

LOUISIANA LABOR LAW POSTINGS



VETERANS BENEFITS



The Department of Labor

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 vetaffairs@la.gov - Mail to 902 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](https://www.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 vetaffairs@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 225.219.5000 - Email vetaffairs@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 vetaffairs@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 a least 90% service-connected rating, including Individual Unemployment (including temporary ratings). Call 225.219.5000 - Email vetaffairs@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 Veterans Readiness and Employment (VRE). Specifically, LWC's Local Veterans Opportunity 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 etaylor@lwc.la.gov. For more information about resources for business owners, contact LDVA's Veterans Outreach Program at 225.219.5000 or vetaffairs@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 866.393.2448.

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 information at a veterans cemetery.

Louisiana Veterans Home 225.634.5065
 Northeast Louisiana Veterans Home 318.362.4208
 Northwest Louisiana Veterans Cemetery 318.726.4346
 Northwest Louisiana Veterans Cemetery 318.925.0912
 Southeast Louisiana Veterans Home 985.479.4080
 Southwest Louisiana Veterans Home 337.824.2829
 Southwest Louisiana Veterans Cemetery 337.246.7094

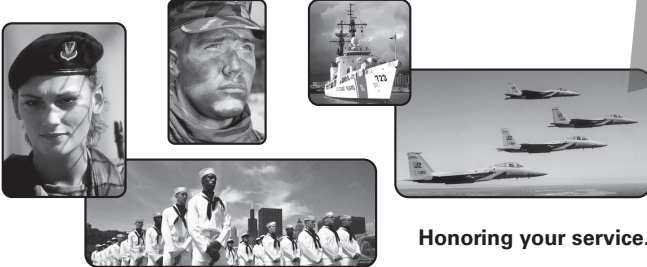
Pursuant to La R.S. 20:771.1 (Act 46, 2023 Regular Session)

EMPLOYER SUPPORT OF THE GUARD AND RESERVES



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.mil 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.



An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

EARNED INCOME CREDIT

Earned Income Credit EIC2025

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's employee, a printed copy or abstract of these labor laws which the Secretary may designate, in a form to be furnished by the Secretary.

R.S. 23:15, 23:1018.2

Revised July 2025



The Department of Labor

www.laworks.net

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

GENETIC DISCRIMINATION

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:

- "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.
- "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.
- "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.

PREGNANCY RIGHTS

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.

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

UNEMPLOYMENT INSURANCE

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 Louisiana Trust Fund taxes which benefit you as an employee, and in which you are participating, or in which you are interested.

2. For any week with respect to which a part of benefit you have received or are seeking unemployment benefit is 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, "severance pay" wages in lieu of notice, or severance pay).

Penalties

In addition, the law provides: Whoever makes a false statement or representation 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 are receiving or have received other remuneration (i.e., Workers' Compensation, pensions, "severance pay" wages in lieu of notice, or severance pay).

Disqualification

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

- You have left work voluntarily without good cause attributable to a substantial change made to the employment by the employer.
- You have been discharged for misconduct connected with your work.
- 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.
- You have been discharged for the use of illegal drugs.

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

WORKERS' COMPENSATION

Workers' Compensation

Reporting Injury

You should report to your employer any occupational disease or injury as soon as possible, 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 the disease manifests itself.

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

3. The employee knowingly 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 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 an 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 defrauding 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 any statement made therein, or because of any other mistake, unless it is shown that the employee was in fact misled to his detriment by the employer's negligence or fraud. If the employee knew of the accident or if the employer was not prejudiced by the 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 employ an examination which would be required to attempt to prove its claim.

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 Workforce Development within one year after the accident if payment of benefits has been made or within one year after the date of death, if benefits have not been made.

Information
 If you desire any information regarding your rights and entitlement to compensation provided by law, you may call or write the Office of Workers' Compensation Administration, Post Office Box 94040, Baton Rouge, Louisiana 70804-0400 or telephone (225) 342-7000.

Name and Address of Insurance Company

R.S. 23:1502 states that this notice shall be posted in a conspicuous place, setting forth information to facilitate this purpose.

R.S. 23:1711 (g). Penalties for misclassifying a worker as an independent contractor include:

• Fines of up to \$2500 per misclassified worker per employee;

• Imprisonment for up to 90 days;

• Prohibited from contracting with any state agency or political subdivision of the state for three years.

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

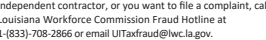
www.laworks.net

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 must be made to the Louisiana Commission on Human Rights (LCHR). To learn more or to file a complaint online, please visit the following site: <http://lchcr.louisiana.gov>

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



The Department of Labor

www.laworks.net

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

www.laworks.net

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

www.laworks.net

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

www.laworks.net

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

www.laworks.net

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

www.laworks.net

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

www.laworks.net

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

www.laworks.net

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

www.laworks.net

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

www.laworks.net

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

www.laworks.net

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

www.laworks.net

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

www.laworks.net

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

www.laworks.net

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

www.laworks.net

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

www.laworks.net

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

www.laworks.net

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

www.laworks.net

An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-239-5154 (TDD)

www.laworks.net

CHILD LABOR

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 posted in a conspicuous place 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 any five-hour period within 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.

- 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.
- 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.
- 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.
- 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:

- In lighting, cleaning, or wiping machinery or shafting, or in applying belts to pulleys;
- In or about any mine or quarry;
- In or about places where stone cutting or polishing is done;
- In or about any plant manufacturing explosives or articles containing explosive components, or in the use or transportation of the same;
- 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;
- In the operation of machinery used in the cold rolling of heavy metals, or in operation of power-driven machinery for punching,