

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.

Who is Protected? Employees covered (and former), including managers and supervisors. What Organizations are Covered? Most private employers, State and local governments (as employers), Educational institutions (as employers).

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS. The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination provisions of contracts and subcontracts.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE. Individuals with Disabilities Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination.

CHILD LABOR LAWS CHILD LABOR POSTER

NON-AGRICULTURAL EMPLOYMENT: Children ages 14 and 15 MAY NOT work in any of the hazardous occupations above and may not work in communications or public utilities jobs.

EMPLOYMENT PROTECTIONS FOR VICTIMS OF CRIME. What is the Law? An employer who allows victims are protected from harassment or other employment law, alleged victims are protected from harassment or other employment law.

HEALTHCARE WHISTLEBLOWER'S PROTECTION ACT. There is protection for Healthcare Employees Who Report or Refuse to Commit Illegal Acts.

VERMONT FAMILY LEAVE ACT. PARENTAL LEAVE, FAMILY LEAVE, AND SHORT-TERM FAMILY LEAVE. Vermont's Parental Leave Law covers employees with 10 or more workers who work an average of 30 hours per week over the course of a year.

FEDERAL MINIMUM WAGE. EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT. FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009.

VERMONT FAMILY LEAVE ACT. PARENTAL LEAVE, FAMILY LEAVE, AND SHORT-TERM FAMILY LEAVE. Vermont's Parental Leave Law covers employees with 10 or more workers who work an average of 30 hours per week over the course of a year.

FEDERAL MINIMUM WAGE. EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT. FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009.

VERMONT FAMILY LEAVE ACT. PARENTAL LEAVE, FAMILY LEAVE, AND SHORT-TERM FAMILY LEAVE. Vermont's Parental Leave Law covers employees with 10 or more workers who work an average of 30 hours per week over the course of a year.

FEDERAL MINIMUM WAGE. EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT. FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009.

VERMONT FAMILY LEAVE ACT. PARENTAL LEAVE, FAMILY LEAVE, AND SHORT-TERM FAMILY LEAVE. Vermont's Parental Leave Law covers employees with 10 or more workers who work an average of 30 hours per week over the course of a year.

FEDERAL MINIMUM WAGE. EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT. FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009.

VERMONT FAMILY LEAVE ACT. PARENTAL LEAVE, FAMILY LEAVE, AND SHORT-TERM FAMILY LEAVE. Vermont's Parental Leave Law covers employees with 10 or more workers who work an average of 30 hours per week over the course of a year.

FEDERAL MINIMUM WAGE. EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT. FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009.

VERMONT FAMILY LEAVE ACT. PARENTAL LEAVE, FAMILY LEAVE, AND SHORT-TERM FAMILY LEAVE. Vermont's Parental Leave Law covers employees with 10 or more workers who work an average of 30 hours per week over the course of a year.

FEDERAL MINIMUM WAGE. EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT. FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009.

EMPLOYEE POLYGRAPH PROTECTION ACT

EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT. The Employee Polygraph Protection Act (EPPA) is a Federal law that prohibits most employers from using lie detector tests either for pre-employment screening or during the course of employment.

PAYDAY NOTICE. Regular Paydays for Employees. (Company Name) Shall be as follows: Weekly, Bi-Weekly, Monthly, Other.

WITHHOLDING STATUS. YOU MAY NEED TO CHECK YOUR WITHHOLDING. Now is the time to check your withholding. For more details, get Publication 919, How Do I Adjust My Tax Withholding?, or use the Withholding Calculator at www.irs.gov/individuals.

PREGNANCY ACCOMMODATIONS. Accommodations for Pregnant Employees in Vermont. Notice of Employee Rights. An employer with a pregnancy-related condition has to make reasonable accommodations in the workplace to perform her job.

SAFETY RECORDS. POSTING OF SAFETY RECORDS NOTICE TO EMPLOYEES. Vermont law (21 V.S.A. §691a) at Vermont employees must advise their employees of where they may review the employer's record of workplace safety.

EMPLOYER'S REINSTATEMENT LIABILITY. NOTICE WORKER'S COMPENSATION REINSTATEMENT RIGHTS. VERMONT LAW REQUIRES POSTING OF THIS NOTICE.

VERMONT MINIMUM WAGE. NOTICE | MINIMUM WAGE FOR NOTICE EMPLOYERS AND WORKERS. MINIMUM WAGE RATE.

WORKERS' COMPENSATION. VERMONT - EMPLOYER'S LIABILITY AND WORKERS' COMPENSATION NOTICE TO EMPLOYEES.

NO SMOKING NOTICE. THIS BUILDING IS 100% SMOKE-FREE. Smoking is not allowed in Vermont workplaces.

UNEMPLOYMENT INSURANCE. UNEMPLOYMENT INSURANCE. If you have become unemployed, or your work hours have been reduced, you may be eligible for UNEMPLOYMENT BENEFITS.

UNEMPLOYMENT INSURANCE. UNEMPLOYMENT INSURANCE. If you have become unemployed, or your work hours have been reduced, you may be eligible for UNEMPLOYMENT BENEFITS.

UNEMPLOYMENT INSURANCE. UNEMPLOYMENT INSURANCE. If you have become unemployed, or your work hours have been reduced, you may be eligible for UNEMPLOYMENT BENEFITS.

UNEMPLOYMENT INSURANCE. UNEMPLOYMENT INSURANCE. If you have become unemployed, or your work hours have been reduced, you may be eligible for UNEMPLOYMENT BENEFITS.

UNEMPLOYMENT INSURANCE. UNEMPLOYMENT INSURANCE. If you have become unemployed, or your work hours have been reduced, you may be eligible for UNEMPLOYMENT BENEFITS.

UNEMPLOYMENT INSURANCE. UNEMPLOYMENT INSURANCE. If you have become unemployed, or your work hours have been reduced, you may be eligible for UNEMPLOYMENT BENEFITS.

UNEMPLOYMENT INSURANCE. UNEMPLOYMENT INSURANCE. If you have become unemployed, or your work hours have been reduced, you may be eligible for UNEMPLOYMENT BENEFITS.

UNEMPLOYMENT INSURANCE. UNEMPLOYMENT INSURANCE. If you have become unemployed, or your work hours have been reduced, you may be eligible for UNEMPLOYMENT BENEFITS.

UNEMPLOYMENT INSURANCE. UNEMPLOYMENT INSURANCE. If you have become unemployed, or your work hours have been reduced, you may be eligible for UNEMPLOYMENT BENEFITS.

UNEMPLOYMENT INSURANCE. UNEMPLOYMENT INSURANCE. If you have become unemployed, or your work hours have been reduced, you may be eligible for UNEMPLOYMENT BENEFITS.

UNEMPLOYMENT INSURANCE. UNEMPLOYMENT INSURANCE. If you have become unemployed, or your work hours have been reduced, you may be eligible for UNEMPLOYMENT BENEFITS.

UNEMPLOYMENT INSURANCE. UNEMPLOYMENT INSURANCE. If you have become unemployed, or your work hours have been reduced, you may be eligible for UNEMPLOYMENT BENEFITS.

UNEMPLOYMENT INSURANCE. UNEMPLOYMENT INSURANCE. If you have become unemployed, or your work hours have been reduced, you may be eligible for UNEMPLOYMENT BENEFITS.

UNEMPLOYMENT INSURANCE. UNEMPLOYMENT INSURANCE. If you have become unemployed, or your work hours have been reduced, you may be eligible for UNEMPLOYMENT BENEFITS.

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 qualified family and medical reasons.

ANTI-DISCRIMINATION NOTICE. It is illegal to discriminate against work-authorized individuals. Employees CANNOT specify which documents they will accept from an employee.

SEXUAL HARASSMENT. SEXUAL HARASSMENT IS ILLEGAL. Under Vermont Law, sexual harassment is illegal and is prohibited by the Vermont Fair Employment Practices Act (VFPEA) (Title 21, Chapter 5, Subchapter 6 of the Vermont Statutes).

VERMONT'S EARNED SICK TIME ACT. Vermont's Earned Sick Time Act Notice of Employee Rights. HOW IS SICK TIME EARNED? An employee will earn one hour of earned sick time for every 53 hours of actual work, including overtime.

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.

Safety and Health Protection in the Workplace. You have a right to a safe and healthy workplace. IT'S THE LAW! You have the right to notify your employer or VOSHA about workplace hazards.

Occupational Safety and Health Administration (OSHA). The Vermont Occupational Safety and Health Administration (VOSH), in the Vermont Department of Labor, has the primary responsibility for administering the OSH Act in Vermont.

Occupational Safety and Health Administration (OSHA). The Vermont Occupational Safety and Health Administration (VOSH), in the Vermont Department of Labor, has the primary responsibility for administering the OSH Act in Vermont.

Occupational Safety and Health Administration (OSHA). The Vermont Occupational Safety and Health Administration (VOSH), in the Vermont Department of Labor, has the primary responsibility for administering the OSH Act in Vermont.

Occupational Safety and Health Administration (OSHA). The Vermont Occupational Safety and Health Administration (VOSH), in the Vermont Department of Labor, has the primary responsibility for administering the OSH Act in Vermont.

Occupational Safety and Health Administration (OSHA). The Vermont Occupational Safety and Health Administration (VOSH), in the Vermont Department of Labor, has the primary responsibility for administering the OSH Act in Vermont.

Occupational Safety and Health Administration (OSHA). The Vermont Occupational Safety and Health Administration (VOSH), in the Vermont Department of Labor, has the primary responsibility for administering the OSH Act in Vermont.

Occupational Safety and Health Administration (OSHA). The Vermont Occupational Safety and Health Administration (VOSH), in the Vermont Department of Labor, has the primary responsibility for administering the OSH Act in Vermont.

Occupational Safety and Health Administration (OSHA). The Vermont Occupational Safety and Health Administration (VOSH), in the Vermont Department of Labor, has the primary responsibility for administering the OSH Act in Vermont.

Occupational Safety and Health Administration (OSHA). The Vermont Occupational Safety and Health Administration (VOSH), in the Vermont Department of Labor, has the primary responsibility for administering the OSH Act in Vermont.

Occupational Safety and Health Administration (OSHA). The Vermont Occupational Safety and Health Administration (VOSH), in the Vermont Department of Labor, has the primary responsibility for administering the OSH Act in Vermont.

Occupational Safety and Health Administration (OSHA). The Vermont Occupational Safety and Health Administration (VOSH), in the Vermont Department of Labor, has the primary responsibility for administering the OSH Act in Vermont.

Occupational Safety and Health Administration (OSHA). The Vermont Occupational Safety and Health Administration (VOSH), in the Vermont Department of Labor, has the primary responsibility for administering the OSH Act in Vermont.

Occupational Safety and Health Administration (OSHA). The Vermont Occupational Safety and Health Administration (VOSH), in the Vermont Department of Labor, has the primary responsibility for administering the OSH Act in Vermont.

Occupational Safety and Health Administration (OSHA). The Vermont Occupational Safety and Health Administration (VOSH), in the Vermont Department of Labor, has the primary responsibility for administering the OSH Act in Vermont.

Occupational Safety and Health Administration (OSHA). The Vermont Occupational Safety and Health Administration (VOSH), in the Vermont Department of Labor, has the primary responsibility for administering the OSH Act in Vermont.

Occupational Safety and Health Administration (OSHA). The Vermont Occupational Safety and Health Administration (VOSH), in the Vermont Department of Labor, has the primary responsibility for administering the OSH Act in Vermont.