

EEOC - EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW
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PRIVATE EMPLOYERS - 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:

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS
Applicants to and employees of companies with federal government contracts are protected under Federal law from discrimination on the following bases:

EMPLOYEE POLYGRAPH PROTECTION ACT
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.

FEDERAL MINIMUM WAGE
EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT
FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

DISLOCATED WORKERS/PLANT CLOSING
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.

HAWAII MINIMUM WAGE
WAGE AND HOUR LAWS
NOTICE TO EMPLOYEES
Minimum Wage - You have the right to receive a minimum wage of at least \$10.10 per hour beginning January 1, 2018. Under certain conditions, "tipped employees" may be paid less per hour.

HUMAN TRAFFICKING
NOTICE TO EMPLOYEES
If you or someone you know is being forced to engage in any activity and cannot leave - whether it is commercial sex, housework, farm work, or any other similar activity - call the National Human Trafficking Resource Center Hotline at:

PAYMENT OF WAGES
STATE OF HAWAII - DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
WAGE STANDARDS DIVISION NOTICE TO EMPLOYEES
The Payment of Wages and Other Compensation Law requires your employer to:

BREASTFEEDING IN THE WORKPLACE
NOTICE TO EMPLOYEES
Under the HAWAII EMPLOYMENT PRACTICES LAW (Act 249, 2013 Regular Session) BREASTFEEDING IN THE WORKPLACE, effective July 1, 2013

WASH YOUR HANDS
NOTICE
FOOD SANITATION RULE 11-12-29
Hawaii Dept. of Health rules requires you to thoroughly wash your hands

MILITARY LEAVE
NOTICE TO EMPLOYEES
You have the right to be free from discrimination and retaliation if you leave your job to perform military service, when seeking initial employment, reemployment, and retention in employment.

PAYDAY NOTICE
Regular Paydays for Employees of
 bargaining agreement which is more restrictive with respect to lie detector tests.

WITHHOLDING STATUS
YOU MAY NEED TO CHECK YOUR WITHHOLDING
If you are not sure if you are withholding correctly, you should check your withholding status.

UNEMPLOYMENT INSURANCE
UNEMPLOYMENT INSURANCE LAW
NOTICE TO EMPLOYEES
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.

DISCRIMINATION
LAW PROHIBITING EMPLOYMENT DISCRIMINATION
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.

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FMLA - FAMILY AND MEDICAL LEAVE ACT
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:

ANTI-DISCRIMINATION NOTICE
It is illegal to discriminate against work-authorized individuals. Employees CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.

WORKERS' COMPENSATION/DISABILITY COMPENSATION
DISABILITY COMPENSATION LAW
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 circumstances of your injury immediately to your employer or your employer's designated agent.

WHISTLEBLOWER PROTECTION ACT
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 your employer, verbally or in writing, a violation or a suspected violation of a law or a contract executed by the government.

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT
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 support of the uniformed services.

OCCUPATIONAL SAFETY AND HEALTH PROTECTION
You Have a Right to a Safe And Healthful Workplace
IT'S THE LAW!
You have the right to notify your employer or HIOSH (808-586-9092) about workplace hazards. HIOSH will keep your name and identity confidential.

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