THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the The birth of a child or placement of a child for adoption or foster

An employee does not need to use leave in one block. When it is

medically necessary or otherwise permitted, employees may take leave

Employees may choose or an employer may require use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies. To bond with a child (leave must be taken within 1 year of the While employees are on FMLA leave, employers must continue health

nsurance coverage as if the employees were not on leave. To care for the employee's spouse, child, or parent who has a Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job; An employer may not interfere with an individual's FMLA rights or For qualifying exigencies related to the foreign deployment of a retaliate against someone for using or trying to use FMLA leave, military member who is the employee's spouse, child, or opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA. parent, or next of kin may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious An employee who works for a covered employer must meet three

Have at least 1,250 hours of service in the 12 months before

qualifies for FMLA protection. Sufficient information could include forming an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perfor is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified. Employers can require a certification or periodic recertification criteria in order to be eligible for FMLA leave. The employee must: supporting the need for leave. If the employer determines that the Have worked for the employer for at least 12 months:

 Work at a location where the employer has at least 50 EMPLOYER RESPONSIBILITIES employees within 75 miles of the employee's worksite. Once an employer becomes aware that an employee's need for leave is *Special "hours of service" requirements apply to airline flight crew for a reason that may qualify under the FMLA, the <mark>employer m</mark>ust notif the employee if he or she is eligible for FMLA leave and, if eligible, Generally, employees must give 30-days' advance notice of the need FMLA. If the employee is not eligible, the employer must provide a for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, Employers must notify its employees if leave will be designated as Employees do not have to share a medical diagnosis, but must provide ugh information to the employer so it can determine if the leave

FMLA leave, and if so, how much leave will be designated as FMLA Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an 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 leav

WH1420 REV 04/16

For additional information or to file a complaint:

1-866-4-USWAGE (1-866-487-9243) TTY: 1-877-889-5627

www.dol.gov/whd

U.S. Department of Labor | Wage and Hour Division

Ref.: 29 USC, Ch. 28, Sec. 2619

follow the employer's usual procedures.

certification is incomplete, it must provide a written notice indicating

EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment

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 **EXEMPTIONS**

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.

employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic

RIGHTS

law does not apply to tests given by the Federal Government to certain ENFORCEMENT private individuals engaged in national security-related activities.

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

Wisconsin Employment of Minors Guide (ERD-4758-P).

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

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER

WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

also bring their own court actions.

Hours and Times of Day Minors May Work in Wisconsin

State and federal laws do not limit the hours that minors 16 years of age or over may work, except that they may not be employed or permitted to work during hours of required school attendance under Wis. Stat. § 118.15. State and federal laws also permit minors under 16 to work up to seven days per week in the delivery of newspapers and agriculture. In most other types of labor, minors under 16 may only work six days a week.

Most employers must obtain work permits for minors under 16 before permitting them to work. For further information, see the

Maximum Hours of Work for 14 & 15 year-old minors	After Labor Day through May 31	June 1 through Labor Day
Daily Hours		
Non-School Days	8 hours	8 hours
School Days	3 hours	3 hours
Weekly Hours		
Non-School Weeks	40 hours	40 hours
School Weeks	18 hours	18 hours
Permitted Time of Day	7am-7pm	7am-9pm

Employers subject to both federal and state laws must comply with the more stringent section of the two laws. State child labor laws prohibit work during times that minors are required to be in school, except for students participating in work experience and career exploration programs operated by the school.

Minors under 16 years of age are limited to the maximum hours and time of day restrictions even though they may work for more than one employer during the same day or week.

Minors under 14 years of age are allowed to work in certain occupations (e.g., street trades, agriculture, and work in school lunch programs. See the Wisconsin Employment of Minors Guide, ERD-4758-P, for more detail). These minors are subject to the same hourly and time of day restrictions as minors who are 14 or 15 years of age Minors under 18 years of age may not work more than 6 consecutive hours without having a 30-minute, duty free meal period.

Minors 16 & 17 years of age who are employed after 11:00 pm must have 8 hours of rest between the end of one shift and the Minimum Wage for minors is \$7.25 per hour. Employers may pay an "Opportunity Wage" of \$5.90 per hour for the first 90 days

of employment. On the 91st day, the wage must increase to \$7.25 per hour. For further information about the federal child labor laws call (608) 441-5221, or write to U.S. Department of Labor, Wage & Hour, 740 Regent Street, Suite 102, Madison, WI 53715.

For further information about the state child labor laws, call the Equal Rights Division in Madison (608) 266-6860 or Milwaukee (414) 227-4384.

> DEPARTMENT OF WORKFORCE DEVELOPMENT - EQUAL RIGHTS DIVISION PO BOX 8928 MADISON WI 53708 Telephone: (608) 266-6860

Website: https://dwd.wisconsin.gov/er/

DWD is an equal opportunity employer and service provider. If you have a disability and need assistance with this information. Please contact the Equal Rights Division at (608) 266-6861 to request information in an alternate format, including translated to another language.

ERD-9212-P (R. 06/2020)



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.
- 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.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

This poster is available free from OSHA.

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.
- Comply with all applicable OSHA standards.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the
- Post OSHA citations at or near the place of the alleged violations.

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



ORGAN DONATION LEAVE ACT

WISCONSIN BONE MARROW AND

Employee Protections Against Use of Honesty

Testing Devices (Wis. Stat. § 111.37)

Employers who use honesty testing must display this poster in one or more conspicuous places where

Under Wisconsin law, requiring or requesting that an employee or applicant take an honesty test (lie detector) is unlawful or heavily regulated. Further, employers may not discriminate against a person who refuses to take

An employer may request that an employee take a test in connection with an investigation involving economic

Employee & Applicant Rights

Any legally permitted honesty test is subject to strict safeguards, including an examinee's right to proper notice,

the right to discontinue a test at any time and the right to advance written notice of the questions to be asked.

Victims of unlawful honesty testing may file a complaint within 300 days after the date the unfair honesty

STATE OF WISCONSIN

DEPARTMENT OF WORKFORCE DEVELOPMENT

EQUAL RIGHTS DIVISION

Website: https://dwd.wisconsin.gov/er/

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sability and need to access this information in an alternate format or need it translated to another language, please

819 N 6th ST ROOM 723

Telephone: (414) 227-4384

MII WAUKFF WI 53203

Honesty tests can be used by law enforcement agencies and certain businesses engaged in providing

security services, alarm systems, and who manufacture, distribute or sell controlled substances

notices to employees are customarily posted.

testing occurred, at one of the offices below.

STREET ADDRESS:

MADISON WI 53703

MAILING ADDRESS:

MADISON, WI 53708-8928

Telephone: (608) 266-6860

PO BOX 8928

201 E WASHINGTON AVE ROOM A100

loss or injury to a business if the employee is a reasonable suspect

a test or objects to its use.

Section 103.11, Wisconsin Statutes, requires all employers with 50 or more employees to display a copy of this poster in the workplace. Employers with 25 or more employees are required to post their particular leave policies.

Under state law all employers with 50 or more permanent employees must allow employees of

Up to six (6) weeks leave in a 12-month period for the purpose of serving as a bone marrow or organ donor, provided that the employee provides his or her employer with written verification that the employee is to serve as a bone marrow or organ donor and so long as the leave is only for the period necessary for the employee to undergo the bone marrow or organ donation procedure and to recover from the procedure.

This law applies only to an employee who has worked for the employer more than 52 consecutive weeks and for at least 1000 hours during that 52-week period. The law also requires that employees be allowed to substitute paid or unpaid leave provided by the employer for Wisconsin Bone Marrow or Organ Donation Leave. Employers may have leave policies, which are more generous than leaves required by the law.

A complaint concerning a denial of rights under this law must be filed within 30 days after the violation occurs or the employee should have reasonably known that the violation occurred, whichever is later. For answers to questions about the law, a complete copy of the law, or to make a complaint

about a denial of rights under the law contact: wisconsin ©©® DWD STATE OF WISCONSIN **DEPARTMENT OF WORKFORCE DEVELOPMENT**

EQUAL RIGHTS DIVISION

PO BOX 8928 MADISON WI 53708 Telephone: (608) 266-6860

819 N 6TH ST, ROOM 723 MILWAUKEE WI 53203 Telephone: (414) 227-4384

Website: https://dwd.wisconsin.gov/er/

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Wisconsin Fair Employment Law

Section 111.31-111.395 Wisconsin Statutes and DWD 218 Wisconsin Administrative Code requires that all employers prominently display this Poster in all places of employment.

- It is unlawful to discriminate against employees and job applicants because of their:
- Sex Color
- Use of Lawful Products Arrest or Conviction Honesty Testing
- Ancestry Disability National Origin Marital Status Pregnancy or Childbirth
- Sexual Orientation Race Genetic Testing Military Service
- Age (40 or Over) • Declining to Attend a Meeting or Participate in any Communication About Religious or Political Matters
- This law applies to employers, employment agencies, labor unions and licensing agencies.

Employers may not require certain types of honesty testing or genetic testing as a condition of employment, nor discipline an employee because of the results.

Employees may not be harassed in the workplace based on their protected status nor retaliated against for filing a complaint, for assisting with a complaint, or for opposing discrimination in the

There is a 300-day time limit for filing a discrimination complaint.

For more information or a copy of the law and the administrative rules contact: STATE OF WISCONSIN

DEPARTMENT OF WORKFORCE DEVELOPMENT **EQUAL RIGHTS DIVISION** 201 E WASHINGTON AVE ROOM A100

PO BOX 8928 MADISON WI 53708 MILWAUKEE WI 53203 Telephone: (608) 266-6860 Telephone: (414) 227-4384 Website: https://dwd.wisconsin.gov/er/

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ERD-4531-P (R. 06/2020)

Employee Rights under Wisconsin's Business Closing/Mass Layoff Notification Law

Under Wisconsin law, employees have certain rights and employers have certain obligations to give proper notice to their employees and others before taking certain actions. What is a "business closing" or "mass layoff?" A "business closing" requires notice if there is a permanent or temporary shutdown of an employment site or of one or more

ncluding "new" or "low-hour" employees). A "mass layoff" requires notice if there is a reduction in the workforce that is not a "business closing" and which affects the following number of employees (excluding new or low hour employees) at an employment site or within a single municipality At least 25% of the employer's workforce or 25 employees, whichever is greater or At least 500 employees

employed for fewer than 6 of the 12 months preceding the date on which a notice is required or who average fewer than 20 days before implementing a "business closing" or "mass layoff" in this state. The federal or state government (and their political subdivisions), charitable or tax exempt institutions and organizations, and independent contractors are not covered

etirements), if they are laid off for more than 6 months, or if their hours are reduced more than 50 percent during each month of any 6-month period, as the result of a business closing or mass layoff. New or low-hour employees - who have been

ockouts, sales, relocations, temporary or seasonal employment, unforeseeable circumstances, natural or man-made disasters What employees are entitled to receive notice? imployees are entitled to receive notice if they are counted as part of "business closing" or "mass layoff." New or low-hour

mployees may also be entitled to receive notice in situations where there is a "business closing" or "mass layoff."

under this law and do not have to provide notice. Additional exceptions exist in various situations involving strikes or

What can employees recover if notice is required and not given? If an employer implements a "business closing" or "mass layoff" without providing required notice, an affected employee may ecover back pay and benefits for each day that required notice was not provided (up to a maximum of 60 days). An affected employee may also recover attorney fees and costs in a lawsuit.

STATE OF WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT

If you have questions regarding this law or wish to file a complaint, call or write us at:

EOUAL RIGHTS DIVISION 201 E WASHINGTON AVE ROOM A100

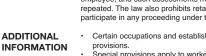
PO BOX 8928 MILWAUKEE WI 53203 MADISON WI 53708 Telephone: (414) 227-4384

Website: https://dwd.wisconsin.gov/er/ The Department of Workforce Development is an equal opportunity employer and service provider. If you have a ease contact us.

ERD-9006-P (R. 06/2020

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE



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 repeated. The law also prohibits retailating against or discharging workers who file a complaint or participate in any proceeding under the FLSA.

Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Marian 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



Wisconsin Minimum Wage Rates Effective July 24, 2009 (Wis. Stat. ch. 104)

ENFORCEMENT The Department has authority to recover back wages and an equal amount in liquidated damages in

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

estrictions. Different rules apply in agricultural employment.

farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based or

per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combiner

with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the

The FLSA requires employers to provide reasonable break time for a nursing mother employee who is

subject to the FLSA's overtime requirements in order for the employee to express breast milk for her nursing child for one year after the child's birth each time such employee has a need to express breast

milk. Employers are also required to 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

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

General Minimum Wage Rates Non-Opportunity Employees: Opportunity Employees \$7.25 per Hour \$5.90 per Hour Minimum Wage Rates for Tipped Employees Non-Opportunity Employees

\$2.33 per Hour \$2.13 per Hour Note: "Opportunity employee" means an employee who is not yet 20 years old and who has been in employmen

status with a particular employer for 90 or fewer consecutive calendar days from the date of initial employment. Minimum Wage Rates for All Agricultural Employees \$7.25 per Hour \$7.25 per Hour Minimum Rates for Caddies

STATE OF WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT EOUAL RIGHTS DIVISION

819 N 6TH ST ROOM 723 MILWAUKEE WI 53203 MADISON WI 53703 PO BOX 8928 MADISON WI 53708-8928 Telephone: (608) 266-6860 Telephone: (414) 227-4384

Website: https://dwd.wisconsin.gov/er/

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isability and need to access this information in an alternate format or need it translated to another lang

For more information contact

Wisconsin Maximum Allowances for Board and Lodging

Effective July 24, 2009

	Non-Opportunity Employees	Opportunity Employees
Meals	\$87.00 Per Week \$4.15 Per Meal	\$70.80 Per Week \$3.35 Per Meal
Lodging	\$58.00 Per Week \$8.30 Per Day	\$47.20 Per Week \$6.75 Per Day

All Employees \$87.00 Per Week \$4.15 Per Meal

\$58.00 Per Weel

Weekly Salary for All Employees [Adults and Minors]

Board & Lodging **Board Only** No Board or Lodging \$210.00 \$265.00 \$350.00 Salary Rates

When board or lodging provided by an employer is accepted and received by an employee, the employer is permitted to deduct up to the above amounts from the worker's paycheck. The amounts deducted are used to determine if the employee is receiving the required minimum wage rates.

Notice to Employees About Applying for Wisconsin Unemployment Benefits

How To Apply

You are totally unemployed, You are partially unemployed (your weekly earnings are reduced), or You expect to be laid off within the next 13 weeks and would like to start

18 Holes \$10.50

your benefit year early. **IMPORTANT:** Your claim begins the week you apply. To avoid any loss of

When To Apply

- benefits, apply the first week you are unemployed. Do not wait until the week is over.
- **Have This Information Ready To Apply:** ☐ A username and password for filing online ☐ A valid email or mobile number
- ☐ Your social security number ☐ Your Wisconsin driver license or identification number ☐ Your work history for the last 18 months:

Employers' addresses (including zip code) **

Employers' business names **

- Employers' phone numbers First and last dates of work with each employer Reason no longer working with each employer
- ☐ Your alien registration number, document number and expiration date, if you are not a U.S. citizen ☐ Form DD214 (Member 4 copy), if you served in the military in the last 18
- ☐ Form SF-50 or SF-8, if you are a federal civilian employee ☐ Name and local number of your union hall, if you are a union member Notice to Employers: All employers covered by Wisconsin's Unemployment Insurance law are required

to prominently display this poster where employees will easily see it. If employers do not have a permanent work site regularly accessed by employees, an individual copy is to be provided to each

employee. For additional copies go online at: https://dwd.wi.gov/dwd/publications/ui/notice.htm or call 414-438-7705. Please enter your UI Account business name and address in the box (at right) for Notice to Employees: The federal Social Security Act requires that you give us your social security number. It will be used to verify your identity and determine your eligibility. If you do not provide your social security number, we cannot take your claim.

STEPS TO APPLY ONLINE: Type into the internet browser: **my.unemployment.wisconsin.gov** Read & accept Terms and Conditions 3. Create a username and password 4. Logon to access online benefit services Complete your application

> For help using online services or if you are truly unable to go online call 414-435-7069 during business hours

dwd.wisconsin.gov/ui STATE OF WISCONSIN

** Employer Business Name & Address:

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Wisconsin Family and Medical Leave Act

Section 103.10, Wisconsin Statutes, requires that all employers with 50 or more employees display a copy of this poster in the workplace. Employers with 25 or more employees are required to post their particular leave policy.

Under state law all employers with 50 or more permanent employees must allow employees of either sex:

Up to six (6) weeks leave in a calendar year for the birth or adoption of the employee's child, providing the leave begins within sixteen (16) weeks of the birth or placement of that child. Up to two (2) weeks of leave in a calendar year for the care of a child, spouse, domestic partner, as defined in § 40.02(21c) or 770.01(1) or parent or a parent of a domestic partner with a serious health condition. Up to two (2) weeks leave in a calendar year for the employee's own

This law only applies to an employee who has worked for the employer more than 52 consecutive weeks and for at least 1000 hours during that 52-week period. The law also requires that employees be allowed to substitute paid or unpaid leave provided by the employer for Wisconsin Family and Medical Leave. Employers may

have leave policies, which are more generous than leaves required by the law. A complaint concerning a denial of rights under this law **must be filed within 30** days after the violation occurs or the employee should have reasonably known that the violation occurred, whichever is later.

For answers to questions about the law, a complete copy of the law, or to make a complaint about a denial of rights under the law contact:

ERD-7983-P (R-06/2020)

serious health condition.

STATE OF WISCONSIN DEPARTMENT OF WORKFORCE **DEVELOPMENT EQUAL RIGHTS DIVISION**

201 E WASHINGTON AVE, ROOM A100 PO BOX 8928 MADISON WI 53708

> 819 N 6th ST **ROOM 723**

Telephone: (414) 227-4384 Website: https://dwd.wisconsin.gov/er/

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STATE OF WISCONSIN

DEPARTMENT OF WORKFORCE

DEVELOPMENT

EQUAL RIGHTS DIVISION

201 E WASHINGTON AVE, ROOM A100

PO BOX 8928

MADISON WI 53708

Telephone: (608) 266-6860

819 N 6th ST

ROOM 723

MILWAUKEE WI 53203

Telephone: (414) 227-4384

Website: https://dwd.wisconsin.gov/er/

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translated to another language, please contact us.

Wisconsin law (Wis. Stat. § 109.075) requires employers who plan to discontinue health care benefits to current employees, retirees, and dependents of employees or retirees in some instances to provide the affected individuals with 60 days' notice of the cessation of benefits.

intention to cease providing health care benefits to affected parties Who is an affected individual entitled to this notice?

Employees, any union representing employees of the business, retirees, and dependents of employees and retirees currently covered by the health care plan are entitled to receive 60 days' written notice that the benefits

Why should an affected person file a complaint about not receiving 60 days' notice of the cessation of a health care benefit plan? A person who did not receive proper notice may receive either the value of the insurance premium(s) for the period without notice or the actual value

of medical expenses incurred during the non-notification period (maximum

If I have questions concerning this requirement or if I wish to file a complaint about not receiving notice, whom should I contact?

Equal Employment Opportunity is **THE LAW** Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations organizations are protected under Federal law from discrimination on the following bases itle VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pa

lisability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability with a disability who is an applicant or employee, barring undue hardship. pased on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

l'îtle II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic ion in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also estricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information yout genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical

story); and requests for or receipt of genetic services by applicants, employees, or their family members. l of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a ion proceeding, or otherwise opposes an unlawful employment practice WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDAL VETERANS The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits job discrimination and requires affirmativ action to employ and advance in employment disabled veterans, recently separated veterans (within three years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Force

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise oppose discrimination under these Federal laws. Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should conta-The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, 200 Const 20210, 1-800-397-6251 (toll-free) or (202) 693-1337 (TTY). OFCCP may also be contacted by e-mail at OFCCP-Public@dol.gov, or by calling at OFCCP regional or district office, listed in most telephone directories under U.S. Government. Department of Labor.

Employers Holding Federal Contracts or Subcontracts

on the following bases:

making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is ar

notion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability disc

RACE, COLOR, NATIONAL ORIGIN, SEX 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

09/2019-07/20/20 **THA-83750**

092019



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





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

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.

Non-Agricultural Employment

Agricultural Employment

Lodging

Camp Counselor Employment

Apply Online During These Times 9:00 AM - 5:00 PM Monday – Friday 6:00 AM – 7:00 PM 9:00 AM - 2:30 PM

For more information about unemployment insurance, visit our website:

with this information, please dial 7-1-1 for Wisconsin Relay Service. Please contact the Unemployment nsurance Division at 414-435-7069 to request information in an alternate format, including translated to another language

Telephone: (608) 266-6860

MILWAUKEE WI 53203

Advance Notice Required When Employers Decide to Cease Providing a Health Care Benefit Plan

Which employers must comply with this requirement? An employer who operates a business enterprise in Wisconsin that employs 50 or more persons in the state must provide written notice of its

Contact either the Equal Rights Division in Milwaukee or Madison listed

ERD-11054-P (R. 06/2020)

nge benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy)

addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex iscrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and

ne U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for ndividuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at EEOC 9/02 and OFCCP 8/08 Versions Useable With 11/09 Supplement

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

INDIVIDUALS WITH DISABILITIES

with or without reasonable accommodation, can perform the essential functions of the job. immediately contact the Federal agency providing such assistance.