FED

Who is Protected?

Religion

National origin

Age (40 and older)

medical history)

Discriminatory?

All aspects of employment, including:

Hiring or promotion

Job training

Classification

Discharge, firing, or lay-off

investigation, or proceeding

What Organizations are Covered?

temporary employees

Job applicants

Employees (current and former), including managers and

Union members and applicants for membership in a union

What Types of Employment Discrimination are Illegal?

Under the EEOC's laws, an employer may not discriminate against you,

Sex (including pregnancy, childbirth, and related medical

use, or disclosure of genetic tests, genetic services, or family

discrimination, or participating in a discrimination lawsuit,

Interference, coercion, or threats related to exercising rights

regarding disability discrimination or pregnancy accommodation

pregnancy, childbirth, or related medical condition; or a sincerely

Requesting or disclosing medical information of employees

Conduct that might reasonably discourage someone from

conditions, sexual orientation, or gender identity)

Retaliation for filing a charge, reasonably opposing

State and local governments (as employers)

What Employment Practices can be Challenged as

Educational institutions (as employers)

regardless of your immigration status, on the bases of:

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

ENFORCEMENT

under the FLSA.

Puerto Rico.

The Department has authority to recover back

wages and an equal amount in liquidated damages

in instances of minimum wage, overtime, and other violations. The Department may litigate and/or

recommend criminal prosecution. Employers may

be assessed civil money penalties for each willful or

repeated violation of the minimum wage or overtime

also be assessed for violations of the FLSA's child labor

provisions. Heightened civil money penalties may be

assessed for each child labor violation that results in

the death or serious injury of any minor employee, and

such assessments may be doubled when the violations

are determined to be willful or repeated. The law also

who file a complaint or participate in any proceeding

Certain occupations and establishments

and/or overtime pay provisions. Certain narrow

Special provisions apply to workers in American

protections; employers must comply with both.

Some employers incorrectly classify workers

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's minimum wage and

Certain full-time students, student learners,

overtime pay protections and correctly classified

apprentices, and workers with disabilities may be

paid less than the minimum wage under special

certificates issued by the Department of Labor.

1-866-487-9243

Give notice at least 30 days before your need for FMLA

Your **employer may request certification** from a health care

provider to verify medical leave and may request certification

The FMLA does not affect any federal or state law prohibiting

collective bargaining agreement that provides greater family

State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious

health conditions. Most federal and certain congressional

employees are also covered by the law but are subject to the

jurisdiction of the U.S. Office of Personnel Management or

If you are eligible for FMLA leave, your **employer must**:

Allow you to take job-protected time off work for a

Allow you to return to the same job, or a virtually

Your employer cannot interfere with your FMLA rights or

threaten or punish you for exercising your rights under the

law. For example, your employer cannot retaliate against

you for requesting FMLA leave or cooperating with a WHD

After becoming aware that your need for leave is for a reason

confirm whether you are eligible or not eligible for FMLA

leave. If your employer determines that you are eligible, your

About your FMLA rights and responsibilities, and

How much of your requested leave, if any, will be

that may qualify under the FMLA, your employer must

employer must notify you in writing:

identical job with the same pay, benefits and other

working conditions, including shift and location, at the

Continue your group health plan coverage while you

are on leave on the same basis as if you had not taken

What does my employer need to do?

end of vour leave.

discrimination or supersede any state or local law or

REV. 04/2023

as "independent contractors" when they

independent contractors are not.

Samoa, the Commonwealth of the Northern

Mariana Islands, and the Commonwealth of

Some state laws provide greater employee

exemptions also apply to the pump at work

are exempt from the minimum wage,

prohibits retaliating against or discharging workers

ADDITIONAL INFORMATION

pay provisions of the law. Civil money penalties may

LABOR

LAWS

FEDERAL MINIMUM WAGE \$7.25 PER HOUR

FED

The law requires employers to display this poster where employees can readily see it.

BEGINNING JULY 24, 2009

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. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, nonmining, 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 a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do

PUMP AT WORK

not equal the minimum hourly wage, the employer must make up the difference. The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for her nursing child for one year after the 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 from

intrusion from coworkers and the public, which may

be used by the employee to express breast milk.

FED

for most employees.

leave in a 12-month period for:

makes you unable to work,

military servicemember.

DEPARTMENT OF LABOR UNITED STATES OF AMERICA



WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR





How do I request FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that Generally, to request FMLA leave you must: provides eligible employees with **job-protected leave** for Follow your employer's normal policies for requesting qualifying family and medical reasons. The U.S. Department

Eligible employees can take **up to 12 workweeks** of FMLA If advance notice is not possible, give notice as soon as The birth, adoption or foster placement of a child with

requesting additional leave.

of a qualifying exigency

or medical leave rights.

You do not have to share a medical diagnosis but must provide enough information to your employer so they can Your serious mental or physical health condition that determine whether the leave qualifies for FMLA protection. You must also inform your employer if FMLA leave was **previously taken** or approved for the same reason when

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

of Labor's Wage and Hour Division (WHD) enforces the FMLA

An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take up to 26 workweeks of FMLA leave in a single 12-month period to care for the servicemember. You have the right to use FMLA leave in **one block of time**.

When it is medically necessary or otherwise permitted, you may take FMLA leave intermittently in separate blocks of time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet #28M(c) for more information. FMLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave.

Am I eligible to take FMLA leave?

You are an **eligible employee** if **all** of the following apply: You work for a covered employer,

You have worked for your employer at least 12 months, You have at least 1,250 hours of service for your employer during the 12 months before your leave, and

Your employer has at least 50 employees within 75

miles of your work location. Airline flight crew employees have different "hours of service" You work for a **covered employer** if **one** of the following

applies: You work for a private employer that had at least 50 employees during at least 20 workweeks in the current

or previous calendar year, You work for an elementary or public or private secondary school, or

federal government agency. Most federal employees

Office of Personnel Management.

You work for a public agency, such as a local, state or

are covered by Title II of the FMLA, administered by the

FMLA-protected leave. Where 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,

> against your employer in court. Scan the QR code to learn about our WHD complaint process.

> you may file a complaint with WHD or file a private lawsuit



WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

DEPARTMENT OF LABOR

UNITED STATES OF AMERICA



EXCEPTIONS

Department of Labor and Industrial Relations, Division of Labor Standards

MISSOURI MINIMUM WAGE Beginning January 1, 2025, the minimum wage rate for all private and non-exempt businesses will be based on the provisions set forth by Proposition A (2024) approved by voters on ovember 5, 2024. Missouri Minimum Wage law does not apply to public employers, nor does it allow the state's minimum wage rate to be lower than the federal minimum wage rate.

TIPPED EMPLOYEES



MO

OVERTIME COMPENSATION Overtime compensation must also be paid at a rate of at least one and one-half times

covered employee's regular rate for all hours

orked over 40 in a workweek.



All businesses are required to pay, at minimum, the \$13.75 per hour rate, except retail and service businesses whose annual gross sales are less than \$500,000. employers defined in Section 290.500(3), RSMo. Section 290.507. RSMo, nor does it supersede more

The law does not apply to certain exempt employees/ and employees/employers engaged in agriculture in favorable laws or interfere with collective bargaining

EMPLOYEE RIGHTS An employee not being paid the correct wages can file a minimum wage complaint at labor.mo.gov/DLS/MinimumWage and is

entitled to pursue a private legal right of action to collect any wages due. An employer who unlawfully pays sub-minimum wages will be liable for the full amount of wages due (plus twice the amount left unpaid as liquidated damages) less any amount actually paid. The

employer is also liable for costs and reasonable

attorney fees as may be allowed by the court or jury

LEARN MORE AT LABOR.MO.GOV/DLS/MINIMUMWAGE

DIVISION OF LABOR **S**TANDARDS

421 EAST DUNKLIN STREET P.O. Box 449 **JEFFERSON CITY, MO 65102-0449** 573-751-3403 Fax: 573-751-3721 laborstandards@labor.mo.gov

If you have served on active duty in the Armed Forces of the United States and would like information about veteran's services and benefits, please complete the survey here: Missouri Department of Labor and Industrial Relations is an equal opportunity employer/program. TDD/TTY: 800-735-2966 Relay Missouri: 711

LS-52 AI REV. 01/06/2025

IOTICE: 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 indicates the deral minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

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Department of Labor and Industrial Relations, Division of Labor Standards Required Poster: Employers Employing Workers Under the Age of 16 Youth Employment List

Employers are required to post this list of employed youth under the age of 16 in the workplac SCHOOL TERM SHIFT Non-School Shift Name of Worker (7 A.m. - 7 P.m.)(7 A.M. - 9 P.M.)

Work certificates are required for youth 14 to 15 years of age before they start employment at any job (other than in the entertainment industry) during the school year. No child unde the age of 14 may be employed in any capacity (other than in the entertainment industry or in newspaper delivery, babysitting, occasional yard or farm work with parental consent, or some youth sporting events). Work certificates are issued by school officials or their designees (or a parent of a home-schooled child) only upon application requested in person by the child with the written consent of his/her parent, legal custodian or guardian or, if deemed necessary, by the issuing officer, the child shall be accompanied by his parent, guardian or custodian. The school official has the right to deny a certificate if deemed not in the best interest of the youth. School officials should keep copies of certificates issued, and cancellation notices.

Unacceptable Types of Work and Workplaces for All Youth Under 16 Door-to-door sales (excluding churches, schools, scouts) Operating hazardous equipment: ladders, scaffolding, freight elevators, cranes Handling/maintaining power-driven machinery (with the exception of lawn/garden

machinery in a domestic setting) (RSMo 294.011(7)(c), and RSMo 294.040(1)) Mining, quarrying, or stone cutting/polishing (except in jewelry stores) Transporting or handling Type A and B explosives or ammunition Operation of any motor vehicle Metal-producing industries including stamping, punching, cold rolling, shearing,

Acceptable Work Hours for 14 and 15 year olds

Between 7 a.m. and 7 p.m. during the school term Between 7 a.m. and 9 p.m. during non-school term No more than three hours a day on school days

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from the sleeping accommodation Jobs in any establishment in which alcoholic beverages are sold, manufactured, bottled or stored unless 50 percent of the workplace sales are generated from other Any job dangerous to the life, limb, health, or morals of youth

Jobs in hotels, motels, or resorts unless the work performed is physically separated

Saw mills or cooperage stock (barrel) mills or where woodworking machinery is

Jobs involving ionizing or non-ionizing radiation or radioactive substances

No more than eight hours a day on non-school days No more than six days or 40 hours in a week

Please contact the Missouri Division of Labor Standards at 573-751-3403, or email us at Youth Employment@labor.mo.gov or go to www.labor.mo.gov/DLS if you have questions or need additional copies of this list.

Missouri Department of Labor and Industrial Relations is an equal opportunity employer/program. TDD/TTY: 800-735-2966 Relay Missouri: 711 LS-43 (05-16) AI

REV. 05/2016

FED **EMPLOYEE RIGHTS**

screening or during the course of employment

EMPLOYEE POLYGRAPH PROTECTION ACT The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment

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

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

The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers.

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer. The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a

number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test

results disclosed to unauthorized persons.

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions. THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

OF LABOR UNITED STATES OF AMERICA

FED

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243

REV. 02/2022

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. in connection with a proceeding under USERRA, even if that person has no 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: **HEALTH INSURANCE PROTECTION** you ensure that your employer receives advance written or verbal

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 are a past or present are obligated to serve in

have applied for membership in the uniformed service; or then an employer may not deny you: initial employment; promotion; or any benefit of employment reemployment;

retention in employment;

because of this status

In addition, an employer may not retaliate against anyone assisting in the USERRA, and employers may meet this requirement by displaying the text enforcement of USERRA rights, including testifying or making a statement of this notice where they customarily place notices for employees

Service (VETS) is authorized to investigate and resolve complaints For assistance in filing a complaint, or for any othe information on USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at https://www.dol.gov/agencies/vets/.

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

Even if you don't elect to continue coverage during your military

service, you have the right to be reinstated in your employer'

waiting periods or exclusions (e.g., pre-existing condition

exclusions) except for service-connected illnesses or injuries.

The U.S. Department of Labor, Veterans Employment and Training

health plan when you are reemployed, generally without any

An interactive online USERRA Advisor can be viewed at 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 You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA

The rights listed here 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/vets/programs/userra/poster Federal law requires employers to notify employees of their rights under

U.S. Department of Labor • 1-866-487-2365 U.S. Department of Justice Office of Special Counsel Employer Support of the Guard and Reserve • 1-800-336-4590

ENFORCEMENT

REV. 05/2022

.. 314-340-4950

MO

DIVISION OF

MO

Division of Employment Security UNEMPLOYMENT INSURANCE BENEFITS

Your employer is subject to the Missouri Employment Security Law and pays tax contributions to cover unemployment insurance (UI) benefits in case you become unemployed through no fault of your own. Nothing is deducted from your pay to cover its cost.

WHEN TO APPLY FOR UI BENEFITS If you are unemployed, laid off or working less than full time; or

If you lose your job through no fault of your own or quit for a valid reason related to the work or the employer; and If you are able to work, available for work and actively seeking employment

. 816-889-3101

HOW TO APPLY FOR UI BENEFITS To apply, visit uinteract, labor, mo, gov to create a new user account and file your initial claim; or If you do not have Internet access, call a Regional Claims Center during normal business hours, Monday through Friday from 8 a.m. to 5 p.m. .. 573-751-9040 . 417-895-6851

Outside Local Calling Area. If you believe someone is fraudulently collecting unemployment benefits, email ReportUlFraud@labor.mo.gov or call 573-751-4058, option 5.

PROPER WORKER CLASSIFICATION

The Missouri Division of Workers' Compensation (DWC) administers programs for workers who have

employment. The Division's Administrative Law Judges have the authority to approve settlements

Notify your employer immediately (written notice must be provided within 30 days of

the accident/or 30 days after the diagnosis of any occupational disease or repetitive

*Failure to do so may jeopardize your ability to receive benefits

Ask your employer to provide medical treatment (your employer/insurer is

responsible for providing medical treatment and paying the medical fees

Get more information about the benefits available under the Workers' Compensation

select a different healthcare provider or treating physician, but if you do so, it may be at your own expense.

Program or about the steps you may take to get the benefits you need.

reached "maximum medical improvement," whichever occurs first.

college scholarship opportunities for surviving children, please visit www.labor.mo.gov/DWC.

available to employers and insurers free of charge by contacting the Division at 800-775-Comp.

and charges unless you choose to treat with another doctor at your own

expense without your employer/insurer's approval).

been injured on the job or exposed to an occupational disease arising out of and in the course of

issue awards after a hearing relating to an injured employee's entitlement to benefits.

Steps to Take When Injured on the Job

EMPLOYER REPRESENTATIVE

Benefits for Injured Employees

EMPLOYER INFORMATION

Fraud/Noncompliance

whichever is greater. A subsequent violation is a class D felony.

to \$1,000 or by imprisonment or both fine and imprisonment.

individuals with disabilities. TDD/TTY: 800-735-2966 Relay Missouri: 711

Steps to Take When an Injury Occurs

Missouri law defines who is considered an employee or an independent contractor. Businesses that improperly treat workers as independent contractors have an unfair competitive advantage. Improperly classified workers miss out on unemployment benefits, workers' compensation coverage and employer tax contributions.

If you think you may be improperly classified or suspect a business of improperly classifying workers, visit abor.mo.gov/offthebooks or call 573-751-1099.

LEARN MORE AT LABOR.MO.GOV/UNEMPLOYED-WORKERS

Fax: 573-751-9730 **EMPLOYMENT** JEFFERSON CITY, MO 65104-0059 **SECURITY IMPORTANT:** If needed, call 573-751-9040 for assistance in the translation and understanding of the information in this document. ¡IMPORTANTE! : Si es necesario, llame el 573-751-9040 para asistencia en la traducción y entendimiento de la información en este

Missouri Division of Employment Security is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. TDD/TTY: 800-735-2966 Relay Missouri: 711

Division of Workers' Compensation

Visit www.labor.mo.gov/DWC or call 800-775-COMP

The employer or insurer is required to provide medical treatment and care that is reasonably required to cure and relieve the effects of the injury. This includes all

costs for authorized medical treatment, prescriptions, and medical devices. This includes all costs for authorized medical treatment, prescriptions, and medical

devices. There is no deductible, and all costs are paid by the employer or its workers' compensation insurance company. If you receive a bill, contact your

If you return to light or modified duty at less than full pay, you may be entitled to **temporary partial disability** benefits.

If the injury or illness results in a permanent disability, you may be entitled to receive either permanent partial or permanent total disability benefits.

If a work-related injury causes an employee's death, the surviving dependents may receive weekly death benefits paid at 66 2/3% of the deceased employee's verage weekly wage along with funeral expenses up to \$5,000 from the employer/insurer. For additional information relating to survivor's benefits, including

Additional Benefits for Occupational Diseases Due to Toxic Exposure - Permanent Total Disability and/or Death: For information relating to

Workers' Compensation Law *Roles and Responsibilities for Employers and Employees*

With some exceptions, all employers with five or more employees, and construction industry employers with one or more employees, are required to insure their workers' compensation liability, either by purchasing a policy or obtaining self-insurance authority. Workers' compensation insurance provides benefits to workers

injured on the job. Employers also are required to post this notice in the workplace for employees to view. This poster is required by section 287.127, RSMo, and is

Report the injury to the insurance company or Third Party Administrator (TPA) within five days of the date of injury or within five days of the date on which the injury was reported to the employer by the employee, whichever is later. The insurer, TPA, or Division approved self-insurer is responsible for

Pay medical bills related to the work injury for treatment reasonably required to cure and relieve the employee of the effects of the injury. This includes all costs for authorized medical treatment, prescriptions, and medical devices. The employer has the right to choose the healthcare provider or treating physician. (The employee may select a different healthcare provider or treating physician, but if the employee does so, it may be at his/her own

For more liability and insurance information relating to the Workers' Compensation Program, visit www.labor.mo.gov/DWC or call 800-775-COMP.

Developing and implementing a comprehensive safety and health program can reduce occupational injuries and help lower workers' compensation costs.

nformation about these programs or for a registry of independent consultants who are certified in the state of Missouri to provide safety assistance.

Insurance carriers in the state of Missouri must provide safety assistance at the request of the insured employer. The Missouri Department of Labor evaluates

these services and provides additional assistance through its Missouri Workers' Safety Program. Visit <u>www.labor.mo.gov/MWSP</u> or call 573-751-4231 for more

Employee Fraud — knowingly making a claim for workers' compensation benefits to which an employee knows he/she is not entitled or knowingly presenting

Employer Fraud — knowingly misrepresenting an employee's job classification or any other fact to obtain insurance at less than the proper rate is a class A

nisdemeanor. A subsequent violation is a class E felony. An employer who knowingly makes a false or fraudulent statement regarding an employee's entitlement

to benefits to discourage the worker from making a legitimate claim or who knowingly makes a false or fraudulent material statement or material representation

Insurer Fraud — knowingly and intentionally refusing to comply with workers' compensation obligations to which an insurance company or self-insurer knows

an employee is entitled is a class E felony, punishable by a fine of up to \$10,000 or double the value of the fraud, whichever is greater. A subsequent violation is a

to three times the annual premium the employer would have paid had it been insured or up to \$50,000, whichever is greater. A subsequent violation is a class E

Missouri Division of Workers' Compensation is an equal opportunity employer/program. Auxiliary aids and services are available upon request to

felony. An employer who willfully fails to post the notice of workers' compensation at the workplace is guilty of a class A misdemeanor punishable by a fine of \$50

multiple claims for the same occurrence with intent to defraud is a class E felony, punishable by a fine of up to \$10,000, or double the value of the fraud,

to deny benefits to a worker is guilty of a class A misdemeanor punishable by a fine of up to \$10,000. A subsequent violation is a class D felony.

Be sure first aid is administered and the employee is taken to a physician or hospital for further medical care, if necessary.

filing a First Report of Injury with the Division of Workers' Compensation within 30 days of knowledge of the injury.

additional benefits available, please refer to the Division's website at www.labor.mo.gov/DWC/Injured_Workers/benefits_available.

employer or the insurance company immediately. The employer/insurer has the right to choose the healthcare provider or treating physician. You may

If a doctor says you are unable to work due to your injuries or recovery from a surgery, you may be entitled to **temporary total disability** (TTD

benefits. TTD benefits should be continued until the doctor says you can return to work, or when your treatment is concluded because your condition has

**Make sure your data is turned on and scan the QR Code with your smartphone's camera to go to the Division of Workers Compensation's

Website for more information. If you are not redirected, you may need to update your smartphone's operating system or download a QR

benefits. If a doctor says that you can perform light or modified duty work and your employer offers you such work, you may not be eligible for TTD

MODES-B-2 Al

MISSOURI DIVISION OF WORKERS' COMPENSATION

P.O. Box 58, Jefferson City, MO 65102

573-751-4231

Insurance Company, Third Party

Service Company, or

Designated Individual If Self-Insured

REV. 11/2020

DEPARTMENT OF LABOR State regulation 8 CSR 60-3.010 requires this notice be posted in all places of business or establishments that are subject to the Missouri Human Rights Act.

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.

> encouraging someone else to exercise rights, regarding disability discrimination (including accommodation) or pregnancy

What can You Do if You Believe Discrimination has Occurred? 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: an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx 1-800-669-4000 (toll free) 1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone

E-Mail Genetic information (including employer requests for, or purchase, Additional information about the EEOC including information about filing a charge of discrimination, is available at

www.eeoc.gov.



EMPLOYERS HOLDING FEDERAL CONTRACTS OR **SUBCONTRACTS**

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from

of Federal contractors from discrimination based on inquiring about,

referral, and other aspects of employment by Federal contractors.

Disability discrimination includes not making reasonable accommodation

discrimination on the following bases: Race, Color, Religion, Sex, Sexual Orientation, Gender

Identity, National Origin Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race, color, religion, sex, sexual

Harassment (including unwelcome verbal or physical conduct) orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment. Asking About, Disclosing, or Discussing Pay Pay (unequal wages or compensation) Executive Order 11246, as amended, protects applicants and employees Failure to provide reasonable accommodation for a disability;

disclosing, or discussing their compensation or the compensation of other held religious belief, observance or practice applicants or employees. Disability Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, Obtaining or disclosing genetic information of employees

to the known physical or mental limitations of an otherwise qualified opposing discrimination, filing a charge, or participating in an individual with a disability who is an applicant or employee, barring investigation or proceeding undue hardship to the employer. Section 503 also requires that Federal Conduct that coerces, intimidates, threatens, or interferes contractors take affirmative action to employ and advance in employment with someone exercising their rights, or someone assisting or

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

f you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 to access telecommunications relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at

U.S. Department of Labor

Washington, D.C. 20210

200 Constitution Avenue N W

https://www.dol.gov/agencies/ofccp/contact. PROGRAMS OR ACTIVITIES RECEIVING FEDERAL

qualified individuals with disabilities at all levels of employment,

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as

and requires affirmative action to recruit, employ, and advance in

amended, 38 U.S.C. 4212, prohibits employment discrimination against,

employment, disabled veterans, recently separated veterans (i.e., within

three years of discharge or release from active duty), active duty wartime

discrimination, participates in an OFCCP proceeding, or otherwise opposes

Any person who believes a contractor has violated its nondiscrimination

or affirmative action obligations under OFCCP's authorities should contact

or campaign badge veterans, or Armed Forces service medal veterans.

Retaliation is prohibited against a person who files a complaint of

discrimination by Federal contractors under these Federal laws

The Office of Federal Contract Compliance Programs (OFCCP)

including the executive level.

Retaliation

Protected Veteran Status

FINANCIAL ASSISTANCE

Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

Individuals with Disabilities Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the iob.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

REV. 06/27/2023





If you believe you have been discriminated against in regard to employment, you may contact us about filing a complaint of discrimination using the information below.

Note: complaints must be filed within 180 days

of the alleged discrimination.

CONTACT US

MISSOURI COMMISSION ON HUMAN RIGHTS

Email: mchr@labor.mo.gov 421 East Dunklin Street

P.O. Box 1129

Jefferson City, MO 65102-1129

573-751-3325 Toll-free Discrimination Complaint Hotline: 877-781-4236 TDD/TTY: 800-735-2966 Relay Missouri: 711

The statutory purpose of the Missouri Commission on Human Rights is to prevent and eliminate discrimination based on protected categories under the Missouri Human Rights Act (Act) in employment, housing, and places of public accommodations through education and the enforcement of the Act.

The Missouri Commission on Human Rights is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

individual's race, color, religion, national origin, ancestry, sex, disability, or age (40 through 69). An employment agency includes any person or agency, public or private, regularly undertaking with or without compensation to

discriminate in any aspect of employment because of an

The Missouri Human Rights Act makes it illegal to

procure employees for an employer or to procure for employees opportunities to work for an employer.

THE MISSOURI HUMAN RIGHTS ACT APPLIES TO:

• Private employers with six or more employees.

 All employment agencies. All apprenticeship or training programs.

MISSOURI HUMAN RIGHTS ACT INCLUDE:

 All state and local government agencies. All labor organizations.

• Hiring and firing; compensation, assignment, or classification of employees; transfer, promotion, layoff, or recall; job advertisements, recruitment, testing, use

DISCRIMINATORY PRACTICES PROHIBITED BY THE

of company facilities, training, and apprenticeship programs; fringe benefits, pay, retirement plans, or disability leave; or other terms and conditions of employment.

• Harassment on the basis of race, color, religion, national origin, ancestry, sex, disability, or age. Retaliating against an individual for filing a complaint of discrimination, participating in a discrimination

person in one of the protected categories.

investigation or hearing, or opposing discriminatory • Discriminating in any aspect or employment against an individual because of the individual's association with a



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 workrelated 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.

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.

Participate (or have your representative)

participate) in an OSHA inspection and

 See any OSHA citations issued to your employer. Reguest copies of your medical records, tests

the workplace injury and illness log.

Contact OSHA. We can help.

that measure hazards in the workplace, and

This poster is available free from OSHA.

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.

inpatient hospitalization, amputation, or loss

Notify OSHA within 8 hours of a workplace

fatality or within 24 hours of any work-related

language and vocabulary they can understand.

Post OSHA citations at or near the place of

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

To update your labor law posters contact **TWO** ways to verify poster compliance! J. J. Keller & Associates, Inc. JJKeller.com/laborlaw 800-327-6868 Go to: JJKeller.com/LLPverify Enter this code: 69406-082025

QR CODE) Scan with phone camera: ONLINE

Comply with all applicable OSHA standards.

of an eye. Provide required training to all workers in a

 Prominently display this poster in the workplace. the alleged violations.



62840

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This poster is in compliance with federal and state posting requirements.

WC-106 AI

REV. 07/2019