

FED

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 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD 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. Youth 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment.

TIP CREDIT

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim tip credit against their minimum wage obligation. If an employer's tip combined with the employer's cash wage of at least \$2.13 per hour does not equal the minimum hourly wage, the employer must make up the difference.

PUMP-AT-WORK

The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for her nursing child for no more than a child's birth each time the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and free intrusion from coworkers and the public, which may be used by the employee to express breast milk.

ADDITIONAL INFORMATION

- Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to the pump-at-work requirements.
- Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.
- Some state laws provide greater employee protections; employers must comply with both.
- Some employees incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA minimum wage and overtime pay protections and correctly classified independent contractors are not.
- Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificate issued by the Department of Labor.

WHD

WAGE AND HOUR DIVISION

UNITED STATES DEPARTMENT OF LABOR

1-866-487-2363

www.dol.gov/agencies/whd

WH1088

REV. 04/2023

VT

DEPARTMENT OF LABOR

NOTICE

MINIMUM WAGE

FOR VERMONT EMPLOYERS AND WORKERS

MINIMUM WAGE RATE

Effective 01/01/25 \$14.01 per hour

Effective 01/01/24 \$13.67 per hour

Effective 01/01/23 \$13.18 per hour

BASIC WAGE RATE (TIPPED EMPLOYEES)

Effective 01/01/25 \$7.01 per hour

Effective 01/01/24 \$6.84 per hour

Effective 01/01/23 \$6.59 per hour

MAXIMUM TIP CREDIT ALLOWED

Effective 01/01/25 \$7.00 per hour

Effective 01/01/24 \$6.83 per hour

Effective 01/01/23 \$6.59 per hour

VERMONT

DEPARTMENT OF LABOR

Labor.Vermont.gov/Rights-and-Wages

NOTICE: This state has its own minimum wage law. Employers are also required to display the Federal Employee Rights Under the Fair Labor Standards Act posting, which includes the federal minimum wage. Where federal and state laws conflict as to an employee, the U.S. Department of Labor dictates that the employer is entitled to the higher minimum wage rate.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

VT

DEPARTMENT OF LABOR

Employment Protections for Victims of Crime

Notice of Employee Rights

WHAT IS THE LAW?

Under Vermont law, alleged victims are protected from harassment or other discrimination by employers based on their status as an alleged victim. Employers are also required to provide alleged victims with job-protected, unpaid leave to attend certain legal proceedings relating to a relevant crime.

EFFECTIVE AS OF:

July 1, 2022

WHO IS AN ALLEGED VICTIM?

Under the law, a "alleged victim" is a person who:

- Is alleged to have sustained:
- Physical, emotional, or financial injury or death;
- As a direct result of the commission or attempted commission of a crime;
- As a direct result of the commission or attempted commission of an act of delinquency;
- In an affidavit filed by law enforcement with a prosecuting attorney of competent jurisdiction; or
- The family member of an alleged victim who is a minor, found to be incompetent, alleged to have suffered physical or emotional injury as a result, or was killed as a result of the alleged crime or act of delinquency.

VERMONT

DEPARTMENT OF LABOR

FOR MORE INFORMATION:

VERMONT ATTORNEY GENERAL

CIVIL RIGHTS UNIT

109 State St., Montpelier, VT 05602

888-745-9195 OR 802-828-3657

AGCivilRights@vermont.gov

HUMAN RIGHTS COMMISSION

14-16 Baldwin St., Montpelier, VT 05602

800-416-2010 OR 802-828-2480

www.hrc.vermont.gov

VT

DEPARTMENT OF LABOR

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. An employee will be entitled to use up to 40 hours in 2019 and subsequent years.

HOW CAN SICK TIME BE USED?

An employee can use sick time when the employee is sick or injured. This includes being a family member obtain health care or travel to an appointment related to his or her long-term care, or to address the effects of domestic violence, sexual assault or stalking. If an employee may use earned sick time to care for a family member being in the school or business where the family member is located is closed for public health or safety reasons.

VERMONT

DEPARTMENT OF LABOR

FOR MORE INFORMATION,

or report suspected violations of the Act, contact the

Vermont Department of Labor at

1-800-828-0267

VT

DEPARTMENT OF LABOR

Notice: Workers' Compensation Reinstatement Rights

VERMONT LAW REQUIRES POSTING OF THIS NOTICE

21 VSA §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:

- The worker recovers from the injury within two (2) years of the onset of the disability; and
- The worker keeps the employer informed of his or her interest in reinstatement and his or her current mailing address; and
- The worker had an expectation of continuing work had the injury not occurred; and
- The worker's physically capable of performing either his or her prior job, if available, or an alternative suitable position.

Reinstatement must be with all benefits earned up to the date of injury, including both seniority and accrued leave time. Obviously, such benefits need not accrue during the period of actual disability.

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VT

DEPARTMENT OF LABOR

Parental Leave Law

Parental Leave and Short-Term Family Leave

Vermont's Parental Leave Law covers employers with 10 or more workers who work an average of 30 hours per week over the course of a year.

Vermont's Family Leave Law includes Short-Term Family Leave, covers employers with 15 or more workers who work an average of 30 hours per week over the course of a year.

A worker who has worked for a covered employer for an average of 30 hours a week for a year is entitled to leave under these laws. During any 12 month period, the worker is entitled to up to 12 weeks of unpaid leave:

- Parental Leave: during the pregnancy and/or after childbirth; or within a year following the initial placement of a child 16 years of age or younger with the worker for the purpose of adoption;
- Family Leave: for the serious illness of the worker, worker's child, stepchild, ward, foster child, party to a civil union, parent, spouse, or parent of the worker's spouse;

and, in addition to the leave provided in 21 V.S.A. Sec. 472, a worker is entitled to short-term family leave of up to 4 hours in any 30 day period (but not more than 24 hours in any 12 month period) of unpaid leave:

Short-Term Family Leave: to participate in preschool or school activities directly related to the academic advancement of the worker's child, stepchild, foster child or ward who lives with the worker; to attend or to accompany the worker's child, stepchild, foster child or ward who lives with the worker or the worker's parent, spouse or parent-in-law to routine medical or dental appointments; to accompany the worker's parent, spouse, or parent-in-law to other appointments for professional services related to their care and well-being; to respond to a medical emergency involving the employee's child, stepchild, foster child or ward who lives with the worker or the employee's parent, spouse or parent-in-law.

The worker must give reasonable written notice of intent to take family or parental leave, including the anticipated dates the leave will start and end. The employer may not require notice more than 6 weeks prior to birth or adoption. If serious illness is claimed, the employer may require certification from a physician. For short-term family leave, a worker must give notice as early as possible, at least seven days before the leave is to be taken unless waiting seven days could have a significant adverse impact on the employee's family member.

A worker may choose to use paid leave, or vacation leave, or any other accrued paid leave time during the leave, up to six weeks. The employer may not require the worker to do so. Use of paid leave does not extend the overall leave time to which the worker is entitled.

The employer must continue to provide all worker benefits unchanged during the leave period but may require the worker to contribute to the cost at the existing rate of worker contribution.

Upon return from leave, a worker must be offered the job held previously or a comparable one at equal pay, benefits, seniority, and other terms and conditions.

Exceptions: A worker is not entitled to leave under the Parental and Family Leave Act if the employer can prove by clear and convincing evidence that:

- Layoff: during the period of leave the employee's job would have been terminated or the worker would have been laid off for reasons unrelated to the leave;
- Unexcused Absence: the worker performed unexcused absences and having a permanent replacement during the leave; after giving the worker notice of intent to do so, was the employer's only available alternative to prevent substantial and grievous economic injury;

This law sets a minimum standard for parental and family leave rights. It does not prevent an employer from offering a more generous leave policy and does not reduce an employer's obligation under a collective bargaining agreement or existing a program that provides greater leave rights than the law requires.

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www.hrc.vermont.gov

Equal Opportunity is the Law
The State of Vermont is an Equal Opportunity/Affirmative Action Employer. Applications from women, individuals with disabilities, and people from diverse cultural backgrounds are encouraged. Auxiliary aids and services are available upon request to individuals with disabilities. 711 (TTY/Relay Service) or 802-828-4203 TDD (Vermont Department of Labor).

REV. 06/2019

FED

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.

PROHIBITIONS

Employers are generally prohibited from inquiring or requesting any employee to apply to take a lie detector test, and, from disclosing, disclosing, or discriminating against an employee or prospective employee for refusing to take a test or for exercising rights under the Act.

EXEMPTIONS

Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities.

ENFORCEMENT

The Secretary of Labor may bring civil action to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court action.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYERS AND JOB APPLICANTS CAN READILY SEE IT.

WHD

WAGE AND HOUR DIVISION

UNITED STATES DEPARTMENT OF LABOR

1-866-487-2363

www.dol.gov/agencies/whd

WH1462

REV. 02/2022

FED

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

If you have been employed by your civilian job if you leave that job to perform service in the uniformed service or:

- you ensure that your employer receives advance written or verbal notice of your service;
- you have the pay or loss 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 obtained 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
- then an employer may not deny you:
- initial employment;
- reemployment;
- retention in employment;
- are obligated to serve in the uniformed service;
- of any benefit of employment

because of the status;

Health Insurance Protection

If you have your job to perform military service, you have the right to select 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 to your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing conditions exclusions) except for service-connected injuries or disabilities.

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/eoisa/programs/usaerrra>

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 for applications of USERRA.

You may also request VETS to bring a civil action against an employer for violations of USERRA.

The rights listed above may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: <https://www.dol.gov/agencies/eoisa/programs/usaerrra>

Employees to notify employers of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.

U.S. Department of Labor - 1-866-487-2363

U.S. Department of Justice

Office of Special Counsel

Employer Support of the Guard and Reserve - 1-800-336-4590

REV. 05/2022

VT

UNEMPLOYMENT INSURANCE

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

Call the

Vermont Department of Labor

1-877-214-3330

(toll free)

TTY/Relay Service at 711

TDD services at 1-800-650-4152

If you are forced to leave your job as a result of domestic violence, sexual violence, or stalking, you may be eligible for benefits under the Domestic and Sexual Violence Survivor's Transitional Employment Program. When speaking with a representative at the toll-free number listed above, please ask to speak with the Domestic Violence Support Program Manager.

For free professional help in finding a job, an internship or job training opportunities, visit a Department of Labor Career Resource Center near you.

To find your local Center, visit:

labor.vermont.gov or call 888-807-7072

Vermont

Department of Labor

A-24

REV. 12/2019

VT

DEPARTMENT OF LABOR

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) and Title VII of the Civil Rights Act of 1964 (42 United States Code Section 2000e et seq.).

Vermont law protects all workers not just employees. Effective July 1, 2018, Vermont's protection against sexual harassment extends to all individuals engaged "to perform work or services," even if they are not "employees" under state or federal law. References to "employees" and "employment" below should be understood to apply to work agreements between the traditional employer-employee relationship.

"Sexual Harassment" is a form of sex discrimination and means unwelcome sexual advances, requests for sexual favors, or other verbal, physical, written, or visual conduct of a sexual nature when:

- Submission to or rejection of such conduct by an individual is a condition of work or employment;
- Submission to, or rejection of, such conduct by an individual is used as a basis for employment decisions affecting that individual; or
- The conduct has the purpose or effect of substantially interfering with the individual's work performance or creating an intimidating, hostile, or offensive work environment.

Sexual harassment does not need to be severe or pervasive to be unlawful. It is unlawful to retaliate against an individual performing work or services for filing a complaint of sexual harassment or for cooperating in an investigation of sexual harassment.

Employers must ensure a workplace free of sexual harassment for all individuals performing work or services. Every supervisor is responsible for promptly responding to or reporting any complaint or suspected acts of sexual harassment.

Examples of sexual harassment include:

- Unwelcome sexual advances - Suggestive or lewd remarks - Unwanted hugs, touches, kisses - Requests for sexual favors - Pornographic pictures, cartoons, or drawings - Unwelcome sexual jokes and banter.

Consequences for committing sexual harassment may include:

- Disciplinary action - From a verbal warning to dismissal - Damages and other relief for the victim civil penalties of up to \$10,000 per violation - Criminal penalties.

Employees or individuals engaged to perform work or services who believe that they have been sexually harassed or retaliated against for complaining of sexual harassment are encouraged to report the situation as soon as possible to one or more of the following:

(a) His or her supervisor; (b) The person who is responsible for receiving such complaints and reports; (c) The person who is responsible for receiving such complaints and reports; (d) The person who is responsible for receiving such complaints and reports.

Name and Title: _____

Address and Telephone Number: _____

The above-named individuals can also provide copies of this employer's written sexual harassment policy.

The employer will promptly investigate and respond to all reports and knowledge of sexual harassment.

You may also contact the State of Vermont Attorney General's Office, 109 State Street, Montpelier, VT 05609-1001 (888-745-9195 (Toll Free VT) or 802-828-3657; ag.civilrights@vermont.gov

You may also contact the Equal Employment Opportunity Commission, John F. Kennedy Federal Building, 475 Government Center, Boston, MA 02203 (617-565-1196). You may also contact the Human Rights Commission, 14-16 Baldwin Street, Montpelier, VT 05603-6301 (800-416-2010 (Toll Free VT) or 802-828-4480; humanrights@vermont.gov or you may contact a Vermont State Representative.

Effective July 1, 2023

REV. 07/01/2023

VT

DEPARTMENT OF LABOR

Employer's Liability and Workers' Compensation Notice to Employees

THIS EMPLOYER, _____, HAS COMPLIED WITH THE PROVISIONS OF TITLE 21 OF THE VERMONT STATUTES, ANNOTATED §687, OR OTHERWISE WORKERS' COMPENSATION INSURANCE CONTRACT THROUGHT _____ (INSURANCE CARRIER)

Workers' Compensation benefits for lost time, medical expenses, disability or death benefits of a work-related injury are available through the above named company.

- An injured employee MUST immediately notify his/her employer of an injury.
- The employer MUST file an Employer Claim and Employer's First Report of Injury (Form 1) with the Vermont Department of Labor within 72 hours of the date of an injury that requires medical attention or results in lost time from work.
- The employer must also provide a copy of the Form 1 to the injured worker and to the insurance carrier.

NOTICE TO EMPLOYEES

Under Vermont law (21 V.S.A. §687a) all Vermont employers must advise their employees of where they may review the employer's record of workplace safety, including workplace injury and illness. The employer's data shall be available to review by any employee and by the Commissioner of Labor, but this information shall not otherwise be public information.

The employer's data is available at: _____ (Location)

For more information, contact the Vermont Department of Labor at (802) 828-2286.

REV. 09/2014

VT

DEPARTMENT OF LABOR

Posting of Safety Records

Employer Contact:

(Name) _____

Work Telephone: _____

Email: _____

For more information, contact the Vermont Department of Labor at (802) 828-2286.

REV. 12/2005

VT

DEPARTMENT OF LABOR

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 repair jobs, driving a motor vehicle or helping a driver, manufacturing and mining occupations, power-driven machinery or handling apparatus other than typical office machines, processing occupations, plant messenger jobs, transporting persons or property, workrooms where products are manufactured, mined or processed, or warehousing and storage.

Children Age 14 and 15 MAY NOT work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs under the following conditions:

- No more than 3 hours on a school day; 18 hours in a school week; 8 hours on a non-school day or 40 hours in a non-school week. Also, work may not begin before 7 a.m. and end after 7 p.m., except from June 1 through Labor Day, when evening hours are extended to 9 p.m. Different rules apply in agricultural employment.
- Examples of permitted jobs include: grocery store, retail sales, restaurant, movie theater, baseball park, amusement park, or gasoline service station.

Employees Age 16 - 18

An employee must be at least 16 years old to work in most non-farm jobs. No person less than 18 years old may work in any occupation declared hazardous by the Secretary of the USDOJ, or the Commissioner of the Vermont Department of Labor. The following occupations have been declared hazardous (see child labor rules for additional information):

Hazardous Occupations

Manufacturing and working of explosives, driving a motor vehicle and being outside board on a motor vehicle; coal mining, logging and sawmilling, power-driven wood processing machines, exposure to radioactive substances, power-driven hoisting apparatus, power-driven metal-forming, punching, and shearing machines, mining other than coal mining, meat packing and processing (including the use of power-driven meat slicing machines), power-driven bakery machines, power-driven paper-product machines, manufacturing brick, tile, and related products, power-driven circular saws, band saws, and guillotine shears, wrecking, demolition, and shipbreaking operations, roofing operations, or excavation operations. There are some exemptions for apprentice/student-leader programs in some of these hazardous occupations.

Persons must be at least 18 to work in any of the hazardous non-farm jobs listed above.

Agricultural Employment:

Once a person turns 16 years old, he or she can do any job in agriculture.

W-14

REV. 09/2007

FED

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

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

Job applicants

Union members and applicants for membership in a union

What Types of Employment Discrimination are Illegal?

Contact the EEOC promptly if you suspect discrimination. Do not delay because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways:

Submit an inquiry through the EEOC's public portal: <https://eefcportal.eeoc.gov/Portal/Login.aspx>

Call 1-800-469-4000 (toll free) 1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone)

Visit an EEOC field office (information at www.eeoc.gov/field-office)

E-Mail info@eeoc.gov

Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov.

REV. 06/2023

FED

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. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employers.

Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period for:

- The birth, adoption or foster placement of a child with you;
- Your serious mental or physical health condition that makes you unable to work;
- To care for your spouse, child, or parent with a serious mental or physical health condition; and
- Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember.

An eligible employee has the right to take up to 12 workweeks of FMLA leave in a 12-month period for the reasons listed above. If you are a federal contractor, you may be entitled to more than 12 workweeks of FMLA leave. If you are a federal contractor, you may be entitled to more than 12 workweeks of FMLA leave. If you are a federal contractor, you may be entitled to more than 12 workweeks of FMLA leave.

After becoming aware that you need leave for a reason that may qualify under the FMLA, your employer must confirm whether you are eligible or not eligible for FMLA leave. If your employer determines that you are eligible, your employer must notify you in writing:

- About your FMLA rights and responsibilities; and
- How much of your requested leave, if any, will be FMLA-protected leave.

When can I find more information?

Call 1-866-487-9243 or visit dol.gov/fmla to learn more.

If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. Scan the QR code to learn about our WHD complaint process.

DEPARTMENT OF LABOR

UNITED STATES OF AMERICA

WAGE AND HOUR DIVISION

UNITED STATES DEPARTMENT OF LABOR

WH1420

REV. 04/2023

VT

DEPARTMENT OF LABOR

Accommodations for Pregnant Employees

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 her job. A pregnancy-related condition is one caused by pregnancy, childbirth, or a medical condition related to pregnancy or childbirth. The law applies to all Vermont workplaces and all pregnant employees.

WHEN DOES IT BECOME EFFECTIVE?

January 1, 2018

WHAT ARE THE EMPLOYER'S OBLIGATIONS?

When employees request a reasonable accommodation pertaining to pregnancy, the employer should take time with the employee to fulfill the request. Ignoring a request, retaliating against, or firing the employee requesting a reasonable accommodation could expose the employer to damages and civil penalties.

DOES AN EMPLOYER HAVE TO GRANT EVERY ACCOMMODATION REQUEST?

An employer may decline a reasonable accommodation if the accommodation would constitute an undue hardship. An accommodation creates an undue hardship if it would be significantly difficult, unduly expensive or unworkable to put into place.

WHAT ARE THE EMPLOYER'S RIGHTS?

If you feel you need reasonable accommodations to perform your job, you must request the accommodation by communicating with your employer. Examples of pregnancy-related accommodations include, but are not limited to:

- More breaks for the bathroom, water intake, or rest
- Access to a chair or stool
- A time off for prenatal appointments
- A private, clean space for breast feeding.

VERMONT DEPARTMENT OF LABOR

www.labor.vermont.gov

FOR MORE INFORMATION:

STATE OF VERMONT

ATTORNEY GENERAL'S OFFICE:

109 State Street, Montpelier, VT 05602

888-745-9195 or 802-828-3657

AGCivilRights@vermont.gov

You may also contact the:

HUMAN RIGHTS COMMISSION

14-16 Baldwin St., Montpelier, VT 05603

800-416-2010 or 802-828-2480

humanrights@vermont.gov

www.hrc.vermont.gov

REV. 11/2017

Department of Labor

Safety and Health Protection on the Job

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.

The purpose of the law is to assure safe and healthful working conditions throughout the State.

You have a right to a safe and healthy workplace.

IT'S THE LAW!

- You have the right to notify your employer or VOSH about workplace hazards. You may ask VOSH to keep your name confidential.
- You have the right to request a VOSH inspection if you believe that there are unsafe and unhealthful conditions in your workplace.
- You or your representative may participate in the inspection.
- You can file a complaint with VOSH within 30 days of discrimination by your employer for making safety complaints or for exercising your rights under the Vermont Occupational Safety and Health Act.
- You have a right to see VOSH citations issued to your employer. Your employer must post the citations at or near the place of the alleged violation.
- Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
- You have the right to copies of your medical records or records of your exposure to toxic and harmful substances or conditions.
- Your employer must post this notice in your workplace.
- The Statute provides that employees may not be discharged or discriminated against in any way for filing safety or health complaints or otherwise exercising their rights under the Code.
- The Statute also provides that employees who are discriminated against may bring a private action in Superior Court for appropriate relief including reinstatement, triple wages, damages, costs and reasonable attorney's fees.

The Occupational Safety and Health Act of 1970 (OSH Act), P.L. 91-596, assures safe and healthful working conditions for working men and women throughout the Nation. To obtain more information on OSHA federal programs, call 1-800-321-OSHA or visit OSHA's website at www.osha.gov.

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. To file a complaint, report an emergency, or seek VOSH advice or assistance call 1-800-287-2765.

Under a plan approved October 1, 1973, by the U.S. Department of Labor, Occupational Safety and Health Administration (OSHA), the State of Vermont is providing job safety and health protection for workers throughout the State. OSHA will monitor the operation of this plan to assure that continued approval is merited. Any person may make a complaint regarding Vermont's administration of this plan directly to the Occupational Safety and Health Administration, John F. Kennedy Federal Building, Room E-340, Boston, MA, 02203, Telephone (617) 565-9860.

ASSISTANCE AND INFORMATION:

The plan provides that employers and employees may request free voluntary compliance consultative or training assistance, which is provided by non-enforcement Project WorkSAFE personnel.

Further information, including copies of the Code and of specific safety and health standards, may be obtained by contacting:

Project WorkSAFE

DEPARTMENT OF LABOR

5 GREEN MOUNTAIN DRIVE

P.O. Box 488

MONTPELIER, VERMONT 05601-0488

TELEPHONE (888) SAFE-YES

TOLL-FREE AT 1-888-723-3937.

VERMONT

DEPARTMENT OF LABOR

1-800-287-2765

www.labor.vermont.gov

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