

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.

HI Wage and Hour Laws
NOTICE TO EMPLOYEES
Minimum Wage - You have the right to receive a minimum wage of at least \$7.25 per hour through December 31, 2014; at least \$7.25 per hour beginning January 1, 2015; at least \$8.50 per hour beginning January 1, 2016; at least \$9.25 per hour beginning January 1, 2017; and at least \$10.10 per hour beginning January 1, 2018.

HI Notice to Employees
NOTICE TO EMPLOYEES
You have the right to be free from unlawful discrimination in your employment. All applicants and employees of private and public employers (except the federal government), union members, and job seekers in employment agencies are protected by Hawaii law against employment discrimination.

HI Laws Prohibiting Employment Discrimination
NOTICE TO EMPLOYEES
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HI Disabling Workers' Compensation
NOTICE TO EMPLOYEES
Workers' Compensation - You have the right to receive workers' compensation benefits and medical care if you suffer a work-related injury. You must report the date, time and circumstance of your injury immediately to your employer or supervisor.

HI Notice to Employees
Disability Compensation Law
Prepaid Health Care - You have the right to enroll in your employer's prepaid health care insurance plan after a consecutive weeks of employment where you have worked at least 20 hours each week.

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HI Notice to Employees
Unemployment Insurance Law
You have the right to unemployment benefits if you lose your job or your work hours are substantially reduced through no fault of your own. You may file your claim for unemployment insurance benefits online or in-person at a local claims office.

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 THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.
WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

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 Employment System.

FED Equal Opportunity Employer/Program
Auxiliary aids and services are available upon request to individuals with disabilities.
TDD/TTY Dial 711 then ask for (808) 586-8866

HI Whistleblower Protection Law NOTICE TO EMPLOYEES
You have the right to not suffer from any adverse employment action, such as termination or discrimination, regarding your employment conditions because you reported or were about to report to a government agency or whistleblower, verbally or in writing, a violation or a suspected violation of a law or a contract executed by the government.

HI Notice to Employees
Under the HAWAII EMPLOYMENT PRACTICES LAW (Act 249, 2013 Regular Session)
BREASTFEEDING IN THE WORKPLACE
effective July 1, 2013
You have the right to nursing break time to express milk for your nursing child at the workplace in a location, other than the restroom, that is shielded from view and free from intrusion from coworkers and the public for one year after your child's birth.

HI Required Notice to Dislocated Workers/Plant Closings
NOTICE TO EMPLOYEES
You have the right to be notified in writing at least 60 days in advance of possible layoffs or terminations due to certain business transactions taken by your employer. Your employer must also notify the Department of Labor and Industrial Relations in the same manner according to the Dislocated Workers Act (DWA).

FED EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT
THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION
LEAVE ENTITLEMENTS
Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

FED Equal Employment Opportunity Is The Law
Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations
Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

FED Occupational Safety & Health Laws
NOTICE TO EMPLOYEES
You have the right to a safe and healthful workplace. The State of Hawaii has developed a federally approved Occupational Safety and Health Administration (OSHA) program and the State is solely responsible for enforcing its own occupational safety and health regulations, which are applicable to most employers in the State of Hawaii, except those hired for domestic service in or about a private home, maritime or shipbuilding employees, and employees covered by a federal agency.

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