

## Employment Law Questions Answered Instantly, Accurately and Free of Charge

**Fair Labor Standards Act (FLSA) Advisor** -- answers questions about Federal minimum wage, overtime, child labor and recordkeeping requirements

**Family and Medical Leave Act (FMLA) Advisor** -- reviews valid reasons and eligibility requirements for leave, notification responsibilities and employee rights and benefits

**Poster Advisor** -- informs employers about Federal poster requirements and provides posters free of charge

**Drug-Free Workplace Advisor** -- helps employers establish and maintain alcohol- and drug-free workplaces

**Small Business Retirement Savings Advisor** -- explains the various retirement plans available to small business and their employees

**Mine Safety and Health Administration (MSHA) Advisors** -- help mine operators fulfill electronic filing and training requirements

**Occupational Safety and Health Administration (OSHA) Advisors** -- help employers and employees identify and address workplace health and safety hazards

**Veterans' Preference and USERRA Advisors** -- review rights and responsibilities related to veteran employment issues

The *elaws* Advisors are continually being updated to reflect changes in laws and regulations, and new Advisors are added every year.

# *elaws* Advisors



US Department of Labor  
[www.dol.gov/elaws](http://www.dol.gov/elaws)

# *elaws* Advisors

**Employment  
Laws Assistance  
for America's  
21st Century  
Workforce**

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# *e*laws Advisors

## **Employment Laws Assistance for Workers and Small Businesses**

To help America's employers and employees understand their rights and responsibilities under Federal employment laws, the US Department of Labor developed the **elaws** Advisors (Employment Laws Assistance for Workers and Small Businesses).

The **elaws** Advisors are:

- Web-based
- Interactive
- Free of charge
- Easy to use

The **elaws** Advisors provide expert advice about Federal employment laws affecting you. By tailoring answers based on your responses to a set of questions, **elaws** Advisors have the power to clarify complex issues specific to your workplace and employment situation.

With **elaws**, you have your own Advisor at the US Department of Labor 24 hours a day, seven days a week.

**"The *e*laws Advisors represent the best of business at the start of the 21<sup>st</sup> century. They combine the knowledge of employment law experts, the practical experience of America's business people, cutting edge technology and the vast power of the Internet to reach anyone at anytime."**

*Elaine L. Chao*  
Secretary of Labor

## Customized Solutions for America's Workers and Businesses

A catering company owner can learn about different retirement plans and decide which type of plan best suits himself and his staff.



A former US Army sergeant can determine if her years of military service entitle her to preference in Federal hiring.



An employee can determine if he can take extended leave to care for a sick family member without losing his job.



A manufacturing worker can obtain a customized report about possible hazards in her workplace and the regulations that address them.



A health care facility owner can determine if the time her employees spend in training is considered hours worked.

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