

Rhode Island & Federal Employment Notices. 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.

Family Medical Leave Act. EMPLOYER RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT. LEAVE ENTITLEMENTS: Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons: • The birth of a child or placement of a child for adoption or foster care. • To bond with a child (leave must be taken within 1 year of the child's birth or placement).

Unemployment Insurance and Disability. NOTICE TO ALL EMPLOYEES. Temporary Disability Insurance Benefits. Who is Eligible for UI Benefits? If you have become ill or injured and meet all of the following requirements, you may be eligible to receive a temporary disability benefit. 1. You are unemployed due to illness, surgery, or injury for a minimum of seven consecutive days or more.

Pay Equity Act. RHODE ISLAND DEPARTMENT OF LABOR AND TRAINING. NOTICE TO ALL EMPLOYEES - INFORMATION EMPLOYERS MUST POST. Pursuant to Rhode Island General Law § 28-6-2, employers are prohibited from inquiring into or requiring the disclosure of an employee's wage history. From receiving upon a job applicant's wage history when considering the individual's candidacy, from setting a minimum or maximum wage based on an applicant's wage history for the job they are hiring.

Contact OSHA. We can help. At least 15 times the regular rate of pay for all work performed over 40 in a workweek. 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.

USERRA - YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT. USERRA protects the jobs 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.

Healthy and Safe Families and Workplaces Act. Pursuant to RI General Law § 28-57, you are entitled to sick and safe leave to address your own health and safety needs as well as those of your family. This leave may or may not be paid depending on the size of your employer and other factors as detailed in the law. Visit www.dlt.rhodeisland.gov or call (401) 462-WAGE (5243) for more information.

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: 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.

Sexual Harassment. SEXUAL HARASSMENT IS AGAINST THE LAW. The harasser can be: • a supervisor - an agent of the employer • a supervisor in another area • a co-worker - a non-employee - the same sex as the victim. The prohibition against sexual harassment does not only apply to employers. It also applies to labor organizations, employment agencies, and the individuals who aid and abet an unlawful employment practice.

Whistleblowers' Protection Act. CHAPTER 28-50. RHODE ISLAND Whistleblowers' Protection Act. § 28-50-1 Short title. - This chapter may be cited as the "Rhode Island Whistleblowers' Protection Act." § 28-50-2 Definitions. - As used in this chapter: (1) "Employee" means a person employed by any employer, and shall include, but not be limited to, all employees, contract employees and independent contractors.

Equal Employment Opportunity. 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.

Polygraph Protection. 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. PROHIBITIONS: Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or terminating any employee or prospective employee for refusing to take a test for exercising other rights under the Act.

Workers' Compensation Act. This employer is subject to the provisions of the WORKERS' COMPENSATION ACT of the State of Rhode Island. Workers' Compensation Insurance Company. Adjusting Company: \_\_\_\_\_ Telephone: \_\_\_\_\_ Policy Effective Date: \_\_\_\_\_

Equal Employment Opportunity (continued). What Types of Employment Discrimination are Illegal? The EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of: • Race • Color • Religion • National origin • Sex (including pregnancy and related conditions, sexual orientation, or gender identity) • Age (40 and older) • Disability • Genetic information (including employer requests for or purchase, use, or disclosure of genetic tests, genetic services, or family medical history) • Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding.

State Minimum Wage. The Rhode Island Department of Labor and Training (DLT) may bring criminal action against any employer who pays substandard wages to an employee and, upon conviction, a penalty up to \$50.00 and/or imprisonment up to 90 days. Any employer who fails to pay the applicable minimum wage constitutes a separate violation. ENFORCEMENT - The Rhode Island Dept. of Labor and Training (DLT) may bring criminal action against any employer who pays substandard wages to an employee and, upon conviction, a penalty up to \$50.00 and/or imprisonment up to 90 days.

Paid Sick Leave. Family members are defined as child, grandchild, parent (in-law), grandparent, sibling, spouse, domestic partner, care recipients (those individuals for whom an employee is responsible for providing care), members of the employee's household. Requesting sick leave: Employees may request reasonable notice from an employer when their use of sick leave is for an authorized purpose exceeding three days.

Equal Employment Opportunity (continued). What Employment Practices can be Challenged as Discriminatory? All aspects of employment, including: • Discharge, firing, or lay-off • Harassment (including unwelcome verbal or physical conduct) • Hiring or promotion • Assignment • Transfer (including wages or compensation) • Failure to provide reasonable accommodation for a disabled or 1/2certainly rehired individual • Failure to provide reasonable accommodation for a disabled or 1/2certainly rehired individual • Failure to provide reasonable accommodation for a disabled or 1/2certainly rehired individual

Ban the Box. Pursuant to RI General Law § 28-6-14.1, it is unlawful for an employer to include on a job application any questions regarding whether an applicant has ever been arrested, charged with or convicted of a crime. Limited exceptions exist for law enforcement agencies and related positions. Employers in violation of this law may be fined between \$100-\$500 per violation. Visit www.dlt.rhodeisland.gov or call (401) 462-WAGE (5243) for more information.

Prevailing Wage. Proper Pay: If you do not receive proper pay, you may file a complaint with the RI Department of Labor and Training and your claim will be investigated by the department. You may contact the Prevailing Wage Division at (401) 462-8500, option 7 for additional information. In addition, please note that RI Pay 13-17 also provides for a private right of action to collect wages and benefits.

IRS Withholding. You may need to check your withholding. If you can answer "yes" to any of these questions, you may need to file a Form W-4 with your employer. You may need to file a new Form W-4. See your employer for a copy of Form W-4 or call the IRS at 1-800-829-3078. Now is the time to check your withholding. For more details, see Publication 919, How Do I Adjust My Tax Withholding?, or use the Withholding Calculator at www.irs.gov/individuals or the IRS website.

State Family Medical Leave Act. NOTICE TO EMPLOYEES - entitLED to 10 weeks of leave during any 12-month period to attend school conferences or other school-related activities for a child of whom the employee is the parent, foster parent, or guardian. A notice of 24 hours prior to the leave must be given to the employer by the employee. The leave is not required to be paid; except an employee may substitute any accrued paid vacation leave or other appropriate paid leave.

Discrimination. DISCRIMINATION IS ILLEGAL. State and Federal laws prohibit, race, religion, and discrimination in hiring, terms and conditions, promotion, discharge, salary, benefits, and other aspects of employment based on race, color, religion, ancestral origin, sex, sexual orientation, gender identity or expression, physical or mental disability or age (over 40), and marital status. State law also prohibits employers from asking applicants about arrest records and makes it unlawful to ask about convictions until after or at a first interview (with certain exceptions). You have the right to a workplace free of harassment and discrimination.