

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.

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

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.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS. The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination laws of the Federal Acquisition Regulation (FAR) governing the basic of color, race, or national origin in programs or activities receiving Federal financial assistance.

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

WITHHOLDING STATE. YOU MAY NEED TO CHECK YOUR WITHHOLDING. Now is the time to check your withholding. For more details, get Publication 910, How Do I Adjust My Tax Withholding, or use the Withholding Calculator at www.irs.gov/indicals on the IRS website.

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 the documents have a future expiration date may constitute illegal discrimination.

CHILD LABOR LAWS. CHILD LABOR POSTER. NON AGRICULTURAL EMPLOYMENT: Children Age 14 and 15 MAY NOT work in any of the hazardous occupations above and may not work in communications or public utilities jobs, construction or mining jobs, etc.

PREGNANCY ACCOMMODATIONS. Accommodations for Pregnant Employees in Vermont. Notice of Employee Rights. WHAT IS THE LAW? An employee with a pregnancy-related condition has a right to reasonable accommodations in the workplace to perform basic pregnancy-related conditions.

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

HAZARDOUS OCCUPATIONS. Manufacturing and storing of explosives, driving a motor vehicle and being an outside helper on a motor vehicle, coal mining, logging and sawmilling, power-driven woodworking machines, etc.

SAFETY RECORDS. POSTING OF SAFETY RECORDS NOTICE TO EMPLOYEES. Under Vermont law (21 V.S.A. §691a) all Vermont employers must advise their employees of where they may review the employer's record of workplace safety, including workplace injury and illness.

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 52 hours of actual work, including overtime.

EMPLOYMENT PROTECTIONS FOR VICTIMS OF CRIME. Employment Protections for Victims of Crime | Notice of Employee Rights. What is the Law? Alleged victims are protected from harassment or other discrimination by employers based on their status as an alleged victim.

EMPLOYER'S REINSTATEMENT LIABILITY. NOTICE WORKER'S COMPENSATION REINSTATEMENT RIGHTS. VERMONT LAW REQUIRES POSTING OF THIS NOTICE. 21 V.S.A. §643b Reinstatement; seniority and benefits protected. This law provides that an employer who regularly employs ten or more people (at least 10 of whom work more than 15 hours a week), has an obligation to rehire a worker who has suffered a work-related injury provided that the following conditions are met:

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT. YOUR RIGHTS UNDER USERRA. THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT. USERRA protects the jobs of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System.

HEALTHCARE WHISTLEBLOWER'S PROTECTION ACT. There is protection for Healthcare Employees. Who Report or Refuse to Commit Illegal Acts. It is illegal for your employer to fire you, threaten you, retaliate against you or treat you differently because:

VERMONT MINIMUM WAGE. NOTICE | MINIMUM WAGE FOR VERMONT EMPLOYERS AND WORKERS. Effective 01/01/24, the minimum wage rate is \$13.67 per hour.

OCCUPATIONAL SAFETY AND HEALTH PROTECTION. Safety and Health Protection on the Job. You have a right to a safe and healthy workplace. The Vermont Occupational Safety and Health Code (Title 21 V.S.A. Chapter 3, Sub-Chapters 4 and 5, and the rules adopted (there under) provides job safety and health protection for workers.

VERMONT FAMILY LEAVE ACT. PARENTAL LEAVE, FAMILY LEAVE, AND SHORT-TERM FAMILY LEAVE. Vermont's Parental Leave Law covers employers with 10 or more workers who work an average of 20 hours per week over the course of a year.

WORKERS' COMPENSATION. VERMONT - EMPLOYER'S LIABILITY AND WORKERS' COMPENSATION NOTICE TO EMPLOYEES. THIS EMPLOYER, ANNOTATED §687, BY OBTAINING WORKERS' COMPENSATION INSURANCE COVERAGE THROUGH:

Occupational Safety and Health Protection. You have a right to a safe and healthy workplace. IT'S THE LAW!

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.

NO SMOKING NOTICE. THIS BUILDING IS 100% SMOKE-FREE. EMPLOYEES ARE PROTECTED FROM RETALIATION OF ANY KIND IN CONNECTION WITH THE ENFORCEMENT OF THIS LAW.

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

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