

FED **EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT**

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

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

OVERTIME PAY
At least 1 1/2 times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR
Employees must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work restrictions. Different rules apply in agricultural employment.

TIP CREDIT
Employees 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 employer's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

NURSING MOTHERS
The FLSA requires employers to provide reasonable break time for a nursing mother employee who is subject to the FLSA overtime requirements. In order for the employer 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 coworkers and the public, which may be used by the employee to express breast milk.

WHD WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR
1-866-487-9243
TTY: 1-877-889-5627
www.dol.gov/whd

REV. 07/2016

IL DEPARTMENT OF LABOR
Your Rights Under Illinois Employment Laws

Minimum Wage \$11.00 per hour (Effective Jan. 1, 2021) and Overtime
Coverage: Applies to employers with 4 or more employees. Domestic workers are covered even if the employer only has 1 weekly. Certain workers not covered by the Minimum Wage Law and some workers may be paid less than the minimum wage under limited conditions. For more information, visit our website: www.illinoisstate.gov

Wage Increases Schedule
Effective Jan. 1, 2021... \$11.00
Effective Jan. 1, 2022... \$12.00
Effective Jan. 1, 2023... \$13.00
Effective Jan. 1, 2024... \$14.00
Effective Jan. 1, 2025... \$15.00

Tipped Employees: Must be paid at least 60% of the applicable minimum wage. If an employer's tips combined with the wages are not sufficient to equal the minimum wage, the employer must make up the difference.

Overtime: Most hourly employees and some salaried employees are covered by the overtime law and must be compensated at time and one-half of their regular pay for hours worked over 40 in a workweek.

Unpaid Wages Payment and Collection Act
Employees must receive their final compensation, including earned wages, vacation pay, commissions and bonuses on their next regularly scheduled payday.

Child Labor
Workers under Age 16
Children under the age of 14 may not work in most jobs, except under limited conditions.

Equal Pay Act
Employers are prohibited from paying men and women different wages for substantially similar work, unless such wage differences are based upon a seniority system, a merit system, or factors other than gender.

Hotline: 1-800-478-3998

REV. 12/2020

IL DEPARTMENT OF HUMAN RIGHTS — IDHR
YOU HAVE THE RIGHT TO BE FREE FROM JOB DISCRIMINATION AND SEXUAL HARASSMENT.

The Illinois Human Rights Act states that you have the right to be free from unlawful discrimination and sexual harassment. This means that employers may not treat people differently based on race, age, gender, pregnancy, disability, sexual orientation or any other protected class named in the Act. This applies to all employer actions, including hiring, promotion, discipline and discharge.

REASONABLE ACCOMMODATIONS
You also have the right to reasonable accommodations based on pregnancy and disability. This means you can ask for reasonable changes to your job if needed when you are pregnant or disabled.

RETALIATION
It is also unlawful for employers to treat people differently because they have reported discrimination, or have filed a charge with the Commission.

REPORT DISCRIMINATION
To report discrimination, you may:
1. Contact your employer's human resources or personnel department.
2. Contact the Illinois Department of Human Rights (IDHR) to file a charge.

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REV. 10/2011

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REV. 07/2016

IL DEPARTMENT OF LABOR — IDOL
Victims' Economic Security and Safety Act (Vessa)

Required Posting for Employers

Vessa provides employees who are victims of domestic violence, sexual violence, or gender violence and employees who are a partner or household member who is a victim of violence. Certification may be used if the employer or the employee's family or household member is:
• experiencing an incident of domestic violence, sexual violence, or gender violence.
• recovering from the violence;
• seeking or receiving medical help, legal assistance (including participation in legal proceedings), counseling, safety planning or other assistance;
• temporarily or permanently relocating;
• to take other actions to increase the safety of the victim from future domestic, sexual, or gender violence; or to ensure economic security.

NOTICE — Employees must provide the employer with at least 48 hours prior notice, unless providing advance notice is not practicable. If an employee is unable to provide advance notice, an employer must provide notice when an employee is able to do so, within a reasonable period of time after the absence.

CERTIFICATION — An employer may require the employee to provide certification of the domestic, sexual, or gender violence and that he or she is unable to address the violence. Certification may include a sworn statement of the employee and other documentation such as a letter from a victim's service organization or a police report.

Leave permitted during a 12-month period under the act based on number of employees:

| Number of employees | Leave permitted |
|----------------------|-----------------|
| 1-14 employees | 4 weeks |
| 15-49 employees | 8 weeks |
| 50 or more employees | 12 weeks |

Leave may be taken consecutively, intermittently, or on a reduced work schedule basis.

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REV. 09/2018

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REV. 07/2016

IL DEPARTMENT OF EMPLOYMENT SECURITY
NOTICE to workers about Unemployment Insurance Benefits

THE POSTING OF THIS NOTICE IS REQUIRED BY THE ILLINOIS UNEMPLOYMENT INSURANCE ACT.

FILING A CLAIM
The Illinois Unemployment Insurance Act provides for the payment of benefits to eligible unemployed workers and for the collection of employer contributions from liable employers. It is designed to provide living expenses while new employment is sought. Claims should be filed as soon as possible after separation from employment. Claims can be filed online at www.ides.illinois.gov or at the nearest Illinois Department of Employment Security office to the worker's home. To be eligible for benefits, an unemployed individual must be available for work, able to work and actively seeking work and, in addition, must not be disqualified under any provisions of the Illinois Unemployment Insurance Act.

BY LAW, EMPLOYERS MUST DISPLAY THIS NOTICE IN A PROMINENT PLACE IN EACH WORKPLACE AND COMPLETE THE INFORMATION BELOW.

PARTY HANDLING WORKERS' COMPENSATION CLAIMS

BUSINESS ADDRESS

BUSINESS PHONE

EFFECTIVE DATE

TERMINATION DATE

POLICY NUMBER

EMPLOYER'S FEIN
ICPN 10/11

REV. 10/2011

IL DEPARTMENT OF LABOR — IDOL
Victims' Economic Security and Safety Act (Vessa)

Required Posting for Employers

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• experiencing an incident of domestic violence, sexual violence, or gender violence.
• recovering from the violence;
• seeking or receiving medical help, legal assistance (including participation in legal proceedings), counseling, safety planning or other assistance;
• temporarily or permanently relocating;
• to take other actions to increase the safety of the victim from future domestic, sexual, or gender violence; or to ensure economic security.

NOTICE — Employees must provide the employer with at least 48 hours prior notice, unless providing advance notice is not practicable. If an employee is unable to provide advance notice, an employer must provide notice when an employee is able to do so, within a reasonable period of time after the absence.

CERTIFICATION — An employer may require the employee to provide certification of the domestic, sexual, or gender violence and that he or she is unable to address the violence. Certification may include a sworn statement of the employee and other documentation such as a letter from a victim's service organization or a police report.

Leave permitted during a 12-month period under the act based on number of employees:

| Number of employees | Leave permitted |
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REV. 01/2021

FED **YOUR RIGHTS UNDER USERRA**

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

REEMPLOYMENT RIGHTS
You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and:
• you ensure that your employer receives advance written and verbal notice of your service;
• you have five years or less of cumulative service in the uniformed services while with that particular employer;
• you return to work or apply for reemployment in a timely manner after conclusion of service; and
• you were not being separated from service with a disqualifying discharge or under other than honorable conditions.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION
If you:
• are a past or present member of the uniformed service;
• are obligated to serve in the uniformed service;
• have applied for membership in the uniformed service;
then an employer may not deny you:
• initial employment;
• reemployment;
• retention in employment;
because of that status.

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 connection.

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 • 1-800-336-3590

REV. 04/2017

OSHA Occupational Safety and Health Administration

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 work-related 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.

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 workplace.
- 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 programs in every state.

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

Two ways to verify poster compliance!

SCAN

Contact OSHA. We can help.

To update your employment law posters contact
J. J. Keller & Associates, Inc.
JKKeller.com/employmentlaw
800-327-6868

J. J. Keller & Associates, Inc.
Since 1953

ENTER JKKeller.com/LLPVerify
Enter: 43981-032021

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

REV. 11/2009