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

**EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT**

- **BENEFITS & PROTECTIONS**
  - Employment rights for individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System.

- **EMPLOYER RESPONSIBILITIES**
  - Provide written notice to employees of FMLA leave.
  - Maintain records to ensure compliance.
  - Maintain employees' eligibility for FMLA rights.

- **ENFORCEMENT**
  - Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit.

**OVERTIME PAY**

- **ENFORCEMENT**
  - The Department has authority to recover back wages and an equal amount in liquidated damages in instances of non-compliance.

**U.S. LABOR LAW POSTERS**

- **EMPLOYER RESPONSIBILITIES**
  - Display the labor law posters in a prominent location.

- **ENFORCEMENT**
  - Violations can result in civil penalties.

**EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**

- **ENFORCEMENT**
  - The Commission has authority to issue complaints and bring proceedings.

**EEOC**

- **ENFORCEMENT**
  - The Commission can issue complaints and bring proceedings.

**OSHA**

- **ENFORCEMENT**
  - Violations can result in civil penalties.

**WAGE AND HOUR DIVISION**

- **ENFORCEMENT**
  - Violations can result in civil penalties.

**DEPARTMENT OF LABOR**

- **ENFORCEMENT**
  - The Department can issue complaints and bring proceedings.

**FLSA**

- **ENFORCEMENT**
  - Violations can result in civil penalties.

**ERISA**

- **ENFORCEMENT**
  - The Department can issue complaints and bring proceedings.

**THE LAW**

- **ENFORCEMENT**
  - Violations can result in civil penalties.

**EEOC**

- **ENFORCEMENT**
  - The Commission can issue complaints and bring proceedings.

**OSHA**

- **ENFORCEMENT**
  - Violations can result in civil penalties.

**WAGE AND HOUR DIVISION**

- **ENFORCEMENT**
  - Violations can result in civil penalties.

**DEPARTMENT OF LABOR**

- **ENFORCEMENT**
  - The Department can issue complaints and bring proceedings.