

McLaren Print System Order

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Ship Location: McLaren Lpaeer Region-Attn: Human Resources
 1375 N. Main St.
 Lapeer, MI 48446

Brochures
 Quantity: 1
 Paragon Dept No: 90110
 Dept Name: Human Resources
 Company Number: 110

Order Total Price: 10.00

Item Number: MHCC-10317-A
 Item Description: Employment Law Poster Contractor
 Revision Date: 2/2017
 Print:
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 Fold:
 Finish:
 Drill:
 Misc Info: 1 posters; laminated; 11x24

"EEO is the Law" Poster Supplement Employees Holding Federal Contracts or Subcontracts Section Revisions

The Executive Order 11246 section is revised as follows:

RACE, COLOR, RELIGION, SEX, SEXUAL ORIENTATION, GENDER IDENTITY, NATIONAL ORIGIN

Executive Order 11246, as amended, prohibits employment discrimination based on race, color, religion, sex, sexual-orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

PAY SECRECY

Executive Order 11246, as amended, protects applicants and employees from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees.

The Individuals with Disabilities section is revised as follows:

INDIVIDUALS WITH DISABILITIES

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

The Vietnam Era Special Disabled Veterans section is revised as follows:

PROTECTED VETERANS

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits 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.

Mandatory Supplement to EEOC PSE-100 (revised 11/09) "EEO is the Law" Poster

If you believe that you have experienced discrimination contact OFCCP: 1-888-397-6229 | TTY: 1-877-839-5627 | www.dhs.gov

MHCC-10317-A 02/15

WORKER RIGHTS UNDER EXECUTIVE ORDER 13658

FEDERAL MINIMUM WAGE FOR CONTRACTORS

\$10.20 PER HOUR

EFFECTIVE JANUARY 1, 2017 - DECEMBER 31, 2017

MINIMUM WAGE

On February 16, 2014, the President signed Executive Order 13658, Establishing a Minimum Wage for Contractors. The Executive Order requires that parties who contract with the Federal Government pay workers performing work on or in connection with covered Federal contracts at least (1) \$10.10 per hour beginning January 1, 2015, and (2) beginning January 1, 2016, and annually thereafter, an inflation-adjusted amount determined by the Secretary of Labor in accordance with the Executive Order and appropriate regulations. The Executive Order hourly minimum wage in effect from January 1, 2017 through December 31, 2017 is \$10.20.

TIPS

Covered (paid) employees must be paid a cash wage of at least \$8.00 per hour effective January 1, 2017 - December 31, 2017. If a worker's tip contract with the required cash wage of at least \$8.00 per hour paid by the contractor do not equal the hourly minimum wage for contractors (listed above), the contractor must increase the cash wage paid to make up the difference. Certain other conditions must also be met.

ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has offices across the country to help WHD staff answer questions, in person or by telephone, about your workplace rights and protections. WHD can investigate employers, monitor wages to which workers may be entitled, and pursue appropriate remedies against covered contractors, including debarment. All services are free and confidential. The law also prohibits discriminating against or discharging workers who file a complaint or participate in any proceeding under the Executive Order. If you are unable to file a complaint in English, WHD will accept the complaint in any language.

ADDITIONAL INFORMATION

- Executive Order 13658 establishes that the Order applies only to new Federal construction and service contracts, as defined by the Secretary in the regulations.
- Workers with disabilities whose wages are governed by special certificates issued under section 1402 of the Fair Labor Standards Act must receive no less than the full minimum wage rate as established by the Executive Order.
- Some workers are excluded. For example, some workers who provide support to construction work covered contracts for less than 20 percent of their hours worked in a week may not be entitled to the Executive Order minimum wage. Certain full-time students, learners, and apprentices who are employed under subminimum wage certificates are not entitled to the Executive Order minimum wage. Certain occupations are also exempt from the Executive Order minimum wage.
- Some states or local laws may provide greater worker protections. Employers need to comply with both.



PAY TRANSPARENCY NONDISCRIMINATION POSTER

The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to information about other employees or applicants as a part of their normal job functions cannot disclose the pay of other employees or applicants who do not otherwise have access to comparable information. Contractors who do not otherwise have access to comparable information may disclose the pay of other employees or applicants only in response to a formal complaint filed with a federal agency in furtherance of an investigation, proceeding, hearing, or other activity in which the contractor's legal duty to furnish information, and any Federal, State, or local law requires it.

If you believe that you have experienced discrimination, contact OFCCP at 1-888-397-6229 or www.dhs.gov



U.S. DEPARTMENT OF LABOR | OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS | 400 MICHIGAN AVENUE, N.E. | WASHINGTON, DC 20002 | TEL: 1-888-397-6229

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