**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.

At least 11/2 times the regular rate of pay for all hours worked over 40 in a workweek.

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.

Different rules apply in agricultural employment.

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 not egual the minimum hourly wage, the employer must make up the difference.

Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions.

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.

**ENFORCEMENT** 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 pay provisions of the law. Civil money penalties may 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 prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA.

ADDITIONAL INFORMATION Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to

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 employers 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's 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 certificates issued by the Department of Labor.

DEPARTMENT OF LABOR UNITED STATES OF AMERICA





**REV. 04/2023** 

Fax: (304)558-3797

WV

MINIMUM WAGE REQUIREMENTS **WEST VIRGINIA DIVISION OF LABOR** 

week, including the State of West Virginia, and its agencies and departments, must comply with the state minimum wage

1900 KANAWHA BOULE VARD EAST - STATE CAPITOL COMPLEX - BUILDING 3, ROOM 200 - CHARLESTON, WV 25305

TELEPHONE: (304)558-7890 An employer employing 6 or more employees in any one separate, distinct and permanent location during any calendar

**Required Minimum Wage Rate** 

Beginning January 1, 2016, employers must pay employees at least \$8.75 per hour.

Required Minimum Training Wage Rate

An employer may pay an employee under the age of 20 years, first hired on or after January 1, 2015, a training

wage of at least \$6.40 per hour for the first 90 days of employment.

Beginning with the 91st day of employment, an employer must pay the employee the required minimum wage

**Permissible Minimum Wage Credit for Tipped Employees** 

Beginning January 1, 2016, employers may take up to a 70% credit, or \$6.13 per hour, against the required minimum wage rate for employees who customarily receive tips, resulting in a reduced hourly wage rate of at least

To qualify for the credit, employers must ensure that the employees' tips and the reduced hourly wage rate equal at least the required minimum wage rate and must keep accurate records of employees' tips.

VOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act oosting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the mployee is entitled to the higher minimum wage rate.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

WV

WAGE PAYMENT AND COLLECTION ACT **WEST VIRGINIA DIVISION OF LABOR** 

1900 Kanawha Boulevard East - State Capitol Complex – Building 3, Room 200 - Charleston, WV 25305 TELEPHONE: (304)558-7890 Fax: (304)558-3797

This abstract must be placed in an area accessible to all employees in accordance with the

§21-5 REQUIRES THE EMPLOYER TO:

requirements of W. Va. Code §21-5-9.

Pay employee wages at least twice a month, with no more than 19 days between paydays.

Compensate employees for services rendered by cash, check, direct deposit, or money order, and make arrangements with a bank convenient to the place of employment for employees to have immediate access to When an employee is discharged, quits, resigns, is laid off, or is on strike, pay the employee on or before the next

regularly scheduled payday for all work he or she performed prior to his or her separation from employment. On separation from employment, pay an employee the fringe benefits due and payable according to the time,

terms, and conditions of an employer-employee agreement, whether verbal or written, if any. Notify employees in writing at the time of hire, or by a posted notice that is accessible to all employees, identifying

the employer's established work week, pay periods, regularly scheduled pay days, and employment practices and policies regarding vacation, sick leave and other fringe benefits, if any. Provide employees with at least 1 full pay period's written notice before making any changes to an employee's

rate of pay, fringe benefits, the time and place for meeting payroll, or any other existing terms or conditions of Furnish each employee with a written itemized statement of deductions withheld from his or her wages each pay

period.

**§21-5 PREVENTS THE EMPLOYER FROM:** 

Selling goods or supplies to employees at prices higher than the current market value.

Deducting more than 25% of an employee's net earnings under a wage assignment (excluding amounts required by law to be withheld or paid for union or club dues, pension plans, payroll savings plans, credit unions, charities,

and hospitalization and medical insurance). Accepting a wage assignment that does not contain the employee's notarized signature, specify the total amount due and the amount to be deducted, and state that 75% of the employee's net wages are exempt from

Refusing to pay wages owed, up to \$800.00, to the relatives of a deceased employee.

WV

**Human Rights Commission NOTICE** THE WEST VIRGINIA HUMAN RIGHTS ACT

> **Prohibits Discrimination in Employment and Places of Public Accommodations Based On:**

Race, Religion, Color, National Origin, Ancestry, Sex, Age (40 or above), Blindness, or Disability

THE WEST VIRGINIA FAIR HOUSING ACT

**Prohibits Discrimination in Housing Based On:** 

Race, Religion, Color, National Origin, Ancestry, Sex, **Blindness, Disability, Familial Status** 

THE WEST VIRGINIA PREGNANT WORKERS' FAIRNESS ACT

**Prohibits Discrimination in Employment Based On: Pregnancy, Childbirth or Related Medical Conditions** 

For Further Information or to File a Complaint,

Visit, Call or Write to the WV Human Rights Commission at:

WV HUMAN RIGHTS COMMISSION

**ROOM 108 A** 

1321 PLAZA EAST

CHARLESTON, WV 25301-1400

Phone: 304-558-2616 (TOLL FREE) 888-676-5546 Fax: 304-558-0085

Website: www.hrc.wv.qov

REV. 06/14/2016

**VOTICE:** This state requires an employer to display a Workers' Compensation posting furnished by the employer's insurance carrier or a state agency. Employers hould contact their insurance carrier or the appropriate state agency to obtain a copy of this state's Workers'Compensation posting or notice of compliance/ ertificate of insurance. Employees should refer to the Workers' Compensation posting or notice of compliance/certificate of insurance furnished by the state or he employer's insurance carrier for information about Workers' Compensation.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S WORKERS' COMPENSATION POSTING REQUIREMENT.

FED

DEPARTMENT OF LABOR

WV

UNITED STATES OF AMERICA

LABOR

LAWS

**EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT** 

WAGE AND HOUR DIVISION

UNITED STATES DEPARTMENT OF LABOR

using lie detector tests either for pre-employment screening or during the course **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 discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights

The Employee Polygraph Protection Act prohibits most private employers from

right to a written notice before testing, the right to refuse or discontinue a test, and the right **EXEMPTIONS** not to have test results disclosed to unauthorized persons. 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 The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector,

against violators. Employees or job applicants may also bring their own court actions subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers. THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

> 1-866-487-9243 www.dol.gov/agencies/whd

The Act also permits polygraph testing, subject to restrictions, of certain employees of

embezzlement, etc.) that resulted in economic loss to the employer

agreement which is more restrictive with respect to lie detector tests

private firms who are reasonably suspected of involvement in a workplace incident (theft,

The law does not preempt any provision of any State or local law or any collective bargaining

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

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties

REV. 02/2022

**WorkForce West Virginia** Notice To Employees — Unemployment Benefits

**What is Unemployment?** mployment Insurance (UI) benefits provide financial assistance to those who have lost their job or experienced a reduction in full-time work. These benefits help cover

living expenses while you look for new employment. You can apply for benefits the day after your employment ends or your hours are significantly reduced. The claim will be effective starting the Sunday of the week it is filed. Your UI benefits are taxable by both the federal and state government. You may choose to have federal taxes withheld at 10% and state taxes withheld at 3% from your weekly

benefit payment. If you choose not to have taxes withheld, you will be responsible for

the full taxable amount at the end of the year **Total Unemployment** 

You are considered totally unemployed during any week when you are fully separated from your job and not performing any work for which you are paid or receive Partial Unemployment

You are considered partially unemployed if you were working full-time but had your hours reduced due to business slowdowns, equipment breakdowns, or similar reasons. You may be eligible for partial unemployment benefits if your earnings for the week are less than your weekly unemployment benefit amount plus \$60. If your employer participates in the Short-Time Compensation (STC) program, you may be eligible to receive a prorated amount of unemployment benefits based on the reduction in your hours. To qualify for STC, your employer must have an approved plan with WorkForce West Virginia and reduce your hours between 10 and 60 percent of your

If your employer does not participate in the STC program, they should provide you with a Low Earnings Report (LER) for the week, showing your gross wages. You must complete the claims portion of the LER and file it with your local office as instructed on the form. To be monetarily eligible to receive unemployment benefits, you must have earned at

least \$2,200 in gross wages during two or more calendar quarters of your regular base period. (the first four of the last five completed calendar quarters) or the alternate base period, (the last four completed calendar quarters immediately before the first day of vour benefit year). File a claim for benefits online at <u>uc.workforcewv.org</u> or at the nearest local office.

Register for work with Job Service and continue reporting as directed. Be able to work and available for full-time work that matches your training or Actively seek full-time work by completing at least four (4) work search activities each week, documenting them, and providing them to the Agency upon request Complete a one-week unpaid waiting period during your benefit year. Earn less than your weekly benefit amount plus \$60 during each week you claim

Re-qualify for benefits after a previous benefit year if you have earned at least eight

times your previous weekly benefit amount in covered employment after the start

of your previous claim Participate in profiling and reemployment services when selected The quickest way to apply is online at uc.workforcewv.org. If you're unable to apply online, you can visit the nearest local office. There, you'll have access to computers and staff to help you file your claim. If visiting a local office isn't possible, call 1-800-252-JOBS (5627) for assistance. You will be guided through the process and given further

Social Security number Government-issued photo ID Mailing address and phone numbe Valid email address

To file for benefits, you will need information such as:

	011uer \$2,200	mengible		203	\$32,500.00 - \$32,649.99	\$344.00	\$8,944.00	
1	\$2,200.00 - \$2,349.99	\$24.00	\$624.00	204	\$32,650.00 - \$32,799.99	\$346.00	\$8,996.00	
2	\$2,350.00 - \$2,499.99	\$25.00	\$650.00	205	\$32,800.00 - \$32,949.99	\$347.00	\$9,022.00	
3	\$2,500.00 - \$2,649.99	\$27.00	\$702.00	206	\$32,950.00 - \$33,099.99	\$349.00	\$9,074.00	
4	\$2,650.00 - \$2,799.99	\$28.00	\$728.00	207	\$33,100.00 - \$33,249.99	\$350.00	\$9,100.00	
5	\$2,800.00 - \$2,949.99	\$30.00	\$780.00	208	\$33,250.00 - \$33,399.99	\$352.00	\$9,152.00	
6	\$2,950.00 - \$3,099.99	\$31.00	\$806.00	209				
7					\$33,400.00 - \$33,549.99	\$354.00	\$9,204.00	
	\$3,100.00 - \$3,249.99	\$33.00	\$858.00	210	\$33,550.00 - \$33,699.99	\$355.00	\$9,230.00	
8	\$3,250.00 - \$3,399.99	\$35.00	\$910.00	211	\$33,700.00 - \$33,849.99	\$357.00	\$9,282.00	
9	\$3,400.00 - \$3,549.99	\$36.00	\$936.00	212	\$33,850.00 - \$33,999.99	\$358.00	\$9,308.00	
10	\$3,550.00 - \$3,699.99	\$38.00	\$988.00	213	\$34,000.00 - \$34,149.99	\$360.00	\$9,360.00	
11	\$3,700.00 - \$3,849.99	\$39.00	\$1,014.00	214	\$34,150.00 - \$34,299.99	\$361.00	\$9,386.00	
12	\$3,850.00 - \$3,999.99	\$41.00	\$1,066.00	215	\$34,300.00 - \$34,449.99	\$363.00	\$9,438.00	
13	\$4,000.00 - \$4,149.99	\$43.00	\$1,118.00	216	\$34,450.00 - \$34,599.99	\$365.00	\$9,490.00	
14	\$4,150.00 - \$4,299.99	\$44.00	\$1,144.00	217	\$34,600.00 - \$34,749.99	\$366.00		
15							\$9,516.00	
	\$4,300.00 - \$4,449.99	\$46.00	\$1,196.00	218	\$34,750.00 - \$34,899.99	\$368.00	\$9,568.00	
16	\$4,450.00 - \$4,599.99	\$47.00	\$1,222.00	219	\$34,900.00 - \$35,049.99	\$369.00	\$9,594.00	
17	\$4,600.00 - \$4,749.99	\$49.00	\$1,274.00	220	\$35,050.00 - \$35,199.99	\$371.00	\$9,646.00	
18	\$4,750.00 - \$4,899.99	\$51.00	\$1,326.00	221	\$35,200.00 - \$35,349.99	\$373.00	\$9,698.00	
19	\$4,900.00 - \$5,049.99	\$52.00	\$1,352.00	222	\$35,350.00 - \$35,499.99	\$374.00	\$9,724.00	
20	\$5,050.00 - \$5,199.99	\$54.00	\$1,404.00	223	\$35,500.00 - \$35,649.99	\$376.00	\$9,776.00	
21	\$5,200.00 - \$5,349.99	\$55.00	\$1,430.00	224	\$35,650.00 - \$35,799.99	\$377.00	\$9,802.00	
22	\$5,350.00 - \$5,499.99	\$57.00	\$1,482.00	225	\$35,800.00 - \$35,949.99	\$379.00	\$9,854.00	
23	\$5,500.00 - \$5,649.99	\$58.00	\$1,508.00	226				
					\$35,950.00 - \$36,099.99	\$381.00	\$9,906.00	
24	\$5,650.00 - \$5,799.99	\$60.00	\$1,560.00	227	\$36,100.00 - \$36,249.99	\$382.00	\$9,932.00	
25	\$5,800.00 - \$5,949.99	\$62.00	\$1,612.00	228	\$36,250.00 - \$36,399.99	\$384.00	\$9,984.00	
26	\$5,950.00 - \$6,099.99	\$63.00	\$1,638.00	229	\$36,400.00 - \$36,549.99	\$385.00	\$10,010.00	
27	\$6,100.00 - \$6,249.99	\$65.00	\$1,690.00	230	\$36,550.00 - \$36,699.99	\$387.00	\$10,062.00	
28	\$6,250.00 - \$6,399.99	\$66.00	\$1,716.00	231	\$36,700.00 - \$36,849.99	\$388.00	\$10,088.00	
29	\$6,400.00 - \$6,549.99	\$68.00	\$1,768.00	232	\$36,850.00 - \$36,999.99	\$390.00	\$10,140,00	
30	\$6,550.00 - \$6,699.99	\$70.00	\$1,820.00	233	\$37,000.00 - \$37,149.99	\$392.00	\$10,192.00	
31	\$6,700.00 - \$6,849.99	\$71.00	\$1,846.00	234	\$37,150.00 - \$37,299.99	\$393.00	\$10,218.00	
32	\$6,850.00 - \$6,999.99	\$73.00	\$1,898.00	235				
					\$37,300.00 - \$37,449.99	\$395.00	\$10,270.00	
33	\$7,000.00 - \$7,149.99	\$74.00	\$1,924.00	236	\$37,450.00 - \$37,599.99	\$396.00	\$10,296.00	
34	\$7,150.00 - \$7,299.99	\$76.00	\$1,976.00	237	\$37,600.00 - \$37,749.99	\$398.00	\$10,348.00	
35	\$7,300.00 - \$7,449.99	\$78.00	\$2,028.00	238	\$37,750.00 - \$37,899.99	\$400.00	\$10,400.00	
36	\$7,450.00 - \$7,599.99	\$79.00	\$2,054.00	239	\$37,900.00 - \$38,049.99	\$401.00	\$10,426.00	
37	\$7,600.00 - \$7,749.99	\$81.00	\$2,106.00	240	\$38,050.00 - \$38,199.99	\$403.00	\$10,478.00	
38	\$7,750.00 - \$7,899.99	\$82.00	\$2,132.00	241	\$38,200.00 - \$38,349.99	\$404.00	\$10,504.00	
39	\$7,900.00 - \$8,049.99	\$84.00	\$2,184.00	242	\$38,350.00 - \$38,499.99	\$406.00	\$10,556.00	
40	\$8,050.00 - \$8,199.99	\$85.00	\$2,210.00	243	\$38,500.00 - \$38,649.99	\$408.00	\$10,608.00	
		\$87.00						
41	\$8,200.00 - \$8,349.99		\$2,262.00	244	\$38,650.00 - \$38,799.99	\$409.00	\$10,634.00	
42	\$8,350.00 - \$8,499.99	\$89.00	\$2,314.00	245	\$38,800.00 - \$38,949.99	\$411.00	\$10,686.00	
43	\$8,500.00 - \$8,649.99	\$90.00	\$2,340.00	246	\$38,950.00 - \$39,099.99	\$412.00	\$10,712.00	
44	\$8,650.00 - \$8,799.99	\$92.00	\$2,392.00	247	\$39,100.00 - \$39,249.99	\$414.00	\$10,764.00	
45	\$8,800.00 - \$8,949.99	\$93.00	\$2,418.00	248	\$39,250.00 - \$39,399.99	\$415.00	\$10,790.00	
46	\$8,950.00 - \$9,099.99	\$95.00	\$2,470.00	249	\$39,400.00 - \$39,549.99	\$417.00	\$10,842.00	
47	\$9,100.00 - \$9,249.99	\$97.00	\$2,522.00	250	\$39,550.00 - \$39,699.99	\$419.00	\$10,894.00	
48	\$9,250.00 - \$9,399.99	\$98.00	\$2,548.00	251	\$39,700.00 - \$39,849.99	\$420.00	\$10,920.00	
49	\$9,400.00 - \$9,549.99	\$100.00	\$2,600.00	252	\$39,850.00 - \$39,999.99	\$422.00	\$10,972.00	
50	\$9,550.00 - \$9,699.99	\$101.00	\$2,626.00	253				
51	\$9,700.00 - \$9,849.99	\$103.00	\$2,678.00	253 254	\$40,000.00 - \$40,149.99	\$423.00	\$10,998.00	
					\$40,150.00 - \$40,299.99	\$425.00	\$11,050.00	
52	\$9,850.00 - \$9,999.99	\$104.00	\$2,704.00	255	\$40,300.00 - \$40,449.99	\$427.00	\$11,102.00	
53	\$10,000.00 - \$10,149.99	\$106.00	\$2,756.00	256	\$40,450.00 - \$40,599.99	\$428.00	\$11,128.00	
54	\$10,150.00 - \$10,299.99	\$108.00	\$2,808.00	257	\$40,600.00 - \$40,749.99	\$430.00	\$11,180.00	
55	\$10,300.00 - \$10,449.99	\$109.00	\$2,834.00	258	\$40,750.00 - \$40,899.99	\$431.00	\$11,206.00	
56	\$10,450.00 - \$10,599.99	\$111.00	\$2,886.00	259	\$40,900.00 - \$41,049.99	\$433.00	\$11,258.00	
57	\$10,600.00 - \$10,749.99	\$112.00	\$2,912.00	260	\$41,050.00 - \$41,199.99	\$434.00	\$11,284.00	
58	\$10,750.00 - \$10,899.99	\$114.00	\$2,964.00	261	\$41,200.00 - \$41,349.99	\$436.00	\$11,336.00	
59	\$10,900.00 -\$11,049.99	\$116.00	\$3,016.00	262	\$41,350.00 - \$41,499.99	\$438.00	\$11,388.00	
60	\$11,050.00 - \$11,199.99	\$117.00	\$3,042.00	263	\$41,500.00 - \$41,649.99	\$439.00	\$11,414.00	
							, ,	
61	\$11,200.00 - \$11,349.99	\$119.00	\$3,094.00	264	\$41,650.00 - \$41,799.99	\$441.00	\$11,466.00	
62	\$11,350.00 - \$11,499.99	\$120.00	\$3,120.00	265	\$41,800.00 - \$41,949.99	\$442.00	\$11,492.00	
63	\$11,500.00 - \$11,649.99	\$122.00	\$3,172.00	266	\$41,950.00 - \$42,099.99	\$444.00	\$11,544.00	
64	\$11,650.00 - \$11,799.99	\$124.00	\$3,224.00	267	\$42,100.00 - \$42,249.99	\$446.00	\$11,596.00	
65	\$11,800.00 - \$11,949.99	\$125.00	\$3,250.00	268	\$42,250.00 - \$42,399.99	\$447.00	\$11,622.00	
66	\$11,950.00 - \$12,099.99	\$127.00	\$3,302.00	269	\$42,400.00 - \$42,549.99	\$449.00	\$11,674.00	
67	\$12,100.00 - \$12,249.99	\$128.00	\$3,328.00	270	\$42,550.00 - \$42,699.99	\$450.00	\$11,700.00	
68	\$12,250.00 - \$12,399.99	\$130.00	\$3,380.00	271	\$42,700.00 - \$42,849.99	\$452.00	\$11,752.00	
69	\$12,400.00 - \$12,549.99	\$131.00	\$3,406.00	272	\$42,850.00 - \$42,999.99	\$454.00	\$11,804.00	
70	\$12,550.00 - \$12,699.99	\$133.00	\$3,458.00	273	\$43,000.00 - \$43,149.99	\$455.00	\$11,830.00	
71	\$12,700.00 - \$12,849.99	\$135.00	\$3,510.00	274	\$43,150.00 - \$43,299.99	\$457.00	\$11,882.00	
72	\$12,850.00 - \$12,999.99	\$136.00	\$3,536.00	275	\$43,300.00 - \$43,449.99	\$458.00	\$11,908.00	
73	\$13,000.00 - \$13,149.99	\$138.00	\$3,588.00	276	\$43,450.00 - \$43,599.99	\$460.00	\$11,960.00	
74	\$13,150,00 - \$13,299,99	\$139.00	\$3,614,00	277	\$43,600,00 - \$43,749,99	\$461.00	\$11,986,00	

\$12,038.00 \$12,090.00 \$13,300.00 - \$13,449.99 \$3,666,00 \$43,750.00 - \$43,899.99 \$3,718.00 \$43,900.00 - \$44,049.99 \$144.00 \$146.00 \$147.00 \$13.600.00 - \$13.749.99 \$3,744.00 \$44,050,00 - \$44,199,99 \$12,116.00 \$12,168.00 \$44,200.00 - \$44,349.99 \$13,900.00 - \$14,049.99 \$3,822.00 \$44,350,00 - \$44,499,99 \$44,500.00 - \$44,649.99 \$14,200.00 - \$14,349.99 \$44.650.00 - \$44.799.99 \$44,950.00 - \$45,099.99 \$12,376,00 \$45,100.00 - \$45,249.99 514,800.00 - \$14,949.99 \$4,082.00 \$45,250.00 - \$45,399.99 \$479.00 \$12,454.00 14,950.00 - \$15,099.99 \$4,108.00 \$480.00 \$482.00 \$158.00 \$160.00 \$162.00 \$163.00 \$165.00 \$166.00 \$170.00 \$171.00 \$174.00 \$174.00 \$177.00 \$179.00 \$181.00 \$182.00 \$12,480.00 \$15,100.00 - \$15,249.99 \$4,160.00 \$45,550.00 - \$45,699.99 \$12,532,00 \$485.00 \$15,400.00 - \$15,549.99 \$4,238.00 \$45.850.00 - \$45.999.99 \$12,610,00 \$487.00 \$488.00 15,550.00 - \$15,699.99 \$4,290.00 \$15,700.00 - \$15,849.99 \$4,316.00 \$46,150.00 - \$46,299.99 \$12,688,00 \$490.00 \$492.00 \$493.00 \$495.00 \$4,420.00 \$16,000.00 - \$16,149.99 \$46,450.00 - \$46,599.99 \$12,792.00 \$16,150,00 - \$16,299,99 \$4,446.00 \$46,600.00 - \$46,749.99 \$4,498.00 \$16,300.00 - \$16,449.99 \$46,750.00 - \$46,899.99 \$12,870.00 \$496.00 \$498.00 \$500.00 \$501.00 \$16,450.00 - \$16,599.99 \$4,524.00 \$46,900.00 - \$47,049.99 \$4,576.00 16,600.00 - \$16,749.99 \$47.050.00 - \$47.199.99 \$12,948.00 \$13,000.00 \$13,026.00 516,750.00 - \$16,899.99 \$4,602.00 \$47,200.00 - \$47,349.99 \$16,900.00 - \$17,049.99 \$4,654.00 \$47,350.00 - \$47,499.99 \$503.00 \$504.00 \$506.00 \$507.00 \$13,078.00 \$13,104.00 \$17,050,00 - \$17,199,99 \$4,706.00 \$47,500.00 - \$47,649.99 17,200.00 - \$17,349.99 \$4,732.00 \$47,650.00 - \$47,799.99 \$17,350.00 - \$17,499.99 \$4,784.00 \$47,800.00 - \$47,949.99 \$13,156.00 \$13,182.00 \$47,950.00 - \$48,099.99 \$13,234.00 \$13,286.00 \$17.650.00 - \$17.799.99 \$4.862.00 \$48,100.00 - \$48,249.99 \$48,250.00 - \$48,399.99 \$13,312.00 \$13,364.00 \$17.950.00 - \$18.099.99 \$4,940.00 \$48,400.00 - \$48,549.99 18,100.00 - \$18,249.99 \$48,550.00 - \$48,699.99 \$13,390.00 \$13,442.00 \$18,250,00 - \$18,399,99 \$5.018.00 \$48,700.00 - \$48,849.99 18,400.00 - \$18,549.99 \$48,850.00 - \$48,999.99 \$519.00 \$520.00 \$522.00 \$523.00 \$13,494.00 \$13,520.00 \$18,550.00 - \$18,699.99 \$5.096.00 \$49,000.00 - \$49,149.99 \$49,150.00 - \$49,299.99

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\$31,600.00 - \$31,749.99

31,750.00 - \$31,899.99

\$31,900.00 - \$32,049.99

\$32,200.00 - \$32,349.99

For more information, visit workforcewv.org/ui, or scan the QR code:

For More Information

WVUC-B-59

28,600.00 - \$28,749.99

\$26,350.00 - \$26,499.99

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YOUR EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT You **do not have to share a medical diagnosis** but must provide enough information to your employer so they The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with **job-protected** can determine whether the leave qualifies for FMLA protection. You must also inform your employer if FMLA

leave for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees 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

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:

FED

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" requirements. 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

You work for a public agency, such as a local, state or federal government agency. Most federal employees

been discriminated against at work or in applying for a job, the EEOC may be able to help.

are covered by Title II of the FMLA, administered by the Office of Personnel Management How do I request FMLA leave?

If advance notice is not possible, give notice as soon as possible.

Employees (current and former), including managers and temporary

Union members and applicants for membership in a union

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

Sex (including pregnancy, childbirth, and related medical conditions,

Retaliation for filing a charge, reasonably opposing discrimination, or

participating in a discrimination lawsuit, investigation, or proceeding

Interference, coercion, or threats related to exercising rights regarding

disability discrimination or pregnancy accommodation

What Employment Practices can be Challenged as Discriminatory?

Failure to provide reasonable accommodation for a disability:

pregnancy, childbirth, or related medical condition: or a sincerely-held

you ensure that your employer receives advance written or verbal notice of your service;

State and local governments (as employers)

Educational institutions (as employers)

Pay (unequal wages or compensation)

religious belief, observance or practice

What Types of Employment Discrimination are Illegal?

sexual orientation, or gender identity)

Generally, to request FMLA leave you must: Follow your employer's normal policies for requesting leave, Give notice at least 30 days before your need for FMLA leave, or

FED

Job applicants

Color

of your immigration status, on the bases of

lge (40 and older

What Organizations are Covered?

Staffing agencies

Disability

If filing during your last week of work: Your gross earnings for that week. Weekly Certifications Once your initial claim is filed, you must submit a weekly certification for every week you wish to receive benefits. Weekly certifications can be filed in the same manner as your initial claim—online or in person

**Disqualifications** You may be disqualified from receiving unemployment benefits if: You quit your job without good cause, and it was not due to fault on the part of your

You are fired for misconduct You fail to apply for available suitable work, accept suitable work when offered, or return to your customary self-employment when directed You are unemployed due to a labor dispute.

United States during the week. You are training, participating, or preparing to participate in professional sports or athletic events with reasonable assurance of performing such services in the current or upcoming seasons You are an employee of an educational institution or service agency, for any week of unemployment that starts during: a paid sabbatical leave, or a holiday or vacation period between two academic years or terms, if: you performed services in the prior academic year or term, you worked before the holiday or vacation period began, and you have a contract or reasonable assurance that you will perform services in the next academic year or term, or after the holiday/ vacation period. Exception: If you

those wages alone, you may be entitled to benefits during this period. You perform services as an alien, unless you are lawfully residing in the United States and have a valid work permit. You quit work to attend school or wait to attend school or another educational You are unemployed because you or your authorized agent requested vacation at a specified time that forces your employer to suspend operations. You receive any annuity, pension, or retirement pay from a base period employer or

disclose a material fact to obtain, attempt to obtain, or increase benefits. This can in question and for 52 weeks thereafte

Morgantown Parkersburg South Branch Greenbrier Valley Martinsburg

**Unemployment Compensation Benefit Rate Table** 

Weekly	Maximum	Wage	Wages in	Weekly	Maximum	
Benefit	Benefit	Class	Base	Benefit	Benefit	
Rate	Rate		Period	Rate	Rate	
Ineligible		203	\$32,500.00 - \$32,649.99	\$344.00	\$8,944.00	
\$24.00	\$624.00	204	\$32,650.00 - \$32,799.99	\$346.00	\$8,996.00	
\$25.00	\$650.00	205	\$32,800.00 - \$32,949.99	\$347.00	\$9,022.00	
\$27.00	\$702.00	206	\$32,950.00 - \$33,099.99	\$349.00	\$9,074.00	
\$28.00	\$728.00	207	\$33,100.00 - \$33,249.99	\$350.00	\$9,100.00	
\$30.00	\$780.00	208	\$33,250.00 - \$33,399.99	\$352.00	\$9,152.00	
\$31.00	\$806.00	209	\$33,400.00 - \$33,549.99	\$354.00	\$9,204.00	
\$33.00	\$858.00	210	\$33,550.00 - \$33,699.99	\$355.00	\$9,230.00	
\$35.00	\$910.00	211	\$33,700.00 - \$33,849.99	\$357.00	\$9,282.00	
\$36.00	\$936.00	212	\$33,850.00 - \$33,999.99	\$358.00	\$9,308.00	
\$38.00	\$988.00	213	\$34,000.00 - \$34,149.99	\$360.00	\$9,360.00	
\$39.00	\$1,014.00	214	\$34,150.00 - \$34,299.99	\$361.00	\$9,386.00	
\$41.00	\$1,066.00	215	\$34,300.00 - \$34,449.99	\$363.00	\$9,438.00	
\$43.00	\$1,118.00	216	\$34,450.00 - \$34,599.99	\$365.00	\$9,490.00	
\$44.00	\$1,144.00	217	\$34,600.00 - \$34,749.99	\$366.00	\$9,516.00	
\$46.00	\$1,196.00	218	\$34,750.00 - \$34,899.99	\$368.00	\$9,568.00	
\$47.00	\$1,222.00	219	\$34,900.00 - \$35,049.99	\$369.00	\$9,594.00	
\$49.00	\$1,274.00	220	\$35,050.00 - \$35,199.99	\$371.00	\$9,646.00	
\$51.00	\$1,326.00	221	\$35,200.00 - \$35,349.99	\$373.00	\$9,698.00	
\$52.00	\$1,352.00	222	\$35,350.00 - \$35,499.99	\$374.00	\$9,724.00	
\$54.00	\$1,404.00	223	\$35,500.00 - \$35,649.99	\$376.00	\$9,776.00	
\$55.00	\$1,430.00	224	\$35,650.00 - \$35,799.99	\$377.00	\$9,802.00	
\$57.00	\$1,482.00	225	\$35,800.00 - \$35,949.99	\$379.00	\$9,854.00	
\$58.00	\$1,508.00	226	\$35,950.00 - \$36,099.99	\$381.00	\$9,906.00	
\$60.00	\$1,560.00	227	\$36,100.00 - \$36,249.99	\$382.00	\$9,932.00	
\$62.00	\$1,612.00	228	\$36,250.00 - \$36,399.99	\$384.00	\$9,984.00	
\$63.00	\$1,638.00	229	\$36,400.00 - \$36,549.99	\$385.00	\$10,010.00	
\$65.00	\$1,690.00	230	\$36,550.00 - \$36,699.99	\$387.00	\$10,062.00	
\$66.00	\$1,716.00	231	\$36,700.00 - \$36,849.99	\$388.00	\$10,088.00	
\$68.00	\$1,768.00	232	\$36,850.00 - \$36,999.99	\$390.00	\$10,140,00	
\$70.00	\$1,820.00	233	\$37,000.00 - \$37,149.99	\$392.00	\$10,192.00	
\$71.00	\$1,846.00	234	\$37,150.00 - \$37,299.99	\$393.00	\$10,218.00	
\$73.00	\$1,898.00	235	\$37,300.00 - \$37,449.99	\$395.00	\$10,270.00	
\$74.00	\$1,924.00	236	\$37,450.00 - \$37,599.99	\$396.00	\$10,296.00	
\$76.00	\$1,976.00	237	\$37,600.00 - \$37,749.99	\$398.00	\$10,348.00	
\$78.00	\$2,028.00	238	\$37,750.00 - \$37,899.99	\$400.00	\$10,400.00	
\$79.00	\$2,054.00	239	\$37,900.00 - \$38,049.99	\$401.00	\$10,426.00	
\$81.00	\$2,106.00	240	\$38,050.00 - \$38,199.99	\$403.00	\$10,478.00	
\$82.00	\$2,132.00	241	\$38,200.00 - \$38,349.99	\$404.00	\$10,504.00	
\$84.00	\$2,184.00	242	\$38,350.00 - \$38,499.99	\$406.00	\$10,556.00	
\$05.00	¢2.210.00	242	¢20,500,00, ¢20,640,00	ć 400 00	¢10,000,00	

FED You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed

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 member of the uniformed have applied for membership in the uniformed then an employer may not deny you: initial employment;

promotion; or any benefit of employment

you have five years or less of cumulative service in the uniformed services while with that particular you return to work or apply for reemployment in a timely manner after conclusion of service; and in your employer's health plan when you are reemployed, generally without any waiting periods or you have not been separated from service with a disqualifying discharge or under other than honorable exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries. If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had

and resolve complaints of USERRA violations. **DOL** or visit its website at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be are obligated to serve in the uniformed service;

by displaying the text of this notice where they customarily place notices for employees.

viewed at <a href="https://webapps.dol.gov/elaws/vets/userra">https://webapps.dol.gov/elaws/vets/userra</a> 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 representation. You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

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

## Job Safety and Health IT'S THE LAW!

All workers have the right to:

reemployment:

because of this status.

retention in employment

 A safe workplace. Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being

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

Participate (or have your representative participate) in an OSHA inspection and 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.

that measure hazards in the workplace, and

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

the workplace injury and illness log.

This poster is available free from OSHA.

ONLINE

Contact OSHA. We can help.

## **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

 Provide required training to all workers in a language and vocabulary they can understand.

Prominently display this poster in the workplace.

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



JJKeller.com/laborlaw 800-327-6868



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1-866-487-9243 www.dol.gov/agencies/whd

If not a U.S. citizen: Proof of alien status

Employer names, addresses, and phone numbers

First and last dates worked for each employer

Reason for leaving or for reduction in hours

You receive wages in lieu of notice or Workers' Compensation for temporary total disability during the week. You receive unemployment compensation under the laws of another state or the

have enough non-school wages in your base period to qualify for benefits based on

benefits will be reduced by the amount of the annuity, pension, or retirement pay Within the past 24 months, you knowingly made a false statement or failed to result in a misdemeanor charge, severe penalties, and disqualification for the week The full consequences and length of a disqualification are not explained here.

The following local office locations are open Monday through Friday:

All aspects of employment, including: Discharge, firing, or lay-off Harassment (including unwelcome verbal or physical conduct) Assianment

> Job training Classification Obtaining or disclosing genetic information of employees Requesting or disclosing medical information of employees Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or

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)

U.S. Equal Employment Opportunity Commission

Know Your Rights: Workplace Discrimination is Illegal

Conduct that coerces, intimidates, threatens, or interferes with someone

exercising their rights, or someone assisting or encouraging someone

else to exercise rights, regarding disability discrimination (including

What can You Do if You Believe

**Discrimination has Occurred?** 

accommodation) or pregnancy accommodation

1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone) an EEOC field office (information at www.eeoc.gov/field-office) Genetic information (including employer requests for, or purchase, use, **E-Mail** info@eeoc.gov

Additional information about the EEOC, including

is available at www.eeoc.gov.

following bases



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

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 orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

Executive Order 11246, as amended, protects applicants and employees of

Asking About, Disclosing, or Discussing Pay

for a job with, or are an employee of, a company with a Federal contract or

subcontract, you are protected under Federal law from discrimination on the

Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or **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, referral, and other aspects of

employment by Federal contractors. Disability discrimination includes not

of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in

making reasonable accommodation to the known physical or mental limitations

**YOUR RIGHTS UNDER USERRA** 

38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled

Armed Forces service medal veterans Retaliation is prohibited against a person who files a complaint of discrimination,

participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal laws Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact

immediately: The Office of Federal Contract ( U.S. Department of Labor 200 Constitution Avenue, N.W.

If 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 https://www.dol.gov/agencies/ofccp/contact.

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 ause 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

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits

Individuals with Disabilities

Federal agency providing such assistance.

mployment 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 job.

REV. 06/27/2023

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

• 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 while in the military. Even if you don't elect to continue coverage during your military service, you have the right to be reinstated

The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-

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 USERRA, and employers may meet this requirement

retaliated against.

the right to have a representative contact OSHA on your behalf.

of an eye.

 Comply with all applicable OSHA standards. Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related

 Post OSHA citations at or near the place of the alleged violations.



Your **employer may request certification** from a health care provider to verify medical leave and may request certification of a qualifying exigency. The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights. 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 Congress. What does my employer need to do? If you are eligible for FMLA leave, your employer must:

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

working conditions, including shift and location, at the end of your leave.

leave was previously taken or approved for the same reason when requesting additional leave.

Continue your group health plan coverage while you are on leave on the same basis as if you had not taken Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other

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 investigation After becoming aware that your need for leave is 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

DEPARTMENT OF LABOR

UNITED STATES OF AMERICA

**WAGE AND HOUR DIVISION** 

UNITED STATES DEPARTMENT OF LABOR

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

REV. 04/2023

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've

employment qualified individuals with disabilities at all levels of employment, including the executive level. **Protected Veteran Status** The Vietnam Era Veterans' Readiustment Assistance Act of 1974, as amended.

veterans, recently separated veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or

Washington, D.C. 20210 1-800-397-6251 (toll-free)

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL

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

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 addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service

REV. 05/2022

To update your labor law posters contact J. J. Keller & Associates, Inc.

FED-WV-ENG

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

\$331.00 \$333.00

\$335.00

\$338.00

\$295.00 \$296.00 \$298.00 \$300.00 \$301.00 \$303.00 \$304.00 \$306.00 \$308.00 \$630.00 \$631.00 \$633.00 \$8,034.00 \$8,086.00 \$59,800.00 - \$59,949.99 \$8,112.00 \$60,100.00 - \$60,249.99 \$325.00 \$327.00 \$328.00