



KNOW YOUR RIGHTS!

THE NATIONAL REENTRY NETWORK FOR RETURNING CITIZENS



WORKER'S RIGHTS



1) NOT TO BE UNFAIRLY DISMISSED

An employer may not just willy-nilly dismiss an employee whenever he/she feels like it. The employer must have a fair reason for making the decision to dismiss the employee.

2) TO BE TREATED WITH DIGNITY AND RESPECT

Acknowledging each person's basic dignity, rights, and opinions.



3) NON-DISCRIMINATION

The practice of treating people, companies, countries, etc. in the same way as others in order to be fair.

4) HARASSMENT FREE WORKPLACE

No offensive behavior against the employees of a company and ensures a safe and respectful work environment for them.

5) COMPENSATION EQUALITY

The principle that individuals who perform the same job or work of equal value should receive equal pay regardless of their gender, race, or other protected characteristics.



6) TO BE PROVIDED WITH APPROPRIATE RESOURCES AND EQUIPMENT TO ENABLE HIM/HER TO DO THE JOB

Anything that helps an employee get the job done in the quickest possible way is a resource.

7) RETALIATION FREE WORKPLACE

When an employer or company leader takes negative action against an employee who files a formal complaint about workplace discrimination or harassment.



8) FAIR LABOR PRACTICES

Work practices that are legal, fair, and ensure decent treatment of the workforce.

9) SAFE WORKING CONDITIONS

To have safe working conditions refers to a work environment that is free from injuries and accidents, and where employees feel secure and enjoy a safe space.



10) AGREED UPON WAGE

To be paid the agreed wage on the agreed date and agreed time.



11) FREEDOM TO JOIN UNION

Employees have the right to form, join or assist a union in their workplace, with or without the support of their employer



12) NON-VICTIMIZATION

Non-victimization in claiming rights and using procedures and not acting maliciously

13) FAMILY AND MEDICAL LEAVE

Allows for certain employees to take up to 12 weeks of unpaid, job protected leave per year



14) MINIMUM WAGE

The lowest hourly wage allowed by federal and state labor laws.