor, Licensing and Regulation (LLR) Required Work Place Poster LLR.sc.gov SC Labor Law Abstract

FED EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION LEAVE ENTITLEMENTS

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.

SC Child Labor When an employer is hired, the employer must notify the employee in writing of: the wages agreed upon, the normal hours the employee will work, the time and place wages will be paid, the deductions an employer may make from wages, including insurance.

SC SOUTH CAROLINA HUMAN AFFAIRS LAW PROHIBITS EMPLOYMENT DISCRIMINATION Under state law an employer may not discriminate against you on the bases of Race, Color, National Origin, Religion, Age (40+) or Disability, Sex (Including pregnancy, childbirth, or related medical conditions), sexual orientation, or gender identity.

SC Department of Labor, Licensing and Regulation (LLR) Required Work Place Poster LLR.sc.gov Safety and Health Protection on the Job The State: Under the South Carolina Occupational Safety and Health Act, the State is responsible for the enforcement of occupational safety and health standards in all workplaces.

SC Unemployment Insurance This establishment may be covered by the S.C. Employment and Workforce Law. If you become unemployed, contact your local SC Works center for assistance with employment opportunities.

SC Workers' Compensation Workers' Compensation Compliance Poster We are operating under and subject to the S.C. Workers' Compensation Act

SC Social Security Tax Don't confuse unemployment insurance with old age, survivors and disability insurance. The amount deducted from your wages as Social Security is your contribution to old-age, survivors and disability insurance.