



EEOC - EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW

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: RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination based on race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship. DISABILITY Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee barring undue hardship. AGE The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. SEX (WAGES) In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS Applicants to and employees of companies with a Federal government contract or subcontract are protected under Federal law from discrimination on the following bases: RACE, COLOR, RELIGION, SEX, SEXUAL ORIENTATION, GENDER IDENTITY, NATIONAL ORIGIN Executive Order 11246, as amended, prohibits employment discrimination based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment. PAY SECURITY Executive Order 11246, as amended, protects applicants and employees from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees. INDIVIDUALS WITH DISABILITIES Section 504 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment. If you believe that you have experienced discrimination contact OFCCP: 1-800-397-6251 TTY: 1-877-889-5627 | www.dol.gov.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE Federal financial assistance: INDIVIDUALS WITH DISABILITIES Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment including recruitment, hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation, can perform the essential functions of the job. If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance. Education Amendments of 1972, prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance. Mandatory Supplement to EEOC PFE (Revised 11/09) "EO is the Law" Poster

WITHHOLDING STATUS

YOU MAY NEED TO CHECK YOUR WITHHOLDING Since you last filed Form W-4 with your employer did you...? • Married or divorced? • Gain or lose a dependent? • Change your name? • Were there major changes to...? • Non-coverage income (interest, dividends, capital gains, etc)? • Your family wage income (you or your spouse started or ended a job)? • Your itemized deductions? • Your tax credits? If you can answer "YES"... To any of these questions if you owed extra tax when you filed your last return, you may need to file a new Form W-4.

HUMAN TRAFFICKING NOTICE

NOTICE ON HUMAN TRAFFICKING IF YOU OR SOMEONE YOU KNOW IS A VICTIM OF THIS CRIME, CONTACT THE FOLLOWING: IN NEW MEXICO, CALL OR TEXT 505-GET-FREE (505-438-3733) OR CALL THE NATIONAL HUMAN TRAFFICKING RESOURCE CENTER HOTLINE TOLL-FREE AT 1-888-373-7888 FOR HELP YOU MAY ALSO SEND THE TEXT "HELP" OR "INFO" TO BEFREE ("233733") YOU MAY REMAIN ANONYMOUS, AND YOUR CALL OR TEXT IS CONFIDENTIAL 505-GET-FREE (505-438-3733) OBTAINING FORCED LABOR OR SERVICES IS A CRIME UNDER NEW MEXICO AND FEDERAL LAW

UNEMPLOYMENT INSURANCE

UNEMPLOYMENT INSURANCE NOTICE The state of New Mexico requires all employers to post and maintain the Unemployment Insurance Notice in a place readily accessible to individuals in his or her service. To obtain the Unemployment Insurance Notice, please contact: New Mexico Department of Labor Employment Security Division - Tax Section P.O. Box 2281, Albuquerque, New Mexico 87103 (505) 841-2000 or 8576 FAX (505) 841-8480

ANTI-DISCRIMINATION NOTICE

It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which documents 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. For information, please contact The Office of Special Counsel for Immigration Related Unfair Employment Practices Office at 800-255-7688.

NEW MEXICO MINIMUM WAGE

NEW MEXICO MINIMUM WAGE ACT EMPLOYEE RIGHTS \$11.50 per hour For FREE copies of this poster and Notice of Accident Forms call 1-866-967-5667 USE A NOTICE OF ACCIDENT FORM TO REPORT YOUR ACCIDENT TO YOUR SUPERVISOR EMPLOYER: You are required by law to post this poster where your employees can read it and to post Notice of Accident forms with it. This poster without Notice of Accident forms does not comply with law. You have other rights and duties under the law.

OVERTIME PAY

At least 1 1/2 times your regular hourly rate of pay for all hours worked over 40 in a workweek.

TIPPED WORKERS

Employers must pay tipped employees an hourly rate of at least \$2.80 per hour. If the tips plus the hourly rate do not equal at least \$11.50 per hour, the employer must make up the difference. Tipped employees have a right to keep all of their tips. Tip pooling may only be among wait staff.

NO SEPARATE RATE FOR STUDENTS OR MINORS

These minimum wage rates apply to all employees regardless of their age or student status.

DAMAGES

Employers who violate the minimum wage or overtime requirements are required to pay impacted employees the full amount of their unpaid wages plus interest, plus an additional amount equal to twice the underpaid wages.

RETTALIATION PROHIBITED

It is unlawful to retaliate against an employee for asserting a wage claim or for informing other employees of their rights.

ENFORCEMENT

The Labor Relations Division of the Department of Workforce Solutions investigates claims and recovers back wages for employees who have been underpaid in violation of law, regardless of the dollar value of the claim, going back at least three years, or longer if there was a continuing course of conduct. Violations may result in civil or criminal action.

LOCAL MINIMUM WAGES

There are higher minimum wages in Santa Fe City and County. There are higher tipped minimum wages in Albuquerque, Las Cruces and Santa Fe City and County.

ADDITIONAL INFORMATION

Certain jobs or employers are exempt from the minimum wage or overtime provisions. Employers must display this poster where employees can easily see it. For more information or to file a wage claim, contact the Labor Relations Division at 505-841-4400, or online at www.dws.state.nm.us



ATTENTION EMPLOYERS AND WORKERS! OMBUDSMAN ACT

If you have questions about worker's compensation, call the WCA Ombudsman for free information. New Mexico Worker's Compensation Administration WCA HELP/HOTLINE 1-866-WORKOMP / (1-866-967-5667) Si usted tiene preguntas sobre compensación de los trabajadores, llame a un ombudsman para información gratis. Administración de compensación De Los Trabajadores Línea De Asistencia Gratuita 1-866-WORKOP / (1-866-967-5667) WCA 08/2005

PAYDAY NOTICE Regular Paydays for Employees of

(Company Name) Shall be as follows: Weekly, Bi-Weekly, Monthly, Other

DISCRIMINATION DISCRIMINATION es contra la ley.

DISCRIMINATION is against the law. If you feel that you have been discriminated against, visit our website or contact us. Si sientes que ha sido discriminado, visite nuestra página por Internet o póngase en contacto con nosotros. NEW MEXICO HUMAN RIGHTS ACT The Human Rights Bureau enforces the provisions of the Human Rights Act of 1969. Additionally, the Human Rights Bureau has a work-sharing agreement with the Equal Employment Opportunity Commission (EEOC) to enforce the provisions of federal law under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967 (ADEA), and the Americans with Disabilities Act of 1990 (ADA), all as amended. Prohibited discriminatory bases include: Race, Color, National Origin, Ancestry, Sex, Age, Religion, Physical or Mental Disability or Serious Medical Condition, Sexual Orientation, Gender Identity, Spousal Affiliation, Pregnancy, Childbirth, or Related Condition, Edad, Religión, Identificación de Género, Discapacidad Mental, Embarazo, Parto, Condición O Condición Relacionada, Origen Nacional o Física o Condiciones Médicas Graves, Sexo y Orientación Sexual, Raza, Religión, Identificación de Género, Discapacidad Mental, Embarazo, Parto, Condición O Condición Relacionada, Ascendencia Médicas Graves, Sexo y Orientación Sexual. El caso sexual o acoso basado en otras categorías protegidas están prohibidos por la Ley. La Ley de Derechos Humanos prohíbe la discriminación en las áreas de empleo, alojamiento, el acceso al crédito, y hospedaje público, y prohíbe la represalia por quejas en cualquiera de estas áreas. Si usted siente que ha sido discriminado, comuníquese con el Buró de Derechos Humanos por teléfono o complete el formulario de quejas por Internet en www.dws.state.nm.us

ENFORCEMENT The New Mexico Department of Workforce Solutions Human Rights Bureau investigates complaints of discrimination and harassment in employment, housing, credit, and public accommodations. Com complaints must be filed with the Human Rights Bureau within 300 days of the last act of discrimination or harassment. Para asistencia en filing a complaint, or for any other information on the Human Rights Act, please call (800) 566-9471 (toll-free) or (505) 827-6838, or visit our website at www.dws.state.nm.us

HUMAN RIGHTS BUREAU 1596 Pacheco Street, Santa Fe, NM 87505 (505) 827-6838 / Toll-free: (800) 566-9471 Fax: (505) 827-6878

WORKERS' COMPENSATION

State of New Mexico Workers' Compensation Administration WORKERS' COMPENSATION ACT If You Are Injured At Work Si Se Lastima En El Trabajo Notice - In most cases you must tell your employer about the accident within 15 days, using the Notice of Accident Form. Usted tiene el derecho a información y ayuda contactándose con un especialista en información conocido como "Ombudsman" en la Administración para la Compensación a los Trabajadores. Información acerca de Reclamaciones. - Contéstese con el representante de reclamaciones de su compañía. EMPLOYER'S INSURER / CLAIMS REPRESENTATIVE: Name, Phone #: Address, Note: Employer must fill in this insurer / claims representative information.

YOUR RIGHTS SUS DERECHOS

If you are injured in a work-related accident: Your employer / insurer must pay all reasonable and necessary medical costs. Su empleador / asegurador debe de pagar por los gastos médicos necesarios y razonables. Es posible que usted tenga, o no tenga, el derecho de escoger el proveedor de servicios para la salud. Si su empleador / asegurador no le ha dado instrucciones por escrito de cómo seleccionar primero, pregúntele o llame a un ombudsman. En una emergencia, obtenga asistencia médica de emergencia primero. Si usted está fuera del trabajo por más de siete días, su empleador / asegurador debe de hacerle un pago compensatorio de prestaciones para compensar parcialmente la pérdida de su salario. Si usted sufre "daño permanente," usted puede tener el derecho a recibir prestaciones parciales de salario por un período de tiempo más largo. Ombudsmen are located at the following offices: Albuquerque: Farmington: Hobbs: Las Cruces: Las Vegas: Roswell: Santa Fe: 1-866-967-5667 1-800-568-7310 1-800-934-2450 1-800-870-6826 1-800-281-7889 1-866-311-8587 1-505-476-7381 1-505-841-6000 1-505-599-9746 1-575-397-3425 1-505-524-6246 1-505-454-9251 1-505-623-3997

If You Need HELP Call: Ask for Ombudsman Si Usted Necesita Ayuda Llame Al: Pregunte por un Ombudsman 1-866-WORKOMP (1-866-967-5667) Visit our website at https://workerscomp.nm.gov

FOR FREE copies of this poster and Notice of Accident Forms call: 1-866-967-5667 USE A NOTICE OF ACCIDENT FORM TO REPORT YOUR ACCIDENT TO YOUR SUPERVISOR EMPLOYER: You are required by law to post this poster where your employees can read it and to post Notice of Accident forms with it. This poster without Notice of Accident forms does not comply with law. You have other rights and duties under the law.

11/18 POST FORMS HERE New Mexico Workers' Compensation Administration 2410 Centre Avenue, Albuquerque, New Mexico 87106 PO Box 27198, Albuquerque, New Mexico 87128-1198

NOTICE OF ACCIDENT OR OCCUPATIONAL DISEASE DISABLEMENT NOTIFICATION DE ACCIDENT O ENFERMEDAD DE OFICIO

Form NOA-1 Employee/Employer: Each keep one copy. EMPLOYER: You are required by law to post this poster where your employees can read it and to post Notice of Accident forms with it. This poster without Notice of Accident forms does not comply with law. You have other rights and duties under the law.

NOTICE OF ACCIDENT OR OCCUPATIONAL DISEASE DISABLEMENT NOTIFICATION DE ACCIDENT O ENFERMEDAD DE OFICIO

IN accordance with New Mexico Law, Section 52-1-29 and Section 52-1-19, NMSA 1978; NMAC 11.4.4.11. Conforme a la Ley de la Compensación de los Trabajadores, Sección 52-1-29, Sección 52-1-19 y NMAC 11.4.4.11. (yo) me lastimé en un accidente en el trabajo o fui incapacitado por enfermedad de oficio aproximadamente (título/s) hora(s) (del) día del 20 de (por enfermedad de oficio aproximadamente (título/s) hora(s) (del) día) del 20 de (por enfermedad de oficio aproximadamente (título/s) hora(s) (del) día) del 20 de

FMLA - FAMILY AND MEDICAL LEAVE ACT

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: • The birth of a child or placement of a child for adoption or foster care; • To bond with a child, must be taken within 1 year of the child's birth or placement; • To care for the employee's spouse, child, or parent who has a qualifying serious health condition; • For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job; • For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent. An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious health condition. An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave intermittently or on a reduced schedule. Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies. BENEFITS & PROTECTIONS While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave. Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions. An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, exposing a practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA. ELIGIBILITY REQUIREMENTS An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must: • Have worked for the employer for at least 12 months immediately preceding the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions. • Have at least 1,250 hours of service in the 12 months before taking leave; and • Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite.

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. PROHIBITIONS Employees are generally prohibited from requiring or requesting an employer or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act. EXCEPTIONS Federal, State and local governments are not subject to the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities. The Act permits polygraph (kind of a lie detector) tests to be administered in the private sector to restrictions to certain prospective employees of security service firms (armed car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers. The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a wage and hour violation (e.g., time and embezzlement etc.) that resulted in economic loss to the employer. The law does not preempt any provision of any State or local law or any collective bargaining agreement which imposes a more restrictive lie detector test.

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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 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. REEMPLOYMENT RIGHTS You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service: • you ensure that your employer receives advance written or verbal notice of your service; • you have five years or less of cumulative service in the uniformed services while with that particular employer; • you return to work or apply for reemployment in a timely manner after termination of service; and • you have not been separated from service with a disqualifying discharge or under other than honorable conditions. If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service, or in some cases, a comparable job. RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION If you: • are a past or present member of the uniformed service; • have applied for membership in the uniformed service; or • are obligated to serve in the uniformed service, then an employer may not deny you: • initial employment; • reemployment; • retention in employment; • promotion; or • any benefit of employment, because of this status. In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection. The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: http://www.dol.gov/vets/problems/userra/poster.htm. Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.

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FEDERAL MINIMUM WAGE

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 all employees can read it. OVERTIME PAY At least 1 1/2 times your regular rate of pay for all hours worked over 40 in a workweek. CHILD LABOR An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment. CREDIT Employees who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employer's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference. NURSING MOTHERS The FLSA requires employers to provide a reasonable break time for a nursing mother employee who is subject to the FLSA's overtime requirements in order for the employee to express breast milk for her nursing child one year after the child's birth each time such employee has a need to express breast milk. Employers are also required to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk. ENFORCEMENT The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal prosecution. Employers may be assessed 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's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when such violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA. • Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. • Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico. • Some state laws provide greater employee protections; employers must comply with both. • Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not. • Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

OCCUPATIONAL SAFETY AND HEALTH PROTECTION

NEW MEXICO JOB HEALTH AND SAFETY POSTER You Have a Right to a Safe and Healthful Workplace IT'S THE LAW! Employees: • You have the right to notify your employer or OSHA about workplace hazards. You may ask OSHA to keep your name confidential. • You have the right to request a New Mexico OSHA inspection if you believe that there are unsafe or unhealthful conditions in your workplace. You or your representative may participate in the inspection. • You can file a complaint with New Mexico OSHA within 30 days of discrimination by your employer for making safety and health complaints or for exercising your rights under the New Mexico Occupational Health and Safety Act. • You have a right to see OSHA citations issued to your employer. Your employer must post the citations at or near the place of the alleged violation. • Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated. • You have the right to copies of your medical records or records of your exposure to toxic and harmful substances or conditions. • Your employer must post this notice in your workplace. • You must comply with all OSHA standards issued under the OSH Act that apply to your own actions and conduct on the job. Employers: • Employers must furnish your employees a place of employment free from recognized hazards. • Employers must comply with the OSHA standards issued under the OSHA Act. The Occupational Safety and Health Act of 1970 (OSH Act), PL 91-596, assures safe and healthful working conditions for working men and women throughout the Nation. The Occupational Safety and Health Administration, in the U.S. Department of Labor, has the primary responsibility for administering the OSHA Act. The rights listed here may vary depending on the particular circumstances. To file a complaint, report an emergency, or seek free OSHA advice and assistance, call 1-877-OSHA-4242 or 1-877-634-7242 or our fax number is (505) 476-8734. For information or assistance relative to the State Occupational Health & Safety program, please refer to address to the left side of poster. The Federal Occupational Safety and Health Administration monitors the operation of the state program to assure its continued effectiveness. Anyone wishing to register a complaint concerning the administration of the New Mexico Occupational Health and Safety Act should contact the New Mexico Environment and Occupational Safety and Health Administration, 525 Griffin Street, Room 602, Dallas, Texas 75202 at (972) 880-4145.

SALUD DE TRABAJO Y CARTEL DE SEGURIDAD

Usted Tiene el Derecho a un Lugar de Trabajo Seguro y Saludable. ¡LO ESTABLECE LA LEY! Empleados: • Usted tiene el derecho de notificar a su empleador o a la OSHA sobre peligros en el lugar de trabajo. Usted también puede pedir que la OSHA haga una inspección. • Usted tiene el derecho de pedir a la OSHA de Nuevo México que realice una inspección si usted piensa que en su trabajo existen condiciones peligrosas o poco saludables. Usted o su representante pueden participar en esa inspección. • Usted puede presentar una queja ante la OSHA de Nuevo México si cree que su empleador viola o no cumple con las normas de seguridad y salud ocupacionales expedidas conforme a la Ley OSHA que sean aplicables a sus propias acciones y conducta en el trabajo. Empleadores: • Empleadores deben proporcionar a sus empleados un lugar de empleo libre de peligros conocidos. • Empleadores deben cumplir con las normas de seguridad y salud ocupacionales expedidas conforme a la Ley OSHA. La Ley de Seguridad y Salud Ocupacionales de 1970 (Ley OSHA), PL. 91-596, garantiza condiciones ocupacionales seguras y saludables para los hombres y las mujeres que desempeñen algún trabajo en todo el Estado de Nuevo México. La Administración de Seguridad y Salud Ocupacionales (OSHA) es la responsable principal de supervisar la Ley de Seguridad y Salud Ocupacionales y garantizar que los estándares de seguridad y salud ocupacionales particulares. Para presentar un reclamo, informar sobre una emergencia o pedir consejos y asistencia gratis de la OSHA, llame a 1-877-610-6742 o (505) 476-8700. Número de fax: (505) 476-8734. La Administración de Salud y Seguridad Ocupacional Federal supervisa la operación del programa estatal para asegurar su eficacia continuada. Cualquier deseo de registrar una queja acerca de la administración de OSHA por parte del Estado, puede hacer así por ponerse en contacto con el New Mexico Environment and Occupational Safety and Health Administration, 525 Griffin Street, Room 602, Dallas, Texas 75202, número de teléfono (972) 880-4145.

LA LEY DE SEGURIDAD Y SALUD OCUPACIONALES DE 1970 (Ley OSHA), PL. 91-596, garantiza condiciones ocupacionales seguras y saludables para los hombres y las mujeres que desempeñen algún trabajo en todo el Estado de Nuevo México. La Administración de Seguridad y Salud Ocupacionales (OSHA) es la responsable principal de supervisar la Ley de Seguridad y Salud Ocupacionales y garantizar que los estándares de seguridad y salud ocupacionales particulares. Para presentar un reclamo, informar sobre una emergencia o pedir consejos y asistencia gratis de la OSHA, llame a 1-877-610-6742 o (505) 476-8700. Número de fax: (505) 476-8734.

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