Louisiana State Postings

Always Designing for People®

Pregnancy Rights of Employees

Non-Discrimination

Louisiana employers who employ more than twenty-five employees for each working day in each of twenty or more calendar weeks in the current or preceding calendar year are prohibited from discriminating against an applicant for employment or an employee with medical needs causing limitations arising from **pregnancy, childbirth,** and **related medical conditions.**

Reasonable Accommodations

Louisiana employers have a general duty to reasonably accommodate an employee's physical limitations caused by her pregnancy, unless the employer can demonstrate the accommodation would pose an undue hardship on the operation of its business. "Reasonable accommodation" may include but is not limited to:

- Making existing facilities readily accessible to and usable by an applicant or employee with covered limitations;
- Providing scheduled and more frequent or longer compensated break periods;
- Providing more frequent bathroom breaks;
- Providing a private place, other than a bathroom stall, for the purpose of expressing breast milk;
- Modifying food or drink policy;
- Providing seating or allowing the employee to sit more frequently if the job requires the employee to stand;
- Assistance with manual labor and limits on lifting;
- Temporarily transferring the employee to a less strenuous or hazardous vacant position, if qualified;
- Providing job restructuring or light duty, if available;
- Acquiring or modifying equipment or devices necessary for performing essential job functions; or
- Modifying work schedules.

Employer Obligations

In addressing an employee's pregnancy, childbirth, or related medical condition, Louisiana employers may not:

- Refuse to promote her;
- Refuse to select her for a training program leading to promotion, provided she is able to complete the training program at least three months prior to the anticipated date of departure for her pregnancy leave;
- Discharge her from employment or from a training program leading to promotion;
- Discriminate against her in compensation or in terms, conditions, or privileges of employment;
- Deny the same benefits and privileges of employment given other non-pregnant persons, including the taking of disability or sick leave made available to temporarily disabled employees;
- Deny leave to her for a reasonable amount of time;
- Refuse to transfer her to a less strenuous or hazardous position, if so requested and if a policy, practice, or collective bargaining agreement is in place authorizing such a transfer.

The provisions of law detailed herein may be found in La. R.S. 23:341 and 23:342.

Complaints arising from these provisions of law may be made to the Louisiana Commission on Human Rights (LCHR). To learn more or to file a complaint online please visit the following site:

https://gov.louisiana.gov/page/lchr.

La. R.S. 23:342 states that this notice shall be posted in a conspicuous place in an area that is accessible to employees in an employer's place of business.

November 2021

An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities.
1-800-259-5154 (TDD)

www.laworks.net

Genetic Discrimination

Genetics in the Workplace

Louisiana law forbids genetic discrimination and limits genetic testing in the workforce. Employers also must grant one day's leave of absence from work to obtain genetic testing or preventative cancer screening. Employees must provide at least 15 days notice prior to the leave and make a reasonable effort to schedule the leave so as not to unduly disrupt the employer's operations. An employee shall not be required to share the results of genetic testing or a preventative cancer screening with the employer. The employer is not required to provide paid time off for the leave, but shall permit the employee to use any accrued vacation or other appropriate leave.

Definitions

Key terms are used to establish specific genetic discrimination and privacy protections. They are as follows:

1. **"Genetic monitoring"** is the periodic examination of employees to evaluate changes to their genetic material that may have developed in the course of employment due to exposure to toxic substances in the workplace.
2. **"Genetic services"** are defined as the health services provided to obtain, assess, or interpret genetic information for diagnostic or therapeutic purposes, or for genetic education or counseling.
3. **"Genetic test"** means the analysis of human DNA, RNA, chromosomes, and those proteins and metabolites used to detect heritable or some somatic disease related genotypes or karyotypes for clinical purposes. It must be generally accepted in the scientific and medical communities to qualify under this definition.
4. **"Labor organization"** means any organization which exists for the purpose of collective bargaining with employers concerning grievances, terms, or conditions of employment, or other mutual aid or protection in relation to employment or any agent acting for such an organization.
5. **"Medically necessary"** means those healthcare services that are in accordance with evidence-based medical standards or that are considered by most physicians or independent licensed practitioners within the community to be the standard of care.
6. **"Preventative cancer screening"** means healthcare services necessary for the detection of cancer in an individual, including but not limited to magnetic resonance imaging, ultrasound, or some combination of tests.
7. **"Protected genetic information"** is information about the genetic tests of an individual or that of an individual's family members, or the occurrence of a disease, or medical condition or disorder in family members of the individual.

Nondiscrimination

Louisiana law also provides that an employer, labor organization or employment agency shall not discriminate on the basis of protected genetic information, and an employer, labor organization or joint labor management committee controlling apprenticeship, on-the-job training, or other training program shall not discriminate on the basis of protected genetic information.

Exceptions

An employer, labor organization or employment agency may request protected genetic information with an offer of employment in limited circumstances. They may request, collect or purchase protected genetic information under limited circumstances if there is a request for, or receipt of, genetic services, and the effect of genetic monitoring of toxic substance shall be permitted in the workplace.

If you believe you have been discriminated against, please contact the Louisiana Commission on Human Rights at (225) 342-6969, or visit us at www.gov.louisiana.gov/page/lchr. LSA-R.S. SI:2231(c)

This notice must be posted in a conspicuous place, setting forth information to effectuate this purpose. R.S. 23:302; R.S. 23:368, 369, and 370

Revised August 2023

www.laworks.net

The Department of Labor

Age Discrimination

The prohibitions herein listed shall be limited to individuals who are at least forty years of age.

A. It is unlawful for an employer to engage in any of the following practices:
   1. Fail or refuse to hire, or to discharge, any individual or otherwise discriminate against any individual with respect to his compensation, or his terms, conditions, or privileges of employment because of the individual's age.
   2. Limit, segregate, or classify his employees in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee because of the individual's age.
   3. Reduce the wage rate of any employee in order to comply with the requirements herein.

B. It is unlawful for an employment agency to fail or refuse to refer for employment, or otherwise to discriminate against, any individual because of the individual's age, or to classify or refer for employment any individual on the basis of the individual's age.

C. It is unlawful for a labor organization to engage in any of the following practices:
   1. Exclude or expel from its membership, or otherwise to discriminate against any individual because of his age.
   2. Limit, segregate, or classify its membership, or to classify or fail or refuse to refer for employment any individual, in any way which would deprive or tend to deprive any individual of employment opportunities, or would limit such employment opportunities or otherwise adversely affect his status as an employee or as an applicant for employment, because of the individual's age.
   3. Cause or attempt to cause an employer to discriminate against an individual in violation of the provisions herein.

D. It is unlawful for an employer to discriminate against any of his employees or applicants for employment, for an employment agency to discriminate against any individual, or for a labor organization to discriminate against any member thereof or applicant for membership because the individual, member, or applicant for membership has opposed any practice made unlawful by this Section, or because such individual, member or applicant for membership has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or litigation pursuant to the listed herein provisions.

E. It is unlawful for an employer, labor organization, or employment agency to print or publish, or cause to be printed or published, any notice or advertisement relating to employment by the employer or membership in or any classification or referral for employment by such an employment agency indicating any preference, limitation, specification, or discrimination based on age.

F. It is not unlawful for an employer, employment agency, or labor organization to engage in any of the following practices:
   1. Take any action otherwise prohibited under Subsection A, B, C, or E, where age is a bona fide occupational qualification reasonably necessary for the normal operation of the particular business, or where the differentiation is based on reasonable factors other than age.
   2. Take any action otherwise prohibited under Subsection A, B, C, or E to observe the terms of a bona fide employee benefit plan, such as retirement, pension, or insurance plan, which is not a subterfuge to evade the purpose herein except that no such employee benefit plan shall excuse the failure to hire any individual.
   3. Discharge or otherwise discipline an individual for good cause.

Acts 1997, No. 1409

If you believe you have been discriminated against, please contact the Louisiana Commission on Human Rights at 1-888-248-0859 or visit us at www.gov.state.la.us/HumanRights/humanrightshome.htm.
LSA-R.S. 51:2231(c)

Every employer, employment agency, and labor organization shall post and keep posted in conspicuous places upon its premises, setting forth information to effectuate this purpose.
R.S. 23:311, 312

An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

www.laworks.net

Revised April 2010

Sickle Cell Trait Discrimination

Prohibition of sickle cell trait discrimination; exceptions

A. It is unlawful for an employer to engage in any of the following practices:
   1. Fail or refuse to hire, or to discharge, any individual or otherwise discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because such individual has sickle cell trait.
   2. Limit, segregate, or classify his employees in any way which would deprive or tend to deprive any individual of employment opportunities, or otherwise adversely affect his status as an employee, because such individual has sickle cell trait.
   3. Reduce the wage rate of any employee in order to comply with the provisions herein.

B. It is unlawful for an employment agency to fail to refer or refuse to refer for employment, or otherwise to discriminate against, any individual because such individual has sickle cell trait, or to classify or refer for employment any individual on the basis that such individual has sickle cell trait.

C. It is unlawful for a labor organization to engage in any of the following practices:
   1. Exclude or expel from its membership, or otherwise discriminate against, any individual because of sickle cell trait.
   2. Limit, segregate, or classify its membership, or classify or fail to refer or refuse to refer for employment any individual in any way which would deprive or tend to deprive any individual of employment opportunities, or limit such employment opportunities, or otherwise adversely affect his status as an employee or as an applicant for employment, solely because such individual has sickle cell trait.
   3. Cause or attempt to cause an employer to discriminate against an individual in violation of the provisions herein.

D. It is unlawful for an employer to discriminate against any of his employees or applicants for employment, for an employment agency to discriminate against any individual, or for a labor organization to discriminate against any member thereof or applicant for membership because such individual, member, or applicant for membership has opposed any practice made unlawful by this Section, or because the individual, member, or applicant for membership has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or litigation under the provisions herein.

E. It is unlawful for an employer, labor organization, or employment agency to print or publish, or cause to be printed or published, any notice or advertisement relating to employment by such employer or membership in or any classification or referral for employment by such a labor organization, or relating to any classification or referral for employment by such employment agency indicating any preference, limitation, specification, or discrimination based on sickle cell trait.

Acts 1997, No. 1409, §1

If you believe you have been discriminated against, please contact the Louisiana Commission on Human Rights at 1-888-248-0859 or visit us at www.gov.state.la.us/HumanRights/humanrightshome.htm.
LSA-R.S. 51:2231(c)

Every employer, employment agency, and labor organization shall post and keep posted in conspicuous places upon its premises a notice, to be prepared by the Louisiana Workforce Commission, setting forth information as the department deems appropriate to effectuate the purposes of this Part.
R.S. 23:352, 354

Revised April 2010

An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities.
1-800-259-5154 (TDD)

www.laworks.net

Out-of-State Motor Vehicles

Duties of employees and employers

A. Any person who is a resident of a state which requires registration of the motor vehicle or motor vehicles of a person who is employed in that state within thirty days of such employment, and who is employed in and maintains a residence in Louisiana and who operates one or more vehicles on the public streets and roads in Louisiana shall apply for a certificate of registration for each of those vehicles within thirty days of the date on which the person was employed in Louisiana.

B. Each employer in this state shall notify each person employed by that employer of the requirement of Subsection A of this Section. The notice shall be by direct communication at the time of employment and by posting a notice in a prominent location at the place of employment.

C. The provisions of this Section shall not be applicable to members actively serving in the armed forces of the United States.

Acts 1993, No. 765, §1.

This notice must be posted in a conspicuous place, setting forth information to effectuate this purpose. R.S. 47:501.1

An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities.
1-800-259-5154 (TDD)

www.laworks.net

Revised July 2004

Earned Income Credit

EIC 2025

Notice to Employees of Federal Earned Income Tax Credit (EIC)

If you make $61,555* or less,

your employer should notify you at the time of hiring of the potential availability of Earned Income Tax Credits. Earned Income Tax Credits are reductions in federal income tax liability for which you may be eligible if you meet certain requirements. Additional information and forms for these programs can be obtained from your employer or the Internal Revenue Service.

* Earned Income and adjusted gross income (AGI) must each be less than:

- $61,555 ($68,675 married filing jointly) with three or more qualifying children
- $57,310 ($64,430 married filing jointly) with two qualifying children
- $50,434 ($57,554 married filing jointly) with one qualifying child
- $19,104 ($26,214 married filing jointly) with no qualifying children

You may claim the Earned Income Credit on Form 1040 and add Schedule EIC if you have children.

If you need more information regarding the EITC or to check on updates, you should contact the IRS at 1-800-829-1040 or visit the IRS Website at www.irs.gov.

Additional EITC resources are also available at the IRS EITC Home page: https://www.irs.gov/credits-deductions/individuals/earned-income-tax-credit-eitc

Visit the IRS on the Web at www.irs.gov or call toll-free at 1-800-829-1040.

Every employer shall keep conspicuously posted in or about the premises wherein any worker is employed, a printed copy or abstract of those labor laws which the Secretary may designate, in a form to be furnished by the Secretary.
R.S. 23:15, 23:1018.2

An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities.
1-800-259-5154 (TDD)

www.laworks.net

Revised July 2025

Unemployment Insurance

Notice to Workers

Your employer is subject to the Louisiana Employment Security Law and is required to post this notice in a conspicuous place. Your employer has contributed to the Louisiana Trust Fund from which benefits are paid. No amount of contributions to the Trust Fund is deductible from your earnings.

Total Unemployment

You may be eligible to receive unemployment insurance benefits provided:

1 You are unemployed.

2 You have registered for work.

3 You are able to work, available for work, and actively conducting a search for work.

4 You have been paid wages by employers subject to the Louisiana Employment Security Law during your base period in an amount sufficient to qualify you under the law.

Disqualification

You may be disqualified from drawing benefits on your claim if:

1 You have left work voluntarily without good cause attributable to a substantial change made to the employment by the employer.

2 You have been discharged for misconduct connected with your work.

3 You fail without good cause to: (a) apply for available suitable work, (b) accept suitable work when offered, or (c) return to your customary self-employment when directed.

4 You have been discharged for the use of illegal drugs.

You may also be disqualified:

1 For any week with respect to which the Administrator finds that your unemployment is due to a labor strike which is in active progress at the factory, establishment or other premises at which you are or were last employed, and in which you are participating, or in which you are interested.

2 For any week with respect to which or a part of which you have received or are seeking unemployment benefits under an unemployment insurance law of another state or the United States.

3 For any week with respect to which or a part of which you are receiving or have received other remuneration (i.e., Workers' Compensation, pensions, vacation pay, wages in lieu of notice, or severance pay).

Penalties

If you make a false statement knowing it to be false or intentionally fail to disclose an important fact in order to receive or increase a benefit amount, you shall be disqualified for the remainder of the benefit year subsequent to the commission of the fraudulent act and continuing until the benefits so obtained plus any penalty imposed in accordance with R.S. 23:1714 are repaid, or until ten years have elapsed from the date of disqualification. The ten-year period may be interrupted. See the law for details.

In addition, the law provides: Whoever makes a false statement or representation to the Agency knowing it to be false, or knowingly fails to disclose a material fact to obtain or increase any benefit or other payment under this Chapter, or under an employment security law of any other State, or the Federal Government, or of a foreign government, either for himself or for any other person, shall be guilty of a misdemeanor, and shall be fined not less than $50 nor more than $1,000 or imprisoned for not less than 30 days nor more than 90 days, or both, in the discretion of the court. Each such false statement or representation or failure to disclose a material fact shall constitute a separate offense. Additionally, all fraud overpayments over $1,000 shall be referred to the office of the district attorney where the claimant resides, and shall be considered a crime of theft under R.S. 14:67 upon proof beyond a reasonable doubt that the overpayment was obtained by fraud or false pretenses.

To file a new unemployment claim, reopen an existing claim, file for weekly unemployment benefits, or to get answers about your Unemployment Insurance online, visit us on the Web at www.laworks.net.

If you do not have access to the internet, or prefer to manage your Unemployment Insurance claim by phone, call the Unemployment Insurance Call Center at 1-866-783-5567.

This notice must be posted in a convenient and conspicuous place in the employer's place of business.
R.S. 23:1621

An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities.
1-800-259-5154 (TDD)

www.laworks.net

Revised March 2025

In the national guard, reserves, or on active duty?

You have certain protected employment and re-employment rights, freedom from discrimination rights, and civil relief rights. Under 38 U.S.C. 4301 et seq. (USERRA) and 50 U.S.C. 3901 et seq. (SCRA) and state law R.S. 29:401 et seq. (MSRA), if you feel that you have been discriminated against or denied such rights on account of your service in the uniformed services, contact the Employer Support of the Guard and Reserve Committee at 1-800-336-4590, or log on to www.ESGR.org, or e-mail questions to questions@LAESGR.com.

Honoring your service.

Support your uniformed services, and place this poster in a conspicuous place as required by law.

EMPLOYER SUPPORT OF THE GUARD AND RESERVE

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

VETERANS BENEFITS

Louisiana Department of Veterans Affairs
The mission of the Louisiana Department of Veterans Affairs is to provide comprehensive care and quality service to Louisiana's veterans, and their families, with regard to health care, education, disability benefits, long-term care and burial honors.

Call 225.219.5000 • Email veteran@la.gov
Mail to 602 N. Fifth St., Baton Rouge, LA 70802

U.S. Department of Veterans Affairs Veterans Crisis Line

The U.S. Department of Veterans Affairs provides 24/7, confidential crisis support to veterans and their loved ones. Veterans do not have to be enrolled in VA benefits or health care to connect.

Dial 988 then press 1 • Text 838255 • Chat at veteranscrisisline.net

Mental Health and Substance Abuse Resources
There are a host of mental health and substance abuse resources for veterans. The Governor's Challenge to Prevent Veteran Suicide Among Service Members, Veterans and their Families website provides a listing of these resources from organizations across the state. For more information about mental health and substance abuse resources, contact LDVA's Veterans Outreach Program.

Visit linktr.ee/LaGovernorsChallenge • Call 225.219.5006 • Email veteran@la.gov

Veteran Homelessness Prevention
The Louisiana Department of Veterans Affairs partners with the state's continuums of care and non-profit organizations to prevent veteran homelessness, and to help veterans who are currently homeless into emergency, transitional or permanent housing. For more information about veteran homelessness prevention, contact LDVA's Veterans Outreach Program.

Call 225.219.5006 • Email veteran@la.gov

Compensation and Pension Benefits
The Louisiana Department of Veterans Affairs serves Louisiana's 283,000 veterans and their families connecting them with the benefits they have earned. LDVA's accredited veterans assistance counselors staff 74 veterans service offices across the state and file claims with the federal VA on behalf of veterans for compensation and pension.

To locate an office: Visit vetaffairs.la.gov/locations • Call 225.219.5000
Email veteran@la.gov

Educational Benefits
The Louisiana Department of Veterans Affairs' State Approving Agency staff work with school certifying officials to accept GI Bill payments on behalf of student veterans and their dependents. Additionally, LDVA staff administer Louisiana Title 29 Dependents' Educational Assistance to children of veterans granted at least 90% service-connected rating, including Individual Unemployability (excluding temporary ratings).

Call 225.219.5000 • Email veteran@la.gov

Employment Assistance and Business Owner Resources
The State of Louisiana and the federal government offer employment assistance to veterans through their Civil Service programs, the Louisiana Workforce Commission (LWC) and the federal VA Veteran Readiness and Employment (VR&E). Specifically, LWC's Local Veterans Employment Representatives (LVER) and Disabled Veterans Outreach Program (DVOP) work with veterans to prepare them for and assist in securing employment. For business owners, Louisiana Economic Development has several veteran-related programs. For more information about employment assistance, contact LWC's Office of Workforce Development's Veterans' Program Manager Eric Taylor at 337.262.5750 or etaylor1@lwc.la.gov. For more information about resources for business owners, contact LDVA's Veterans Outreach Program at 225.219.5006 or veteran@la.gov.

Tax Exemptions
Louisiana veterans are eligible for income tax exemptions for military retirement pay, and service-connected Louisiana veterans are eligible for residential property tax exemptions on their primary residence. For state property tax exemptions on your Louisiana residence, call your parish assessor's office. For Louisiana income tax exemptions on military retirement pay, call Defense Finance Accounting Service (DFAS) at 866.912.6488.

State-run Veterans Homes and Cemeteries
The Louisiana Department of Veterans Affairs operates five state-run veterans homes and five state-run veterans cemeteries providing a place for veterans to live at our homes, and a final resting place of honor at our cemeteries. See contact information below for admission to a veterans home or eligibility and interment at a veterans cemetery.

Louisiana Veterans Home 225.634.5265
Central Louisiana Veterans Cemetery 337.238.6405

Northeast Louisiana Veterans Home 318.362.4206
Northeast Louisiana Veterans Cemetery 318.728.4346

Northwest Louisiana Veterans Home 318.741.2763
Northwest Louisiana Veterans Cemetery 318.925.0612

Southeast Louisiana Veterans Home 985.479.4080
Southeast Louisiana Veterans Cemetery 985.646.6458

Southwest Louisiana Veterans Home 337.824.2829
Southwest Louisiana Veterans Cemetery 337.246.7094

Pursuant to La R.S. 29:771.1 (Act 46, 2023 Regular Session)

Independent Contractor or Employee?

ATTENTION ALL EMPLOYEES, EMPLOYERS, INDEPENDENT CONTRACTORS AND SUBCONTRACTORS:

The law says that you are an employee unless:

- You are free from direction and control in performing your job, **AND**
- You perform work that is not part of the usual work done by the business that hired you **OR** is not performed on the business's premises, **AND**
- You are customarily engaged in an independently established trade, occupation, profession or business.

Your employer cannot consider you to be an independent contractor unless all three of these facts apply to your work.

IT IS AGAINST THE LAW FOR AN EMPLOYER TO MISCLASSIFY EMPLOYEES AS INDEPENDENT CONTRACTORS OR PAY EMPLOYEES OFF THE BOOKS.

Employee Rights:

If you are an employee, you are entitled to:

- Unemployment benefits, if unemployed through no fault of your own, able to work, and meet other eligibility requirements.
- Workers' Compensation benefits for on-the-job injuries.

It is a violation of this law for employers to retaliate against anyone who asserts their rights under the law. Retaliation subjects an employer to civil penalties, a lawsuit or both. If you have questions about whether you are an employee or independent contractor, or you want to file a complaint, call the Louisiana Workforce Commission Fraud Hotline at 1-(833)-708-2866 or email UITaxfraud@lwc.la.gov.

Independent Contractors:

If you are an independent contractor, you must pay all taxes required by Louisiana and Federal Law.

Employer Consequences:

Pursuant to Louisiana Employment Security Law R.S. 23:1711 (G): Penalties for misclassifying a worker as an independent contractor include:

- Fines of up to $2500 per misclassified worker per instance.
- Imprisonment for up to 90 days.
- Prohibited from contracting with any state agency or political subdivision of the state for three years.

This notice must be posted in a conspicuous place, setting forth information to effectuate this purpose.
R.S. 23:1711

An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities.
1-800-259-5154 (TDD).

www.laworks.net

September 2021

Louisiana Minor Labor Law Placard

Title 23, Chapter 3 of Revised Statutes of 1950 as Amended

No minor under the age of 18 years shall be employed until the employer has procured and has on file an employment certificate for such minor issued by the city or parish superintendent of schools.

No minor under the age of 14 years may be employed, permitted, or suffered to work except as provided in RS 23:151.

Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs under the following conditions, if no more than:

•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.

No minor under the age of 16 years may be employed, permitted, or suffered to work for any five hour period without one interval of at least thirty minutes within such period for meals. Such interval shall not be included as part of the working hours of the day.

There are no time standards for minors 16 and 17 years of age regarding the numbers of hours worked per day or per week, however, minors shall receive an eight hour rest break at the end of each work day, before the commencement of the next day of work.

For purposes of the following items, a day during which school is in session will be that designated as such by the local school superintendent for the school district in which the minor resides.

1. No minor 16 years of age who has not graduated from high school shall be employed, or permitted, or suffered to work between the hours of 11:00 p.m. and 5:00 a.m. prior to the start of any school day.
2. No minor 17 years of age who has not graduated from high school shall be employed, or permitted, or suffered to work between the hours of 12:00 a.m. and 5:00 a.m. prior to the start of any school day.
3. No minor under 16 years of age who has not graduated from high school shall be employed, or permitted, or suffered to work between the hours of 7:00 p.m. and 7:00 a.m., except from June 1 through Labor Day, at which time the permissible hours are extended to 9:00 p.m.
4. No minor under the age of 16 years shall be employed, permitted, or suffered to work more than three hours each day on any day when school is in session, nor more than eighteen hours in any week when school is in session.

Prohibited Employment

Minors (except those indentured as apprentices in accordance with Chapter 4 of Revised Statutes, Title 23) shall not be employed, permitted, or suffered to work in the following occupations:

1. In oiling, cleaning, or wiping machinery or shafting, or in applying belts to pulleys;
2. In or about any mine or quarry;
3. In or about places where stone cutting or polishing is done;
4. In or about any plant manufacturing explosives or articles containing explosive components, or in the use or transportation of the same;
5. In or about iron or steel manufacturing plants, ore reduction works, smelters, foundries, forging shops, hot rolling mills, or in any other place in which the heat treatment of metals is done;
6. In the operation of machinery used in the cold rolling of heavy metals, or in operation of power-driven machinery for punching, shearing, stamping, bending, or planing metals;
7. In or about sawmills or cooperage stock mills;
8. In the operation of power-driven woodworking machines, or off-bearing from circular saws;
9. In logging operations;
10. As a driver of any motor vehicle on a public road if they are 16 years of age or younger. Minors 17 years of age or older may be employed, permitted, or suffered to work as a driver of a motor vehicle only under certain restrictions. **(For an explanation of these restrictions contact the Louisiana Workforce Commission at 337-475-8032.)**
11. In the operation of passenger or freight elevators or hoisting machines;
12. In spray painting or in occupations involving exposure to lead or its compounds, or to dangerous or poisonous dyes and chemicals;
13. In any place or establishment in which the sale of alcoholic beverages, as defined in R.S. 26:241, constitutes its main business, unless the minor is a musician performing in a band on the premises under written contract with the holder of the alcoholic beverage permit for a specified time period and is under direct supervision of his parent or legal guardian during such time. Any place or establishment holding a duly issued retail dealer's alcoholic beverage permit or license, for which the sale of alcoholic beverage does not constitute the main business of the establishment may employ anyone under the age of 18 provided the minor's employment does not involve the sale, mixing, dispensing, or serving of alcoholic beverages for consumption on the premises.
14. In any other place of employment or in any other occupation that the Director of Workforce Development shall, after public hearing thereon determine hazardous or injurious to the life, health, safety or welfare of such minors.

Specific Violations: Penalty

Any Person Who:

1. Employs, permits or suffers a minor to work in violation of the provision of this part; or
2. Refuses to the Director of Workforce Development or authorized representatives admission to the premises where minors are employed, or otherwise obstructs the Director of Workforce Development or representatives in the performance of their duties; or
3. Hides or causes any minor to escape or gives him warning of the approach of any officer charged with the enforcement of the provision of this Part; or
4. Violates any other provisions of this Part for which a penalty is not otherwise provided, shall be fined not less than one hundred dollars ($100) nor more than five hundred ($500), or imprisoned for not less than thirty (30) days nor more than six months, or both.
5. Any person who violates these provisions shall, in addition to the criminal penalty provided above, be liable for a civil penalty not to exceed five hundred dollars ($500) for each violation which occurs.

Continuing Violations: Penalty

Each day during which any violation of these provisions continues shall constitute **a separate offense** and the employment of any minor in violation of these provisions shall, with respect to such minor, constitute **a separate offense.**

R.S. 23:241

Revised June 2024

An Equal Opportunity Employer Program. • Auxiliary aids and services are available upon request to individuals with disabilities.
1-800-259-5154 (TDD)

www.laworks.net

Workers' Compensation

Reporting Injury

You should report to your employer any occupational disease or personal injury that is work-related, even if you deem it to be minor.

Occupational Disease or Death

In case of an occupational disease, all claims are barred unless the employee files a claim with his/her employer within one year of the date that:

1 the disease manifests itself.

2 the employee is disabled as a result of the disease.

3 the employee knows or has reasonable grounds to believe that the disease is occupationally related.

In case of death arising from an occupational disease, all claims are barred unless the dependent(s) file a claim with the deceased employee's employer within one year of:

1 the date of death.

2 the date the claimant has reasonable grounds to believe that the death resulted from occupational disease.

Filing Notice

In case of injury or death caused by a work-related accident, an injured employee or any person claiming to be entitled to compensation either as a claimant or as a representative of a person claiming to be entitled to compensation must give notice to the employer within 30 days of the injury. If notice is not given to the employer within 30 days, no payments will be made under the law for such injury or death. In addition, any fraudulent action by the employer, employee, or any other person for the purpose of obtaining or defeating any benefit or payment of workers' compensation shall subject such person to criminal as well as civil penalties.

The above-mentioned notice should be filed with the employer at the address listed under the "Employer Representative" and/or "Employer" sections of this poster.

A notice so given shall not be held invalid because of any inaccuracy in stating the time, place, nature or cause of injury, or otherwise, unless it is shown that the employer was in fact misled to his detriment thereby. Failure to give notice may not harm the employee if the employer knew of the accident or if the employer was not prejudiced by the delay or failure to give notice.

Physicians

In the event you are injured, you are entitled to select a physician of your choice for treatment. The employer may choose another physician and arrange an examination which you would be required to attend.

Formal Claim

In order to preserve your right to benefits under the Louisiana Workers' Compensation Law, you must file a formal claim with the Office of Workers' Compensation Administration within one year after the accident if payments have not been made or within one year after the last payment of weekly benefits.

Information

If you desire any information regarding your rights and entitlement to benefits as prescribed by law, you may call or write to the Office of Workers' Compensation Administration, Post Office Box 94040, Baton Rouge, Louisiana 70804-9040 or telephone (225) 342-7555.

Name and Address of Insurance Company

____

____

Notice shall be given by delivering it or sending it by certified mail or return receipt requested to:

____
Employer Representative

____
Employer

R.S. 23:1302 states that this notice should be posted in a convenient and conspicuous place in the employer's place of business.

An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities.
1-800-259-5154 (TDD)

www.laworks.net

Revised February 2025

WORKERS' COMPENSATION FRAUD

Workers' compensation fraud is punishable by Louisiana law

The Louisiana Workforce Commission is working with law enforcement to find and prosecute Workers' Compensation Fraud.

WHAT IS WORKERS' COMPENSATION FRAUD

Common forms of workers' compensation fraud include:

- Faking an injury or illness in order to collect workers' compensation benefits
- Claiming that a work-related injury or illness is more severe than it really is
- Claiming that an injury which occurred in another location happened in the workplace
- Collecting workers' compensation benefits long after an injury has healed

These actions are illegal. Under the Louisiana Workers' Compensation law (La. R.S.)23:1208], it is unlawful:

- For any person, for the purpose of obtaining or defeating any workers' compensation benefit payment for themselves (himself) or another person, to willfully make a false statement or representation.
- For any person, either directly or indirectly, to aid and abet an employer or claimant or counsel an employer or claimant to willfully make a false statement or representation.

What can happen to you?

- Any person who violates these provisions of the Workers' Compensation law will be subject to punishment based on the value of the benefits or payment obtained. [L.R.S., Section 23:1208(C)]
- $10,000 or more: The person shall be imprisoned (with or without hard labor) for up to 10 years, fined up to $10,000, or both.
- Between $2,500 and $10,000: The person shall be imprisoned (with or without hard labor) for up to 5 years, fined up to $5,000, or both.
- Less than $2,500: The person shall be imprisoned for up to 6 months, fined up to $500, or both.

In addition to criminal penalties, any person who violates these provisions of the Workers' Compensation law may also be assessed civil penalties by the workers' compensation judge or not less than $500 or more than $5,000 and may be ordered to make restitution for benefits claimed or payments obtained through fraud. [La. R.S.23:1208(D)]

Any employee who violates these provisions of the Workers' Compensation law shall, upon determination by a workers' compensation judge, forfeit any right to compensation benefits. [L.R.S. 23:1208(E)]

TO REPORT WORKERS' COMPENSATION FRAUD CONTACT

Louisiana Workforce Commission
Workers' Compensation Fraud Section
Toll-Free Fraud Hotline: 1-800-201-3362
(All information remains anonymous)

The Department of Labor

Timely Payment of Wages

Your employer has a duty to inform you at the time of your hire what your wage rate will be, how often you will be paid and how you will be paid, and of any subsequent changes thereto.

If your employer should, for reasons within his control, fail to pay you according to that agreement, you must first lodge a complaint with him.

If no action is taken to resolve your complaint, you may report the violation to the Louisiana Workforce Commission.

This notice must be posted in a conspicuous place, setting forth information to effectuate this purpose.
R.S. 23:633(D)

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1-800-259-5154 (TDD)

www.laworks.net

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www.adp.com

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Compliance Date August 2025

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