

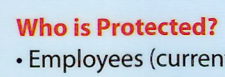


ALABAMA & FEDERAL LABOR LAW POSTER

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

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.



Who is Protected?

- Employees (current and former), including managers and temporary employees
Job applicants
Union members and applicants for membership in a union

- Retaliation for filing a charge, reasonably opposing discrimination, participating in a discrimination lawsuit, investigation, or proceeding
Discharge, firing, or lay-off

- Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights or someone assisting or encouraging someone else to exercise rights

- What Types of Employment Discrimination are Prohibited?
Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of:
Race
Color
Religion
National origin
Sex, including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity
Age (40 and older)
Disability
Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)

- What Organizations are Covered?
Most private employers
State and local governments (as employers)
Educational institutions (as employers)
Unions
Staffing agencies

- What can You Do if You Believe Discrimination has Occurred?
Contact the EEOC promptly if you suspect discrimination. Do not delay because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work).

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

Protected Veterans Status: The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (38 U.S.C. 4212), prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE
Race, Color, National Origin, Sex: In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color, or national origin in programs or activities receiving Federal financial assistance.

CHILD LABOR LAWS

ALABAMA CHILD LABOR LAWS

Each employer shall obtain and display the proper Child Labor Certificate(s) for each location where minors under the age of 18 are employed.

Table with 3 columns: Minors Age 14/15, Minors Age 16/17/18, and Minors Age 18. Rows include Employment Certificate, Work Time Restrictions, Breaks, Occupations, and Record Keeping.

Alcoholic Beverages
Employees must be:
21 to serve alcoholic beverages for consumption on premises (18 if licensee is RVP certified).
14 and older may be employed in such establishments as busboys, janitors, dishwashers, cooks, hostesses, or waiters.

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.

PROHIBITIONS: Employers are generally prohibited from requiring or requesting any employee 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.

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 employees can readily see it. OVERTIME PAY: At least 1 1/2 times your regular rate of pay for all hours worked over 40 in a workweek.

WORKERS' COMPENSATION

STATE OF ALABAMA WORKERS' COMPENSATION INFORMATION

If you are injured on the job, or contract an occupational disease, notify your employer immediately. Your employer will advise you of the physician to see for authorized medical treatment.

WORKERS' COMP INSURANCE CARRIER: Liberty Mutual
TELEPHONE NUMBER: 704-757-2561
ASSISTANCE IS AVAILABLE UNDER THE ALABAMA WORKERS' COMPENSATION LAW INCLUDING MEDIATION SERVICE.

ANTI-DISCRIMINATION NOTICE

It is illegal to discriminate against work-authorized individuals. Employers 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.

PAYDAY NOTICE

Regular Paydays for Employees of PowerSouth Energy Cooperative
Shall be as follows:
Weekly
Monthly
Other

WITHHOLDING STATUS

YOU MAY NEED TO CHECK YOUR WITHHOLDING
Since you last filed form W-4 with your employer did you...
Marry or divorce?
Gain or lose a dependent?
Change your name?
Were there major changes to...
Your nonwage income (interest, dividends, capital gains, etc.)?

UNEMPLOYMENT COMPENSATION FRAUD

UNEMPLOYMENT COMPENSATION FRAUD IS A CRIME

- Some examples of fraud include:
Making false statements to obtain unemployment compensation
Attempting to draw benefits while working
Continuing to file a claim after returning to work
Being paid "under the table" while collecting unemployment compensation
Not being truthful when filing your initial or weekly claims



FRAUD IS STEALING!

FRAUD PENALTIES ARE SEVERE

- Up to a Class B Felony
Fines of up to \$500 AND up to 12 months in jail for each fraudulent week claimed
Mandatory ineligibility for up to a two year period



To report fraud call 800-392-8019
Penalties noted above subject to Section 25-4-145 Code of Alabama (1975)

WORKERS' COMPENSATION FRAUD NOTICE

WORKERS' COMPENSATION FRAUD It could be a ticket to jail!



Workers' Compensation Fraud is STEALING!

WANTED INFORMATION LEADING TO THE DISCOVERY AND OR CONVICTION OF WORKERS' COMPENSATION FRAUD.

Making a false statement to obtain workers' compensation benefits (Ala. Criminal Code, Section 13A-11-124) is a Class C Felony under Alabama law.

WORKERS' COMPENSATION FRAUD CAN BE:
Reporting an off the job accident as an on the job accident.
Reporting an accident that never happened.
Complains of accident injury symptoms that are exaggerated or non-existent.

TO REPORT WORKERS' COMPENSATION FRAUD CALL 1-800-923-2533 OR 334-242-7345

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 and:
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 conclusion of service; and
You have not been separated from service with a disqualifying discharge or under other than honorable conditions.

UNEMPLOYMENT COMPENSATION

YOUR JOB INSURANCE

Workers in this establishment are covered by the Alabama Unemployment Compensation Law. YOU MAY BE ENTITLED TO BENEFITS IF:
(1) You become totally or partially unemployed under conditions defined by law and you are otherwise eligible and qualified for benefits and
(2) you are separated from your job through no fault of your own.

ALABAMA DEPARTMENT OF LABOR

Alabama Administrative Code 480-4-2-.19 requires that this notice be posted conspicuously

FMLA - FAMILY AND MEDICAL LEAVE ACT

Your Employee Rights Under the Family and Medical Leave Act

What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees.
Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period for:
The birth, adoption or foster placement of a child with you;
Your serious mental or physical health condition that makes you unable to work;
To care for your spouse, child or parent with a serious mental or physical health condition; and
Certain qualifying reasons related to the serious deployment of your spouse, child or parent who is a military servicemember.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

Job Safety and Health IT'S THE LAW!



All workers have the right to:
A safe workplace.
Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.

WORKERS' COMPENSATION FRAUD NOTICE

WORKERS' COMPENSATION FRAUD

- Receive information and training on job hazards, including all hazardous substances in your workplace.
Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.
Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.

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Contact OSHA. We can help. 1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

