### Notice To Employees - Employee Benefits

**Employee Benefits Under the Fair Labor Standards Act**

**FEDERAL MINIMUM WAGE**

<table>
<thead>
<tr>
<th>Period</th>
<th>Maximum Wages</th>
<th>Overtime Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1900</td>
<td>7.25</td>
<td>$7.25</td>
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</tbody>
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#### Tips Credit

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.

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**Job Safety and Health**

**IT’S THE LAW!**

All workers have these rights:

- **Right to know:**
  - Know your workplace.
  - Be aware of your safety and health hazards.
  - Understand hazards to which you may be exposed.

- **Recordkeeping:**
  - Have access to your OSHA workplace injury and illness log.

- **Medical examination and treatment:**
  - Receive medical examination and treatment.

- **Occupational health programs:**
  - Participate in occupational health programs.

- **Right to refuse work:**
  - If you believe that the work is dangerous or hazardous.

- **Right to complain:**
  - To the employer or OSHA.

**Employees must:**

- Provide employers a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including having a health and safety concern with you or OSHA, or reporting a workplace injury or illness.

- Comply with applicable OSHA standards.

**OSHA enforcement**

- The OSHA Act requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by posting notice to employees in the workplace. Individuals may request a copy of their medical records, tests, or examinations from OSHA.

- **Workers’ compensation:**
  - Employees have the right to receive workers’ compensation benefits, regardless of fault.

- **Unlawful discrimination:**
  - Prohibited by the Equal Employment Opportunity Commission (EEOC).