

FED EMPLOYEES RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

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

OVERTIME PAY
Employees are entitled to regular pay for all hours worked over 40 in a workweek.

CHILD LABOR
An employer must be at least 16 years old to work in most non-farm jobs and at least 18 years old in any other job. There are exceptions for certain types of work.

TIP CREDIT
Employers of tipped employees who meet certain conditions may claim a partial wage credit based on tips received by their employees.

PUMP-AT-WORK
The FLSA requires employers to provide reasonable break time for a nursing employee to express her milk.

DEPARTMENT OF LABOR UNITED STATES OF AMERICA WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR 1-866-487-9243 www.dol.gov/agencies/whd

FED YOUR RIGHTS UNDER USERRA

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA protects the jobs of individuals who voluntarily or involuntarily leave employment positions to undertake military or certain types of service in the National Disaster Medical System.

REEMPLOYMENT RIGHTS
You have the right to be reemployed in your civilian job if you know that job to be available to you when you return from military service.

HEALTH INSURANCE PROTECTION
If you leave your job to perform military service, you have the right to continue your health insurance under the employer's health plan when you return.

ENFORCEMENT
The U.S. Department of Labor, Veterans Employment and Training Service (VETS) monitors compliance and resolve complaints of USERRA violations.

U.S. Department of Labor - 1-866-487-2365 U.S. Department of Justice - Office of Special Counsel Employee Support of the Guard and Reserve - 1-800-336-4590 REV. 05/2022

FED YOUR EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

The FMLA allows an employee to take up to 12 workweeks of FMLA leave in a 12-month period.

What is the Family and Medical Leave Act (FMLA)?
The FMLA is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons.

Who is eligible for FMLA leave?
You are eligible for FMLA leave if you are an eligible employee and you are an eligible family member.

What does FMLA leave cover?
FMLA leave covers the time you are away from work for a qualifying reason.

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CT These Administrative Regulations must be posted and maintained wherever workers covered by this Act are employed.

CONNECTICUT DEPARTMENT OF LABOR WAGE AND WORKPLACE STANDARDS DIVISION

Minimum wage is annually indexed each year, effective January 1, 2009.

MINIMUM WAGE:
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REGULATIONS:
These Administrative Regulations must be posted and maintained wherever workers covered by this Act are employed.

DEPARTMENT OF LABOR UNITED STATES OF AMERICA WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR 1-866-487-9243 www.dol.gov/agencies/whd

FED U.S. Equal Employment Opportunity Commission

Know Your Rights: Workplace Discrimination is Illegal

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

Who is Protected?
Employees covered by the law include men and women, race, color, religion, sex, national origin, age, disability, and genetic information.

What Types of Employment Discrimination are Prohibited?
The EEOC prohibits employment discrimination on the basis of race, color, religion, sex, national origin, age, disability, and genetic information.

What Organizations are Covered?
Most private employers, federal, state, and local governments, and educational institutions.

U.S. Equal Employment Opportunity Commission 1-800-649-5723 www.eeoc.gov

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CT Commission on Human Rights and Opportunities

Promoting Equality and Justice for All People

SEXUAL HARASSMENT IS ILLEGAL
and is prohibited by the Connecticut Discrimination Employment Practices Act, and Title VII of the Civil Rights Act of 1964.

Examples of Sexual Harassment:
Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature.

Remedies for Sexual Harassment:
Compensation for lost wages, back pay, and other benefits.

Commission on Human Rights and Opportunities 1-800-477-5737, or online at www.ct.gov/CHRO

CT TO THE EMPLOYEES

In accordance with §31-48B of the Connecticut General Statutes, this will serve as a notice that the employer may engage in the following types of Electronic Monitoring of employees' activities or communications:

Types of Electronic Monitoring:
Telephone, Computer, Radio, Video, Penetration, Other Electronic Monitoring.

Notice to Employees:
Employees should be notified of the monitoring practices and their rights.

Commission on Human Rights and Opportunities 1-800-477-5737, or online at www.ct.gov/CHRO

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

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

Who is Covered?
The Act covers most private employers with more than 15 employees.

What is Prohibited?
Employers are prohibited from requiring or requiring employees to take a lie detector test.

DEPARTMENT OF LABOR UNITED STATES OF AMERICA WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR 1-866-487-9243 www.dol.gov/agencies/whd

CT Commission on Human Rights and Opportunities

It is ILLEGAL TO DISCRIMINATE AGAINST SOMEONE BASED ON THEIR STATUS AS A VICTIM OF DOMESTIC VIOLENCE

Domestic violence is a pattern of coercive, controlling behavior that can include emotional abuse, psychological abuse, physical abuse, sexual abuse, and/or financial abuse.

Examples of Domestic Violence:
Physical abuse, sexual abuse, emotional abuse, financial abuse.

Remedies for Domestic Violence:
Restraining orders, counseling, legal assistance.

Commission on Human Rights and Opportunities 1-800-477-5737, or online at www.ct.gov/CHRO

CT Workers' Compensation Commission Notice to Employers

The Workers' Compensation Act (Chapter 560) requires your employer, as the employer, to provide benefits to you in case of injury or occupational disease in the course of employment.

Notice to Employers:
Employers must provide notice to employees regarding their workers' compensation rights.

Workers' Compensation Commission 1-800-477-5737, or online at www.ct.gov/WCC

CT Health Insurance is Complicated. Don't Worry Alone. Free, Expert Assistance & Representation

Insurance denials & appeals, Billing Errors, and Access to Care Any type of health coverage - Commercial, Medicare, HUSKY & others

There's help. Call 1-866-646-6446. Visit: CT.gov/Health. Email: Health.Advocate@ct.gov

OHA Office of the Healthcare Advocate STATE OF CONNECTICUT

CT Commission on Human Rights and Opportunities

Safe Connections

Safe Connections advocates can help you think through options and get you connected with case counseling, support groups, advocacy for accessing basic needs, court-based advocacy, age-appropriate child advocacy, and support in finding shelter and other housing options.

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Safe Connections 1-800-477-5737, or online at www.ct.gov/CHRO

CT Notice to Employees

Electronic monitoring means the collection of information on an employee's premises concerning employee activities or communications by any means, but not direct observation, listening to a telephone conversation, video surveillance, or other electronic monitoring.

Notice to Employees:
Employees should be notified of the monitoring practices and their rights.

Commission on Human Rights and Opportunities 1-800-477-5737, or online at www.ct.gov/CHRO

CT All workers have the right to: A safe workplace.

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.

OSHA Occupational Safety and Health Administration 1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov