

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 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.

PR OFFICE OF LABOR STANDARDS DIGNITY AND JUSTICE FOR WORK GOVERNMENT OF PUERTO RICO DEPARTMENT OF LABOR AND HUMAN RESOURCES

FED EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT 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 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.

PR LAW NO. 180 OF APRIL 17, 1996, AS AMENDED, KNOWN AS THE SUMMERY OF SOME OF THE LAWS THAT THE OFFICE OF LABOR STANDARDS ADMINISTER FOR THE PROTECTION OF WORKERS

FED EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT ELIGIBILITY REQUIREMENTS An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave.

PR Charter of Rights for the Working Woman - Private Sector Working women in the private sector shall enjoy the rights set forth in the Constitution of Puerto Rico and in applicable laws and regulations.

PR LAW NO. 239 OF MAY 12, 1942, AS AMENDED, KNOWN AS THE CHILD EMPLOYMENT ACT, 29 L.P.R.A. SEC. 431 ET SEQ. The employment of minors under the age of eighteen (18) years is regulated in Puerto Rico.

PR DISCRIMINATION IS ILLEGAL DIGNITY AND JUSTICE FOR WORK GOVERNMENT OF PUERTO RICO DEPARTMENT OF LABOR AND HUMAN RESOURCES

WORKPLACE SAFETY AND HEALTH ACT OF PUERTO RICO DIGNITY AND JUSTICE FOR WORK DEPARTMENT OF LABOR AND HUMAN RESOURCES

PR LAW NO. 207 OF SEPTEMBER 27, 2006, ON RESTRICTIONS IN THE USE OF SOCIAL SECURITY NUMBERS DIGNITY AND JUSTICE FOR WORK GOVERNMENT OF PUERTO RICO

PR SINOT - TEMPORARY NON-OCCUPATIONAL DISABILITY INSURANCE PERSON WHO IS DISABLED BY CONDITIONS UNRELATED TO WORK OR IN AN AUTOMOBILE ACCIDENT MAY BE ENTITLED TO THE PRESERVATION OF HIS/HER JOB AND TO BENEFITS:

PR OSHA STATE JURISDICTION DEPARTMENT OF LABOR AND HUMAN RESOURCES, OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION OF PUERTO RICO