

Your RIGHTS when applying for and attending a job

When applying for a job, you may think, "Great! I'm going to go to work and make money." Did you ever think about what creates a safe working environment? It's your rights that protect you. It's important that you know your rights and know how you can protect yourself.

Your rights when you are being interviewed:

- There are illegal questions. That means that there are questions that interviewers are not allowed to ask you.
- For example, they are not allowed to ask you for your age in an interview, only on an application.
- Interviewers can ask if you've ever been convicted of a felony. However, they cannot ask about anything else on your police record.

Your rights while attending a job:

- Earn a minimum wage of \$5.45 an hour.
- Earn an overtime payment of 1 ½ times your regular payment for all hours over 40 a week.
- A safe working environment.
- If you have a baby or serious medical condition, you are eligible for 12 weeks of unpaid leave.
- Not to be discriminated against because of your age, race, color, religion, disability, sex and national origin.
- Many states have additional protections. For example, California has a minimum wage of \$6.25 an hour.