

**FED** **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 the regular rate of pay for all hours worked over 40 in a workweek.

**CHILD LABOR**  
An employer must not be 16 years old to work in non-manufacturing jobs and at least 18 years old to work in non-manufacturing jobs with certain work hours restrictions. Different rules apply to agricultural employment.

**TIP CREDIT**  
Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employees must pay tipped employees cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employer pays combined with the employer's cash wage of at least \$2.13 per hour not over the minimum hourly wage, the employer must pay the difference.

**WHD** **U.S. DEPARTMENT OF LABOR**  
1-866-487-9243  
www.dol.gov/whd

REV. 07/2016

**PA** **Department of Labor & Industry**

**MINIMUM WAGE LAW SUMMARY**

MUST BE POSTED IN A CONSPICUOUS PLACE IN EVERY PENNSYLVANIA BUSINESS GOVERNED BY THE MINIMUM WAGE ACT

**Minimum Wage Rate**  
**\$7.25 per hour**  
**Effective July 24, 2009**  
(Except as Described)

**Overtime Rate**  
Workers shall be paid 1 1/2 times their regular rate of pay after 40 hours worked in a workweek.  
(Except as Described)

The Pennsylvania Minimum Wage Act establishes a fixed Minimum Wage and Overtime Rate for employees. It also sets forth compliance-related duties for the Department of Labor & Industry and for employers. In addition, the Minimum Wage Act provides penalties for noncompliance. This summary is for general information only and is not an official position favored by the Department of Labor & Industry.

**TYPED EMPLOYERS:** An employer may pay a minimum of \$2.83 per hour to an employee who makes \$135.00 per month in tips. The employer must make up the difference if the tips and \$2.83 do not meet the regular Pennsylvania minimum wage.

**KEEPING RECORDS:** Every employer must maintain accurate records of each employee's earnings and hours worked, and provide access to Labor & Industry.

**EXEMPTIONS FROM BOTH Minimum Wage and Overtime Rates**

- Labor on a farm
- Domestic service or about the private home of the employer
- Delivery of newspapers to the consumer
- Publication of weekly, semi-weekly or daily newspaper with a circulation of less than 4,000 when the major portion of circulation is in the county where published or a bonding county
- Boat fire outside salaried
- Educational, charitable, religious, or nonprofit organization where no employer-employee relationship exists and service is rendered gratuitously
- Girl Scout
- Seasonal employment, if the employee is under 19 years of age or a student under 24 years of age employed by a nonprofit health or welfare agency engaged in activities dealing with children with

**ALLOWANCES**  
Wages paid to an employee may include reasonable cost of board, lodging and other facilities. This may be considered as part of the minimum wage if the employee is notified of this condition and accepts it as a usual condition of employment at the time of hire or change of classification. The wages, including credit plus tips, must equal the current minimum wage.

**Board:** Food furnished in the form of meals on an established schedule.

**Lodging:** Housing facility available for the personal use of the employee at all hours.

**Reasonable Cost:** Actual cost, exclusive of profit, to the employer to an employee affiliated with the employer.

**EXEMPTIONS FROM Minimum Wage Rates**

- Leaves and students (bona fide high school or college), after obtaining a Special Certificate from the Bureau of Labor Law Compliance, 451 Boas Street, Room 1301, Harrisburg, PA 17121-0750 may be paid 50% of the minimum wage.
- Students: tips to 20 hours a week, tips to 40 hours a week during school vacation periods.
- Individuals with a physical or mental deficiency or injury who are paid less than the applicable minimum wage if a license specifying a rate commensurate with productive capacity is obtained from the Bureau of Labor Law Compliance, 653 Boas Street, Room 1301, Harrisburg, PA 17121-0750.

**EXEMPTIONS FROM Overtime Rates**

- City or town of 100,000 population or less, if it is not part of a standard metropolitan statistical area having a total population in excess of 100,000.
- City or town of 25,000 population or less, which is part of such an area but is at least 40 airline miles from the principal city in the area.
- Hours of an employee of an air carrier subject to the provisions of Title II of the Railway Labor Act (Public Law 85-251, 45 Stat. 577, 45 U.S.C. § 181 et seq.).
- Hours of an employee who is voluntarily working in a shift training program or other shift for trade or transportation.
- Hours of an employee who is voluntarily working in a shift training program or other shift for trade or transportation.
- Hours of an employee who is voluntarily working in a shift training program or other shift for trade or transportation.

**QUESTIONS/COMPLAINTS**

**CONTACT:** **COUNTIES SERVED:**

Bureau of Labor Law Compliance Altoona District Office 1130 12th Avenue Suite 200 Altoona, PA 16803-3486 Phone: 814-946-6224 or 877-792-8198	Armstrong Bedford Blair Cambria Cameron Centre Clarion Clearfield	Clinton Elk Fayette Forest Fulton Huntingdon Indiana	Jefferson McKean Millers Pottsville Somerset Warren Westmoreland
Bureau of Labor Law Compliance Harrisburg District Office 651 Boas Street, Room 1301 Harrisburg, PA 17121-0750 Phone: 717-787-4671 or 800-932-0665	Adams Columbia Lancaster Lebanon Montour Perry York		
Bureau of Labor Law Compliance Philadelphia District Office 110 North 5th St., Suite 203 Philadelphia, PA 19107 Phone: 215-560-1858 or 877-817-9497	Bucks Chester Delaware Montgomery Philadelphia		
Bureau of Labor Law Compliance Pittsburgh District Office 301 5th Avenue, Suite 330 Pittsburgh, PA 15222 Phone: 412-565-5300 or 877-504-8334	Allegheny Butler Crawford Beaver	Genee Lawrence Washington	
Bureau of Labor Law Compliance Scranton District Office 201-S East Office Bldg. 100 Lackawanna Avenue Scranton, PA 18503 Phone: 570-963-4577 or 877-214-3962	Bedford Carbon Lackawanna Lehigh Lucerne Lycoming	Monroe Northampton Northumberland Pike Schuylkill Snyder Sullivan	Susquehanna Toga Union Wayne Wilkes

**MORE INFORMATION IS AVAILABLE ONLINE**  
Additional information on the Minimum Wage Act is available online at: [www.dli.pa.gov](http://www.dli.pa.gov). By Keyword: Minimum Wage. From the Web site you can submit a complaint form, find answers to frequently asked questions and read more about the Minimum Wage Act.

Auxiliary aids and services are available upon request to individuals with disabilities.  
Equal Opportunity Employer/Program

REV. 06/2022

**FED** **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 (leave 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 employer's job;
- For qualifying expenses related to the foreign deployment of a military member who is the employee's spouse, child, or parent.

An eligible employee who is covered in a strict 12-month period, child, parent, or next of kin may also take up to 26 weeks of FMLA leave in a 12-month period of care for the service member with a serious injury or illness.

An employer 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 employer 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 no inferior pay, benefits, and other employment terms and conditions.

An employer may not interfere with an individual's FMLA rights or retaliate against someone for exercising FMLA leave, nor may an employer discriminate on the basis of FMLA use, or being involved in any proceeding under or related to the FMLA.

**ELIGIBILITY REQUIREMENTS**  
An employer who works for a covered employer must meet criteria in order to be eligible for FMLA leave. The employer must:

- Have worked for the employer for at least 12 months;

For additional information or to file a complaint:  
**1-866-4-USWAGE (1-866-487-9243)**  
**TTY: 1-877-889-5627**  
[www.dol.gov/whd](http://www.dol.gov/whd)

U.S. Department of Labor - Wage and Hour Division - WH1420

REV. 04/2016

**FED** **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 employment discrimination 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 for reemployment in a timely manner after conclusion of your service;
- you have not been separated from service with a disqualifying discharge or other 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 the 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;
- are obligated to serve in the uniformed service;
- have applied for membership in the uniformed service; or
- then an employer must 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 not been covered by USERRA.

U.S. Department of Labor • 1-866-487-3365 U.S. Department of Justice • Office of Special Counsel  
Employer Support of the Guard and Reserve • 1-800-336-4590

REV. 05/2022

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- Boat fire outside salaried
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Auxiliary aids and services are available upon request to individuals with disabilities.  
Equal Opportunity Employer/Program

REV. 06/2022

**PA** **Department of Labor & Industry, Bureau of Labor Law Compliance**

**Abstract of the Child Labor Act Hours Provisions**

**MUST BE POSTED IN A CONSPICUOUS PLACE WHERE ANY PERSON UNDER AGE 18 IS EMPLOYED**

**Child Labor Act Hours Rules for Performances by Minors**

This summary is for general information, and is not to be considered in the same light as official statements contained in the Act or its regulations.

**Minors under 16 must have a written statement by the minor's parent or guardian acknowledging the duties and hours of employment and granting permission to work.**

**HOURS OF EMPLOYMENT-AGES 14 & 15\*\***

Age	Max. hours (24-hour period) at place of employment (does not include hours at minor's residence)	Max. work hours (24-hour period) (including work time at minor's residence)
Infants < 6 mos.	2	Not Applicable
6 mos.-1 year	4	2
2-5 years	6	3
6-8	8	4
9-15	9	5
16-17	10	6

\* Law performance-maximum number: three hours/10 1/2 calendar week (Saturday-Sunday).  
\* Meal periods of half-hour-one hour are not counted toward maximum hours/work time at place of employment.  
\* Non-work time at place of employment includes education, rest and recreation.  
\* Work days for minors may not begin before 5 a.m., and must end by 10 p.m. on evenings preceding school days by 11:30 a.m. on evenings preceding non-school days.  
\* 12 hours must elapse between time of dismissal and time of call on the following day.  
\* Age 14-17 may work during school hours with permission from school authorities for up to 12 consecutive days, but may not work in excess of eight hours in 24-hour period.  
\* Performance rules do not apply to minors who have graduated from high school or who are exempt from compulsory attendance under the Public School Code.

**HOURS OF EMPLOYMENT-AGES 16 & 17\*\***

**During School Terms:** Maximum eight hours a day and 28 hours per school week (Monday-Friday). Plus eight additional hours on Saturdays and Sundays.  
**During School Vacations:** Maximum eight hours/day, 40 hours/week.  
**Working Time:** Employment prohibited before 6 a.m. and after 12 a.m.  
**Exceptions:** During school vacations, minors may be employed until 9 p.m. Minors at least 17 may be employed in emergency delivery from 5 a.m. to 9 p.m., except during school vacations, then until 9 p.m. Members of volunteer fire companies may participate in training and firefighting activities until 10 p.m. with written parental consent.

**For further information on the Child Labor Act, please consult the Department of Labor & Industry website at [www.dli.state.pa.us](http://www.dli.state.pa.us) and click on "Labor Law Compliance."**

Address inquiries and complaints to one of the offices of the Bureau of Labor Law Compliance:

<b>Altoona District Office</b> 1130 12th Ave. Suite 200 Altoona, PA 16801 814-946-6224 or 877-792-8198	<b>Pittsburgh District Office</b> 301 5th Ave. Suite 330 Pittsburgh, PA 15222 412-565-5300 or 877-504-8334
<b>Harrisburg District Office</b> 1301 Labor & Interest Bldg. 651 Boas St. Harrisburg, PA 17121 717-787-4671 or 800-932-0665	<b>Scranton District Office</b> 201 S East Office Bldg. 100 Lackawanna Ave. Scranton, PA 17121 570-963-4577 or 877-214-3962
<b>Philadelphia District Office</b> 110 North 5th St. Suite 203 Philadelphia, PA 19107 215-560-1858 or 877-817-9497	<b>Statewide District Office</b> 301 5th Ave. Suite 330 Pittsburgh, PA 15222 412-565-5300 or 877-504-8334

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Equal Opportunity Employer/Program

REV. 01/2013

**FED** **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 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.

**EXEMPTION**  
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 (armed or unarmed), 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.

The law does not prevent any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests.

**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.

**ENFORCEMENT**  
The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

**THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.**

**U.S. Equal Employment Opportunity Commission**  
**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. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

**Who is Protected?**  
• Employees (current and former), including managers and temporary employees  
• Job applicants  
• Union members and applicants for membership in a union  
• What Organizations are Covered?  
• Most private employers  
• State and local governments (as employers)  
• Educational institutions (as employers)  
• Unions  
• Staffing agencies

**What Types of Employment Discrimination are Illegal?**  
Under the EEOC laws, an employer may not discriminate against you, regardless of your immigration status, on the basis of:  
• Race  
• Color  
• Religion  
• National origin  
• Sex (including pregnancy and related 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)  
• Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding.

**What Employment Practices can be Challenged as Discriminatory?**  
All aspects of employment, including:  
• Discharge, firing, or lay-off  
• Harassment (including unwelcome verbal or physical contact)  
• Hiring or promotion  
• Assignment  
• Pay (unlawful wages or compensation)  
• Failure to provide reasonable accommodations for a disability or a sincerely held religious belief, observance or practice  
• Benefits  
• Job training  
• Classification  
• Referral  
• Obtaining or disclosing genetic information of employees  
• Requesting or disclosing medical information of employees  
• Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding.

**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). You can reach the EEOC in any of the following ways:  
• Submit an inquiry through the EEOC public portal:  
<http://www.eeoc.gov/eeoc/portal.cfm>  
• Call:  
1-800-646-6000 (toll free)  
1-800-468-6022 (TTY)  
1-844-234-5122 (ASL video phone)  
• Mail:  
EEOC Field office (information at [www.eeoc.gov/field-office](http://www.eeoc.gov/field-office))  
• E-mail:  
[info@eeoc.gov](mailto:info@eeoc.gov)

Additional information about the EEOC, including information about filing a charge of discrimination, is available at [www.eeoc.gov](http://www.eeoc.gov).

**EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS**  
The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from discrimination on the following bases:

**FINANCIAL ASSISTANCE**

**Race, Color, National Origin**  
Title VII of the Civil Rights Act of 1964, as amended. Title VII 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. Employment discrimination is covered by Title VII if the primary objective of the financial assistance is provision of employment, or where employment discrimination cases or may cause discrimination in providing services under programs. Title VII of the Education Amendments of 1972 prohibits employment discrimination on the basis of race or national origin in programs or activities which receive Federal financial assistance.

**Protected Veterans Status**  
The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination on the basis of race, color, or national origin in programs or activities receiving Federal financial assistance. Any person who holds a contract has violated this nondiscrimination or affirmative action obligation under OFCCP's authority should contact immediately. The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20370, 1-800-397-6213 (toll free).

If you are deaf, deaf-blind, or have a speech disability, please dial 7-1-1 to access telecommunications relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at <http://www.ofccp.gov/helpdesk.cfm>, by calling an OFCCP regional office, or by mail to most OFCCP regional offices. For more information, contact the Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor and OFCCP's Contract US' website at <http://www.dol.gov/ofccp/contracts/contract-us/>.

**PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE**

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**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 on the basis of disability in any program or activity which receives Federal financial assistance is covered by Title II if the primary objective of the financial assistance is provision of employment, or where employment discrimination cases or may cause discrimination in providing services under programs. Title II of the Education Amendments of 1972 prohibits employment discrimination on the basis of race or national origin in programs or activities which receive Federal financial assistance.

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REV. 10/20/2022

**PA** **Department of Labor & Industry, Bureau of Labor Law Compliance**

**Abstract of the Equal Pay Law**

**Must be Posted in a Conspicuous Place in Every Pennsylvania Business Governed by the Equal Pay Law**

**Discrimination on Basis of Sex Prohibited:**  
Prohibits discrimination by any employer in any place of employment between employees on the basis of sex, by paying wages to any employee on a job which requires equal skills, provides that variation in payment of wages is not prohibited when based on a seniority, training or merit increase system that does not discriminate on the basis of sex.

**Administrative:**  
Empowers the Secretary of Labor & Industry to administer the provisions of the act, and to issue rules and regulations to carry out the provisions of the act.

**Collection of Unpaid Wages in Case of Discrimination:**  
Provides for the collection of unpaid wages due the act and in addition, an equal amount of liquidated damages and reasonable attorney's fees and costs. Authorizes the Secretary of Labor & Industry and any employee's request, to take legal action through a wage claim collection. Limits the period for such action to two years from the date when the violation occurs.

**Records Required:**  
Requires employer to keep and maintain records of wages, rates, job classifications and other terms and conditions of employment of the persons employed, as the Secretary of Labor & Industry shall prescribe. Requires that employees post an abstract of the law.

**Penalties:**  
Provides for a fine of not less than \$50 nor more than \$200, or imprisonment of not less than 30 days nor more than 60 days, for: (1) Employer who willfully and knowingly violates provisions of the act, or discharges or otherwise discriminates against an employee who makes a complaint, institute, or testifies at, proceedings under the act; (2) Employer who fails to keep required records, fails to pay records, hides, delays, or otherwise interferes with the Secretary or his authorized representative in the performance of his duties in the enforcement of the act. Each day a violation continues shall constitute a separate offense.

**More Information is Available Online**  
Additional information about the Equal Pay Law is available online at: [www.state.pa.us](http://www.state.pa.us), PA Keyword: Labor & Industry, click on "Labor Law Compliance" under Quick Links. Auxiliary aids and services are available upon request to individuals with disabilities.  
Equal Opportunity Employer/Program

REV. 02/2007

**PA** **Department of Labor & Industry, Bureau of Labor Law Compliance**

**Abstract of the Equal Pay Law**

**Must be Posted in a Conspicuous Place in Every Pennsylvania Business Governed by the Equal Pay Law**

**Discrimination on Basis of Sex Prohibited:**  
Prohibits discrimination by any employer in any place of employment between employees on the basis of sex, by paying wages to any employee on a job which requires equal skills, provides that variation in payment of wages is not prohibited when based on a seniority, training or merit increase system that does not discriminate on the basis of sex.

**Administrative:**  
Empowers the Secretary of Labor & Industry to administer the provisions of the act, and to issue rules and regulations to carry out the provisions of the act.

**Collection of Unpaid Wages in Case of Discrimination:**  
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REV. 02/2007

**FED** **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 employment discrimination 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 for reemployment in a timely manner after conclusion of your service;
- you have not been separated from service with a disqualifying discharge or other other than honorable conditions.