

# Your Rights and Responsibilities Under Federal Law

# Under Federal Law



## Your Rights — Under the Fair Labor Standards Act Federal Minimum Wage

**\$5.85** PER HOUR  
BEGINNING JULY 24, 2007

**\$6.55** PER HOUR  
BEGINNING JULY 24, 2008

**\$7.25** PER HOUR  
BEGINNING JULY 24, 2009

**Overtime Pay**  
At least 1.5 times your regular rate of pay for all hours worked over 40 in a workweek.

**Youth Employment**  
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 under the following conditions:  
• 3 hours on a school day or 18 hours in a school week  
• 8 hours on a non-school day or 40 hours in a non-school week  
Also, work may not begin before 7 a.m. or end after 7 p.m., except from June 1 through Labor Day, when evening hours are extended to 9 p.m. Different rules apply in agricultural employment. For more information, visit the Youth-Rules! Web site at [www.youthrules.gov](http://www.youthrules.gov).

**Tips Credit**  
Employers of "tipped employees" must pay a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee'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. Certain other conditions must also be met.

**Enforcement**  
The Department of Labor may recover back wages either administratively or through court action, for the employees that have been underpaid in violation of the law. Violations may result in civil or criminal action. Civil money penalties of up to \$11,000 per violation may be assessed against employers who violate the youth employment provisions of the law and up to \$1,100 per violation against employers who willfully or repeatedly violate the minimum wage or overtime pay provisions. This law prohibits discriminating against or discharging workers who file a com-

plaint or participate in any proceedings under the Act.  
**Additional Information**  
• Certain occupations and establishments are exempt from the minimum wage and/or overtime pay provisions.  
• Special provisions apply to workers in American Samoa and the Commonwealth of the Northern Mariana Islands.  
• Some state laws provide greater employee protections; employers must comply with both.  
• The law requires employers to display this poster where employees can readily see it.  
• This poster uses 20 years of age may be paid \$4.25 per hour during their first 90 consecutive calendar days of employment with an employer.  
• 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.

For additional information:  
**1-866-USWAGE**  
(1-866-487-9243) TTY: 1-877-889-5627  
[www.wagehour.dol.gov](http://www.wagehour.dol.gov)

The law requires employers to display this poster where employees can readily see it.

U.S. Department of Labor  
Employment Standards Administration  
Wage and Hour Division  
Washington, D.C. 20210

WH Publication 1008 (Revised June 2007)

## Equal Employment Opportunity is the Law

### Employers Holding Federal Contracts or Subcontracts

Applicants to and employees of companies with a Federal government contract or subcontract are protected under the following Federal authorities:

**RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN**  
Executive order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

**INDIVIDUALS WITH DISABILITIES**  
Section 503 of the Rehabilitation Act of 1973, as amended, prohibits job discrimination because of disability and requires affirmative action to employ and advance in employment qualified individuals with disabilities who, with reasonable accommodation, can perform the essential functions of a job.

**VIETNAM ERA, SPECIAL DISABLED VETERANS, AND OTHER PROTECTED VETERANS**  
38 U.S.C. 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, prohibits job discrimination and requires affirmative action to employ and advance in employment qualified Vietnam era veterans, qualified special disabled veterans, recently separated veterans, and other protected veterans.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations...

fringe benefits, classification, referral, and other aspects of employment on the basis of disability. The law also requires that covered entities provide qualified applicants and employees with disabilities with reasonable accommodations that do not impose undue hardship.

**Private Employment, State and Local Governments, Educational Institutions**  
In addition to sex discrimination prohibited by Title VII of the Civil Rights Act of 1964, as amended (see above), the Equal Pay Act of 1963, as amended, prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment.

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under the following Federal laws:

**RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN**  
Title VII of the Civil Rights Act of 1964, as amended, prohibits discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex or national origin.

**DISABILITY**  
The Americans with Disabilities Act of 1990, as amended, protects qualified applicants and employees with disabilities from discrimination in hiring, promotion, discharge, pay, job training,

**Programs or Activities Receiving Federal Financial Assistance**  
RACE, COLOR, RELIGION, NATIONAL ORIGIN, SEX  
In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, title VII of the Civil Rights Act, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VII if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

**SEX (WAGES)**  
In addition to sex discrimination prohibited by Title VII of the Civil Rights Act of 1964, as amended (see above), the Equal Pay Act of 1963, as amended, prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment.

Retaliation against a person who files a charge of discrimination, participates in an investigation, or opposes an unlawful employment practice is prohibited by all of these Federal laws.

If you believe that you have been discriminated against under any of the above laws, you should contact immediately:

The U.S. Equal Employment Opportunity Commission (EEOC), 1801 L Street, N.W., Washington, D.C. 20507 or an EEOC field office by calling toll free (800) 669-4000. For individuals with hearing impairments, EEOC's toll free TDD number is (800) 669-6820.

**INDIVIDUALS WITH DISABILITIES**  
Sections 501, 504 and 505 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of a disability in any program or activity which receives Federal financial assistance in provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

Publication OFCCP 1420 Revised 2004

## Your Rights — Under the Family and Medical Leave Act of 1993

FMLA requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons. Employees are eligible if they have worked for their employer for at least one year, and for 1,250 hours over the previous 12 months, and if there are at least 50 employees within 75 miles. The FMLA permits employees to take leave on an intermittent basis or for a reduced schedule under certain circumstances.

### Reasons for Taking Leave

Unpaid leave must be granted for the following reasons:  
• to care for the employee's spouse, child, or parent who has a serious health condition;  
• to care for the employee's spouse, child, or parent who is a covered health condition;  
• for a serious health condition that makes the employee unable to perform his or her job;  
• the employee's or employer's own need to take unpaid leave.

Advances must be provided for unpaid leave. The employee must provide 30 days advance notice when the leave is "foreseeable."

Employers may require medical certification of a serious health condition. An employer may request for leave because of a serious health condition, and may require second opinions (at the employee's expense) and a duty report to return to work.

**Job Benefits and Protection**  
• For the duration of FMLA, the employer must maintain the employee's health coverage under any "group-term life insurance" plan.  
• Upon return from FMLA, the employer must restore the employee to his or her original or equivalent position with equivalent pay, benefits, and other employment terms.

Employers must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms.

### Unlawful Acts by Employers

It is unlawful for any employer to:  
• interfere with, restrain, or deter the exercise of rights provided under FMLA;  
• discriminate against any person for opposing any practice made unlawful by FMLA or for involvement in any proceeding under or relating to FMLA.

**Enforcement**  
The U.S. Department of Labor is authorized to investigate and resolve complaints of violations.  
• An eligible employee may bring a civil action against an employer for violations.  
• FMLA does not affect any Federal or State law prohibiting discrimination, or supersede any State or local law or collective bargaining agreement which provides greater family or medical leave rights.

prohibiting discrimination, or supersede any State or local law or collective bargaining agreement which provides greater family or medical leave rights.

### For Additional Information

If you have access to the Internet visit our FMLA website: <http://www.dol.gov/eis/whd/fmla>. To locate your nearest Wage-Hour Office, telephone our Wage-Hour toll-free information and help line at 1-866-4USWAGE (1-866-487-9243). A customer service representative is available to assist you with referral information from 8am to 5pm in your time zone; or log onto our Home Page at <http://www.wagehour.dol.gov>.

U.S. Department of Labor Employment Standards Administration Wage and Hour Division Washington, D.C. 20210

WH Publication 1420 Revised August 2001

## 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 an 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.

**Exemptions\***  
Federal, State and local governments are not affected by 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 (a kind of lie

detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored 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 workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer.

**Examinee rights**  
Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.

## Notice

**Enforcement**  
The Secretary of Labor may bring court actions to restrain violations and assess civil penalties up to \$10,000 against violators. Employees or job applicants may also bring their own court actions.

**Additional information**  
Additional information may be obtained, and complaints of violations may be filed, at local offices of the Wage and Hour Division. To locate your nearest Wage-Hour Office, telephone our toll-free information and help line at 1-866-4USWAGE (1-866-487-9243). A customer service representative is available to assist you with referral information from 8am to 5pm in your time zone; or if you have access to the internet, you may log onto our Home page at [www.wagehour.dol.gov](http://www.wagehour.dol.gov).

## 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 an OSHA inspection if you believe that there are unsafe and unhealthful conditions in your workplace. You or your representative may participate in the inspection.  
• You can file a complaint with OSHA within 30 days of "retaliation" or discrimination by your employer for making safety and health complaints or for exercising your rights under the OSH 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.

**EMPLOYERS:**  
• You must furnish a safe and healthful place of employment.  
• You must comply with OSHA standards.  
• You must post this poster where employees can readily see it.  
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• You must post this poster where employees can readily see it.

**Enforcement**  
OSHA may issue citations and order corrective action if it finds that there are violations of OSHA standards. OSHA may also issue citations and order corrective action if it finds that there are violations of OSHA standards.

**OSHA**  
U.S. Department of Labor  
Occupational Safety and Health Administration  
Washington, D.C. 20210  
www.osha-slc.gov  
OSHA 3163

Regulatory Compliance Assistance Program

Regulatory Management Services

**MFB, INC.**  
Labor, Safety, Environmental Regulatory Services and Materials  
To order, call 800-292-2680, ext. 2311  
Fax 517-323-6556  
P.O. Box 30960  
Lansing, MI 48909

## 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 are discharged from military service in the uniformed services.  
• You have the right to advance pay and benefits.  
• You have the right to cumulative service in the uniformed services while with that particular employer.  
• You have the right to apply for reemployment after conclusion of your military service.

**Right to be free from discrimination and retaliation**  
If you:  
• are a past or present member of the uniformed services;  
• have applied for membership in the uniformed services; or  
• are obligated to serve in the uniformed services;  
then an employer may not deny you:  
• initial employment;  
• reemployment;  
• retention in employment;  
• promotion; or  
• any benefit of employment.

**Enforcement**  
The U.S. Department of Labor, Veterans Employment, and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations.  
For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at <http://www.dol.gov/vets>. An interactive online USERRA Advisor can be viewed at <http://www.dol.gov/eis/adv/vets/usa.htm>.

**Publication Date - January 2006**  
U.S. Department of Justice  
U.S. Department of Labor (1-866-487-2311)  
ESGR (1-800-336-4590)

## Your Rights and Responsibilities Under Agricultural Law

## Under Agricultural Law

### Notice: Migrant and Seasonal Agricultural Worker Protection Act

### Aviso: Ley de Protección de Trabajadores Migrantes y Temporales en la Agricultura

This federal law requires agricultural employers, agricultural associations, farm labor contractors and employees to observe certain labor standards when employing migrant and seasonal farmworkers unless specific exemptions apply. Further, farm labor contractors are required to register with the U.S. Department of Labor.

### Migrant and Seasonal Farmworkers Have These Rights

- To receive accurate information about wages and working conditions for the prospective employment
- To receive this information in writing and in English, Spanish or other languages, as appropriate
- To have the terms of the working arrangement upheld
- To have farm labor contractors show proof of registration at the time of recruitment
- To be paid wages when due
- To receive itemized, written statements of earnings for each pay period
- To purchase goods from the source of their choice
- To be transported in vehicles which are properly insured and operated by licensed drivers, and which meet federal and state safety standards
- For migrant farmworkers who are provided housing
- To be housed in property which meets federal and state safety and health standards
- To have the housing information presented to them in writing at the time of recruitment
- To have posted in a conspicuous place at the housing site or presented to them a statement of the terms and conditions of occupancy, if any.

Workers who believe their rights under the act have been violated may file complaints with the department's Wage and Hour Division or may file suit directly in Federal district court. The law prohibits employers from discriminating against workers who file complaints, testify or in any way exercise their rights on their own behalf or on behalf of others. Complaints of such discrimination must be filed with the division within 180 days of the alleged event.

For further information, get in touch with the nearest office of the Wage and Hour Division, listed in most telephone directories under U.S. Government, Department of Labor.

U.S. Department of Labor  
Employment Standards Administration  
Wage and Hour Division

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trabajadores migrantes y temporales en la agricultura, a menos que se apliquen excepciones específicas. Los contratistas, o inquilinos, tienen además la obligación de registrarse con el Departamento del Trabajo.

### Los Trabajadores Migrantes y Temporales Tienen los Derechos Sigüentes

- Recibir detalles exactos sobre el salario y las condiciones de trabajo del empleo futuro
- Recibir estos datos por escrito en inglés, en español, o en otro idioma que sea apropiado
- Cumplimiento de todas las condiciones de trabajo como fueron presentadas cuando se les hizo la oferta de trabajo
- Al ser reclutados para un trabajo, ver una prueba de que el contratista se haya registrado con el Departamento del Trabajo
- Cobrar el salario en la fecha y hora
- Recibir cada día de su paga un recibo indicando el salario y la razón de cualquier deducción
- Comprar mercancías al comerciante que ellos escogen
- Ser transportados en vehículos que tengan seguros adecuados y que hayan pasado las inspecciones federales y estatales de seguridad, y conducidos por choferes que tengan permisos de manejar
- Las garantías para los trabajadores migrantes a quienes se les proporcionen viviendas o alojamiento

• Viviendas que satisficieran los requisitos federales y estatales de seguridad y de sanidad- Al ser reclutados, recibir por escrito informes sobre las viviendas y su costo
- Recibir de su patron un aviso escrito explicando las condiciones de ocupación de la vivienda, o que tal aviso este colocado en un lugar visible de la vivienda

Los trabajadores que crean haber sufrido una violación de sus derechos pueden presentar sus quejas a la División de Salarios y Horas o pueden presentar una demanda directamente a los tribunales federales. La ley prohíbe cualquier discriminación o sanción hacia los trabajadores que presenten tales quejas, que hagan declaraciones, o que actúen de cualquier manera sus derechos, sea a beneficio de sí mismos o a beneficio de otros. Hay que presentar las quejas de discriminación o de sanción a la división dentro de 180 días del suceso.

En caso de que se necesite más información, comuníquese con la oficina de la División de Salarios y Horas más cercana, que aparece en la mayoría de los directorios telefónicos bajo el título U.S. Government, Department of Labor.

Departamento del Trabajo de los EE.UU.  
Administración de Normas de Empleo  
División de Salarios y Horas

La ley exige que los patrones fijen este aviso en un lugar donde puedan verlo fácilmente los trabajadores.

WH Publication 1376 • Rev. April 1983

## Protect Yourself from Pesticides

### Proteja a Sí Mismo de los Pesticidas

Pesticides may be on plants and in irrigation water, or drifting from nearby applications. Los pesticidas pueden estar en las plantas o en el suelo, en el agua de riego, o arrastrados por el viento cuando se aplican cerca.



**Follow directions: Keep out of restricted areas.**  
Siga instrucciones: No entre a las áreas restringidas.

**Wear a hat or cap, scarf, a long-sleeved shirt, long pants, and shoes and socks to protect yourself from pesticides.**  
Use sombrero o gorro, pañuelo, camisa de manga larga, pantalones largos, y zapatos y calcetines para protegerte de los pesticidas.

**There are Federal rules to protect workers. These rules require that your employer train you in pesticide safety.**  
Existen reglas federales para proteger a los trabajadores. Las reglas exigen que su patrón le proporcione entrenamiento de seguridad con los pesticidas.

**In an Emergency Call 911**  
If pesticides get on you, wash them off right away with clean water.  
Si pesticidas le salpican, lávese inmediatamente con agua limpia.

**Then shower, shampoo your hair, and change into clean clothes as soon as possible.**  
Luego, báñese, lávese el pelo con champú, y cámbiese de ropa lo más pronto posible.

### Michigan Department of Labor Wage Deviation Board Agricultural Board Agricultural Piecework Rates

Crop/Unit	Rate in Dollars	Rate Eff.	Rate Eff.	Rate Eff.
	1/1/79	1/1/80	1/1/81	
<b>R 408.711 Vegetables.</b>				
Apparatus (pound)	0.091	0.097	0.105	
Beans (Strip/Bush)	\$2.88	\$2.78	\$2.48	
Cucumber (Picks/Pound)	0.036	0.038	0.041	
Green (2 1/2 Pound Crate)	0.534	0.571	0.617	
Letuce (Head/24 Head Crate)	0.158	0.169	0.183	
Onions, Dry (Yellow/5 Peck Crate)	0.217	0.232	0.251	
Onions, Dry (White/5 Peck Crate)	0.381	0.407	0.440	
Onions, Green (Bush)	0.058	0.062	0.067	
(5-9 Onions Per Bush)	\$1.86	\$1.99	\$2.15	
Peppers, "Long Green" (Bush)	0.504	0.539	0.582	
Potatoes (Bush)	0.172	0.184	0.199	

the wage deviation board to be equivalent to the prevailing minimum hourly wage for such work.

Radishes (Dozen Bunches) (18-20 Radishes Per Bunch)	0.480	0.513	0.554
Tomatoes, Fresh (5/8 Bushel Hamper)	0.425	0.454	0.491
Tomatoes, Process (5/8 Bushel Hamper)	0.31	0.33	0.36

**R 408.712 Fruits**

Apples (Bushel/Shipping Rate)	0.335	0.358	0.387
Apples, Crab (Bushel)	\$1.16	\$1.24	\$1.34
Prunes (Italian, Stanley, etc)	0.328	0.348	0.376
Blueberries (Quart)	0.326	0.348	0.376
Blueberries, Hand Picked (Pound)	0.173	0.185	0.20
Blackberries, Hand Picked (Pound)	0.173	0.185	0.20
Assisted (Pound)	0.046	0.049	0.053
Cherries, Tart (2 Pound Lug)	\$1.61	\$1.72	\$1.86
Cherries, Sweet (2 Pound Lug)	\$1.77	\$1.89	\$2.04
Grapes, Concord & Niagara (Pound)	0.018	0.019	0.021
Grapes, Delaware (Pound)	0.023	0.025	0.027
Peaches, Process (Bushel)	0.376	0.402	0.434

Pears (Bushel)	0.520	0.556	0.601
Plums (Blue Damson, etc./Bushel)	\$2.32	\$2.48	\$2.98
Prunes (Italian, Stanley, etc)	0.328	0.348	0.376
Raspberries, Black (Quart)	0.912	0.975	\$1.05
Raspberries, Red (Quart)	0.454	0.485	0.524
Strawberries, Fresh (Quart)	0.173	0.185	0.20
Strawberries, Process (Thousand)	\$7.62	\$8.15	\$8.81

**R 408.713 Strawberry Plants**

Strawberries, Machine Assisted (Thousand)	\$5.71	\$6.10	\$6.59
Strawberries, Nonmechanically Assisted (Thousand)	\$7.62	\$8.15	\$8.81

**To Be Posted**  
Michigan Department of Labor  
Lansing, Michigan 48909

## Your Rights — Under the Fair Labor Standards Act Federal Minimum Wage

**\$5.85** PER HOUR  
BEGINNING JULY 24, 2007

**\$6.55** PER HOUR  
BEGINNING JULY 24, 2008

**\$7.25** PER HOUR  
BEGINNING JULY 24, 2009

The Act Requires Minimum Wage of at least \$5.85 an hour (see editor's note) if you perform covered work for an employer who used more than 500 man-days\* of any labor in any calendar quarter of the preceding year. Note: Under specific exemptions in the law, employers do not have to pay the minimum wage to the following:  
• Members of the employer's immediate family  
• Local hand-harvest workers who are paid on a piece-rate basis and who worked fewer than 13 weeks in agriculture during the preceding calendar year;  
• Migrant hand-harvest workers 16 and younger who are employed on the same farm as their parents and who receive the same piece rate as employees older than 16 working on the same farm;  
• Workers mainly engaged in the range production of livestock.

**Child Labor**  
At age 16, you may work at any time in any farm job, including those declared hazardous by the Secretary of Labor. At 14, you may work in non-hazardous farm jobs outside school hours. Minors 12 and 13 years old may work outside school hours with written parental consent or on farms where parents are employed, and those under 12 may work with written parental consent outside school hours on farms not subject to the minimum wage. Local minors 10 and 11 years old may work outside school hours under prescribed conditions to hand harvest crops with short harvesting season for not more than 8 weeks between June 1 and October 15, upon approval by the Secretary of Labor of an employer's application for a waiver from the child labor provisions for employment of such children.

**Enforcement**  
The U.S. Government may bring civil or criminal action against employers who violate theft. In certain actions, courts may order payment of back wages. Employers may be fined up to \$1,000 for each violation of the child labor provisions. The Act prohibits an employer from discriminating against or discharging you if you file a complaint or participate in proceeding under it.

**State Laws**  
When a state law differs with the Fair Labor Standards Act, the law providing more protection or setting the higher standard applies.

**Information**  
Consult your telephone directory under U.S. Government, Department of Labor or write: U.S. Department of Labor, Employment Standards Administration, Wage and Hour Division, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

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U.S. Department of Labor, Employment Standards Administration, Wage and Hour Division  
The law requires employers to display this poster where employees can readily see it.  
\* U.S. GPO: 2002-487-832/59435  
\* Certain full-time students, student learners, apprentices, and handicapped workers may be paid less than the applicable minimum wage, but only under special Department-issued certificates.  
\*\* "Man-day" means any day when an employee (except for a member