

LOUISIANA LABOR LAW POSTINGS



VETERANS BENEFITS



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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 225.719.5500. Email veterans@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.

Call 800 then press 1 - Toll 800.255 - 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 inter.la.gov/veteranschallenge Call 225.219.5506 - Email veterans@la.gov

Veteran Homelessness Prevention

The Louisiana Department of Veterans Affairs partners with the state's contractors 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 225.719.5500 - Email veterans@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 veterans.la.gov/locations - Call 225.219.5500 - Email veterans@la.gov

Educational Benefits

The Louisiana Department of Veterans Affairs' State Approval 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 Dependent Educational Assistance to children of veterans granted at least 50% service-connected rating, including Individual Unemployability (including temporary ratings).

Call 225.719.5500 - Email veterans@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 (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 837.262.5750 or etaylor@lwc.la.gov. For more information about resources for business owners, contact LDVA's Veterans Outreach Program at 225.219.5506 or veterans@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 866.912.5468.

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

Northwest Louisiana Veterans Home 318.322.4206

Northwest Louisiana Veterans Home 318.741.2703

Southeast Louisiana Veterans Home 985.476.6458

Southeast Louisiana Veterans Home 337.824.7094

Central Louisiana Veterans Cemetery 337.238.6405

Northwest Louisiana Veterans Cemetery 318.726.6346

Northwest Louisiana Veterans Cemetery 318.625.6162

Southeast Louisiana Veterans Cemetery 985.476.6458

Southeast Louisiana Veterans Cemetery 337.824.7094

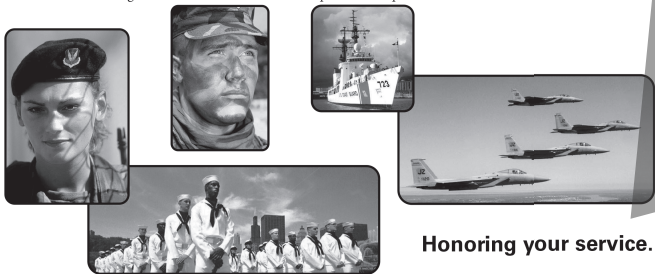
Pursuant to R.S. 29:711.1 (4)(c), 2023 Regular Session

EMPLOYER SUPPORT OF THE GUARD AND RESERVES

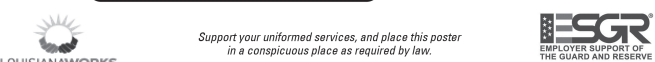


In the national guard, reserves, or on active duty?

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.

R.S. 29:422

EARNED INCOME CREDIT



EARNED INCOME CREDIT (EIC 2026)

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

If you make **\$62,974* 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:

- \$62,974 (\$70,224 married filing jointly) with three or more qualifying children
- \$58,629 (\$65,899 married filing jointly) with two qualifying children
- \$51,593 (\$58,863 married filing jointly) with one qualifying child
- \$19,540 (\$26,820 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 IRS 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

Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154
Rev Date 9/10/26 LAWORKS.NET

AGE DISCRIMINATION

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.

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

UNEMPLOYMENT INSURANCE

Unemployment Insurance

Notice to Workers

Your employer is subject to the Louisiana Employment Security Law and is required to pay the employer's share of unemployment insurance. Your employer has contributed to the Louisiana Trust Fund from which benefits are paid. The amount of contributions to the Trust Fund is deductible from your earnings.

Total Unemployment

You may be eligible to receive unemployment insurance benefit if provided:

1. You are unemployed;
2. You have registered for work;
3. You are able to work, available for work, and are conducting no better than five (5) week search actions each week;
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 within the time frame offered; (c) appear for a scheduled job interview; (d) return to your satisfactory self-employment; (e) fail to participate in an approved training program when directed by the Administrator;
4. 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. 1-800-259-5154 (TDD)

WORKERS' COMPENSATION

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 Natchez Appeal 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 files a claim with Natchez Appeal within one year of:

1. the 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 arising from a work-related accident, an injured employee or any person claiming to be entitled to compensation shall file a written notice of compensation claim with the employer within 90 days of the date of injury or death. If no claim is filed within 90 days, no benefits will be made under the law for such injury or death. In addition, any fraudulent claim by the employee, dependent, or any other person for the purpose of obtaining or negotiating any benefit or payment of workers' compensation shall constitute a crime under the law as well as civil penalties.

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

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INDEPENDENT CONTRACTOR

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 economically 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.

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

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 1-833-700-2860 or email UTraffraud@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. 23:171 (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 price 3 years.

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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/humanrights.htm.

LSA-R.S. 51:223(1)(3)

Every employee, employment agency, and labor organization shall keep posted in a conspicuous place copies of the provisions, setting forth information as to the purposes of this Part.

R.S. 23:911, 372

LOUISIANA
WORKFORCE
COMMISSION

www.laworks.net

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www.laworks.net

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

If you do not have access to the Internet, or prefer to register and/or receive unemployment benefits, call the Unemployment Insurance claim by phone, call the Unemployment Insurance Call Center at 1-888-248-0859.

This notice must be posted in a conspicuous place, setting forth information to effectuate this purpose.

R.S. 23:121.1

Revised November 2022

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This notice must be posted in a conspicuous place, setting forth information to effectuate this purpose.

R.S. 23:121.1

Revised February 2023

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