

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

Know Your Rights: Workplace Discrimination is Illegal. The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

Who is Protected? Employees (current and former), including managers and temporary employees. What Organizations are Covered? Most private employers, State and local governments (as employers), Educational institutions (as employers), Unions, Staffing agencies.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS. The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces nondiscrimination and affirmative action requirements for federal contractors.

ANTI-DISCRIMINATION NOTICE. It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because it has a future expiration date may also constitute illegal discrimination.

REASONABLE ACCOMMODATION TO PREGNANT EMPLOYEES. Pregnancy and Related Conditions under the Utah Antidiscrimination Act. The Utah Antidiscrimination Act requires an employer to make a reasonable accommodation for an employee for pregnancy, child birth, breastfeeding, or a related condition.

UNEMPLOYMENT INSURANCE. UTAH DEPARTMENT OF WORKFORCE SERVICES. Your work is covered under the provisions of the Utah Employment Security Act for unemployment insurance purposes, unless specifically exempted by the Act.

FILING FOR UNEMPLOYMENT INSURANCE BENEFITS. To receive unemployment benefits, you may file your claim online at jobs.utah.gov. FILING AFTER RECEIVING WORKER'S COMPENSATION BENEFITS. If you are separated from employment due to a work-related illness or injury for which you have received Worker's Compensation, your rights to unemployment benefits may be preserved for up to THREE YEARS from the date of your injury.

SEPARATION INFORMATION. At the time you are separated from your job, you should request information as to the reasons for your separation. WAGES DETERMINE BENEFIT AMOUNT. The amount of your unemployment benefits will be determined from your wages in covered employment.

STATE EMPLOYMENT CENTERS - Contact us at: 801-526-WORK (9675). Beaver.....875 North Main. Blanding.....544 North 100 East. Brigham City.....138 West 990 South. Cedar City.....176 East 200 North. Clearfield.....1290 East 1450 South. Delta.....44 South Hwy 29. Emery County.....550 South 350 East. Heber City.....69 North 600 West, Ste. C. Junction.....550 North Main. Kanab.....468 East 309 South. Lehi.....187 W. State Street. Loa.....18 South Main. Logan.....180 North 100 West. Mantt.....55 South Main #3. Moab.....457 Kane Creek Blvd. Nephi.....625 North Main. Ogden.....480 27th Street. Panguitch.....665 North Main. Park City.....1910 Prospecter Ave. Ste. 100. Price.....475 West Price River Dr. #300. Prow.....1550 North 200 West. Richfield.....115 East 100 South. Roosevelt.....140 West 425 South 330-13. Salt Lake Metro.....720 South 200 East. Salt Lake So County.....5735 South Redwood Rd. South Davis.....763 West 700 South W. Cross. Spanish Fork.....1185 North Canyon Creek Parkway. St. George.....162 North 400 East Bldg. B. Tooele.....305 North Main, Ste. 100. Vernal.....1050 West Market Dr.

INFORMATION FOR EMPLOYERS. Utah law requires that each employer's wages must be reported each quarter with the regular quarterly contribution (tax) report. All wage and separation information must include Social Security Number, Job Connection Room provided Internet access along with Information Specialists to assist you in accessing services and resources.

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009. The law requires employers to display this poster where employees can readily see it. OVERTIME PAY At least 1 1/2 times your regular rate of pay for all hours worked over 40 in a workweek. CHILL LABOR An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor.

WORKERS' COMPENSATION. WORKERS' COMPENSATION NOTICE. Employer: has complied with the provisions of the Workers' Compensation Act (§34A-2-101, Utah Code Annotated), the Utah Occupational Disease Act (§34A-3-101, Utah Code Annotated), and the rules of the Labor Commission by insuring the liability to pay the compensation and other benefits provided by said Acts through:

Workers' Compensation is insurance which pays medical expenses and helps offset lost wages for employees with work-related injuries or illnesses. HOW TO REPORT AN ACCIDENT. Report the injury, no matter how slight, immediately to your supervisor. HOW TO START COMPENSATION. 1. Ask your employer which insurance company pays workers' compensation benefits for the company. 2. Ask your employer to report the accident to the insurance company and give you the claim number.

PAIDAY NOTICE. Regular Paydays for Employees of (Company Name). Shall be as follows: Weekly, Bi-Weekly, Monthly, Other. WITHHOLDING STATUS. YOU MAY NEED TO CHECK YOUR WITHHOLDING. Since you last filed form W-4 with your employer did you... Marry or divorce? Gain or lose a dependent? Change your name? Were there major changes to... Nonwage income (interest, dividends, capital gains, etc.)? Your family wage income (you or your spouse started or ended a job)? Your tented deductions? Your tax credits? If you can answer "YES"... To any of these questions or you owed extra tax when you filed your last return, you may need to file a new form W-4.

FMLA - FAMILY AND MEDICAL LEAVE ACT. Your Employee Rights Under the Family and Medical Leave Act. What is FMLA leave? The Family and Medical Leave Act (FMLA) is a Federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons. Your Employee Rights Under the Family and Medical Leave Act. You do not have to share a medical diagnosis but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection.

EMPLOYEE POLYGRAPH PROTECTION ACT. EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT. The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT. Job Safety and Health IT'S THE LAW! All workers have the right to: A safe workplace. Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against. Receive information and training on job hazards, including all hazardous substances in your workplace.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT. Job Safety and Health IT'S THE LAW! Employers must: Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness. Comply with all applicable OSHA standards. Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye. Provide required training to all workers in a language and vocabulary they can understand. Prominently display this poster in the workplace. Post OSHA citations at or near the place of the alleged violations. See any OSHA citations issued to your employer. Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

Contact OSHA. We can help. This poster is available free from OSHA. 1-800-321-OSHA (7672) • TTY 1-877-889-5627 • www.osha.gov

OCCUPATIONAL SAFETY AND HEALTH PROTECTION

Workplace Safety and Health in the State of Utah

THIS NOTICE MUST BE POSTED IN THE WORKPLACE. The Utah Occupational Safety and Health Act of 1973 requires Utah employers to provide a safe and healthful workplace, free from recognized hazards that are likely to cause death or serious physical harm to employees.

NOTICE TO EMPLOYERS. You have the obligation to comply with all workplace safety and health rules established by your employer. You have the right to notify your employer or UOSH about workplace hazards. You may ask to keep your name confidential. You have the right to request and to participate in a UOSH inspection if you believe that there are unsafe or unhealthful conditions in your workplace.

NOTICE TO EMPLOYERS. Utah employers are required to provide employees a safe and healthful workplace. Reporting requirements: Employers are required to notify UOSH at (801) 530-6901 within 8 hours of occurrence of all fatalities, disabling, significant, and serious injuries or illnesses to workers.

REPORTING GUIDANCE. 'Disabling and serious' includes, but is not limited to any injury or illness resulting in immediate admittance to the hospital, permanent or temporary impairment where part of the body is made functionally useless or is substantially reduced in efficiency and which would require treatment by a medical doctor, such as amputation, fracture, deep cuts, severe burns, electric shock, sight impairment, loss of consciousness, and concussions; illnesses that could shorten life or significantly reduce physical or mental efficiency inhibiting the normal function of a part of the body, such as cancer, silicosis, asbestosis, hearing impairment and visual impairment. INSPECTIONS, CITATIONS, ASSESSED PENALTIES. UOSH may enter at reasonable times without delay any workplace under its jurisdiction to conduct an inspection, investigation, or interview a reasonable number of employees to determine compliance with the Utah Act, rules and standards.

CONTESTS, APPEALS, INFORMAL REVIEW. The Utah Labor Commission will provide an adjudicative formal hearing with its Division of Adjudication, when an employer files a written notice of contest within 30 days of receipt of the citation. UOSH may also request an informal review of any citation, proposed penalty or abatement period. Informal reviews do not extend the 30 days in which an employer must file a written notice of contest for a formal hearing.

To report a workplace fatality or injury, file a workplace safety complaint, or for assistance please call (801) 530-6901 or (800) 530-5090. To file a safety complaint online or obtain more information about UOSH please visit our website at: www.laborcommission.utah.gov

Utah Occupational Safety and Health 160 East 300 South, Third Floor PO Box 146650 Salt Lake City, Utah 84114-6650 (801) 530-6901 Fax (801) 530-7606 Toll-Free 1-800-530-5090 www.laborcommission.utah.gov

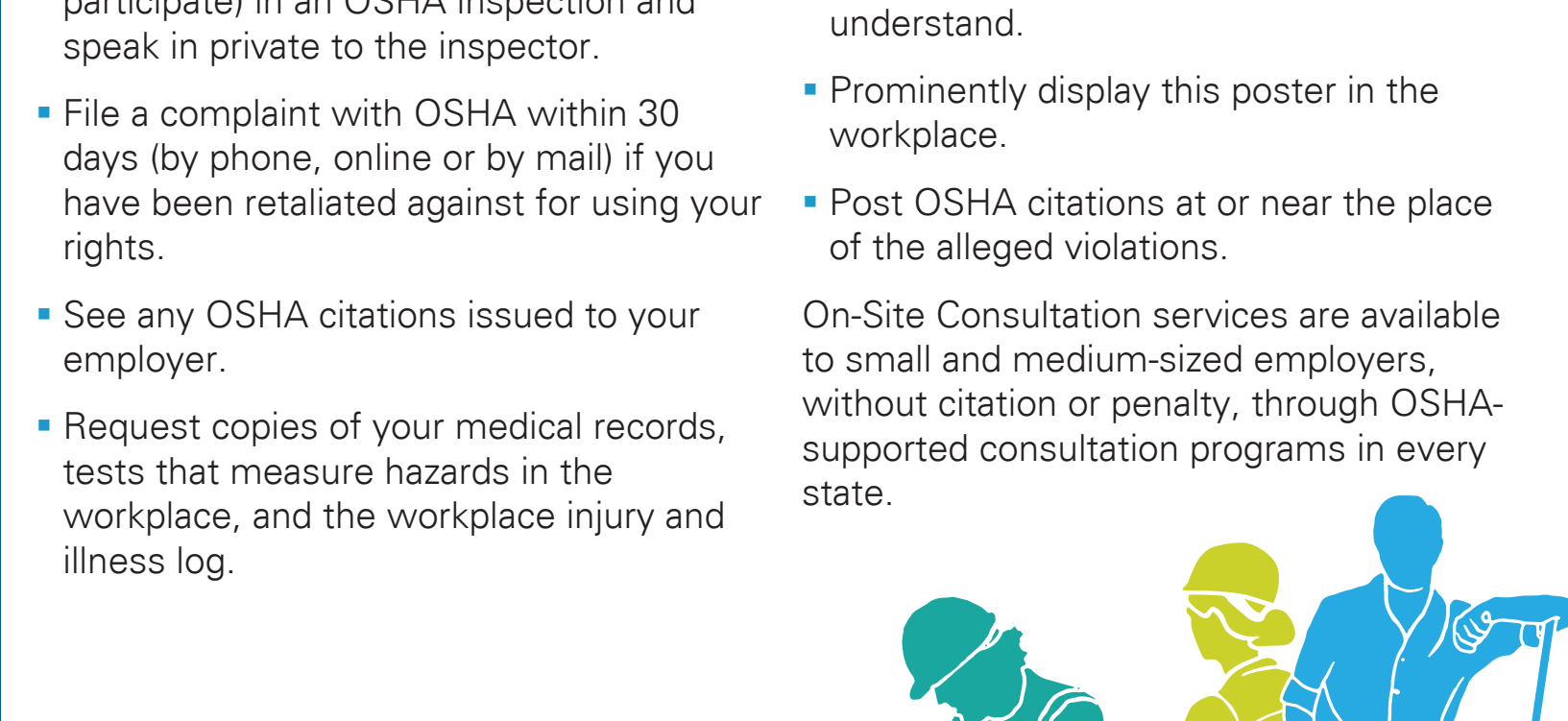
USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT. YOUR RIGHTS UNDER USERRA. THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT. USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

REEMPLOYMENT RIGHTS. You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and: you ensure that your employer receives advance written or verbal notice of your service; you have five years or less of cumulative service in the uniformed services while with that particular employer; you return to work or apply for reemployment in a timely manner after conclusion of service; and you have not been separated from service with a disqualifying discharge or under other than honorable conditions. If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job. RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION. If you - are a past or present member of the uniformed service, have applied for membership in the uniformed service, or - are obligated to serve in the uniformed service, then an employer may not deny you: initial employment; - reemployment; - retention in employment; - promotion; or - a benefit of employment, because of this status. In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.

HEALTH INSURANCE PROTECTION. If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military. Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries. ENFORCEMENT. The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations. For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be viewed at https://webs.dol.gov/usa/vets/usa. If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation. You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA. Publication Date — May 2022

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT. Job Safety and Health IT'S THE LAW! All workers have the right to: A safe workplace. Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against. Receive information and training on job hazards, including all hazardous substances in your workplace. Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf. Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector. File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights. See any OSHA citations issued to your employer. Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

Contact OSHA. We can help. This poster is available free from OSHA. 1-800-321-OSHA (7672) • TTY 1-877-889-5627 • www.osha.gov



Contact OSHA. We can help. 1-800-321-OSHA (7672) • TTY 1-877-889-5627 • www.osha.gov