FED

EMPLOYEE RIGHTS

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 1½ times the regular rate of pay for all hours worked over 40 in a workweek. **CHILD LABOR** An employee must be at least 16 years old to work in most

non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. 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 equal the minimum hourly wage, the employer must make up the

PUMP AT WORK The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their 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

DEPARTMENT OF LABOR UNITED STATES OF AMERICA

RI

the employee to express breast milk

WAGE AND HOUR DIVISION **UNITED STATES** DEPARTMENT OF LABOR

UNDER THE FAIR LABOR STANDARDS ACT **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 the pump at work requirements

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

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.

www.dol.gov/agencies/whd

1-866-487-9243

independent contractors are not.

REV. 04/2023

LABOR

LAWS

Rhode Island Department of Labor and Training (DLT) **Attention Employees - MINIMUM WAGE - Rhode Island**

(90% of

Minimum

Wage)

\$10.50

(75% of

Minimum

Wage)

Effective JANUARY 1, 2024 - THIS LAW **HOURLY MINIMUM WAGE FOR ALL EMPLOYEES** EXCEPT: Full-time students under 19 years \$12.60

of age working in a non-profit

(as of Jan. 1, 2017):

religious, educational, librarial or

community services organization. Minors **14** and **15** years of age working not more than 24 hours

in a week **Employees receiving gratuities**

Overtime Pay - At least 1½ times the regular rate of pay for all hours worked over 40 in any one workweek. The law contains exemptions from minimum wage and/or overtime pay requirements for certain occupations or establishments. Mandatory Nurse Overtime - a hospital may not require certain nurses and certified nurse assistants to work overtime except in an unforeseeable emergency.

Minimum Shift Hours - Employees requested or permitted to report for duty at the beginning of a work shift must be provided with 3 hours work or 3 hours wages. Retail establishment

employees must be provided with 4 hours work on Sundays and Holidays.

> Child Labor - Employees must be at least 16 years old to work in most nonfarm jobs and 18 to work in nonfarm jobs declared hazardous by the U.S. Secretary of Labor. Youths 14 and 15 may work, with a special permit issued by local school officials, in various jobs outside school hours under certain conditions. Different rules apply to agriculture employment. **Enforcement** - DLT may bring criminal action against any employer who pays substandard wages to an employee, and may seek, upon conviction, a penalty up to \$500 and/or imprisonment of up to 90 days. Each week an employer fails

Any employer who hinders or delays the DLT Director or authorized representative in the performance of duties in the enforcement of the law: refuses to admit the Director or said representative to any place of employment; fails to make, keep, and preserve, any records as required; falsifies any such record; refuses to make such record accessible to the Director or said representative upon demand; or refuses to furnish a sworn statement of such record or any other information needed for the proper enforcement of this law, shall be deemed in violation and subject to a fine of up to \$500. Each day such violation

to pay the applicable minimum wage constitutes a separate

occurs constitutes a separate offense Visit www.dlt.ri.gov/ls or call (401) 462-WAGE (9243) for more information. DLT-L-58

REV. 01/2019

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor andards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of abor dictates that the employee is entitled to the higher minimum wage rate THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

Department of Labor and Training (DLT)

You Are Protected under Provisions of the RI EMPLOYMENT SECURITY ACT

Commission for Human Rights

Sexual Harassment is Against the Law

Department of Labor and Training (DLT)

HEALTHY AND SAFE FAMILIES and WORKPLACES ACT

CHAPTER 28-50

The Rhode Island Whistleblowers' Protection Act

Pursuant to RI General Law §28-57, you are entitled to sick and safe leave to address your own health and

safety needs as well as those of your family. This leave may or may not be paid depending on the size of

and the TEMPORARY DISABILITY INSURANCE ACT **UNEMPLOYMENT INSURANCE BENEFITS**

If you become totally/partially unemployed: File your claim for benefits with the DLT the same week

File your claim online at www.dlt.ri.gov/ui or by telephone at (401) 243-9100. Visit www.dlt.ri.gov/ui for hours of operation. For more information, visit www.dlt.ri.gov/ui or call (401) 243-9100 Monday is a high-volume telephone day; you may prefer

you are unemployed or working reduced hours.

to file your claim later in the week. You will need your Social Security number and name, address and telephone numbers of your employers for the last two years. If you are not a U.S. citizen, your alien registration number is To collect unemployment benefits, the law requires that

you must: a. Be unemployed through no fault of your own, b. Have earned minimum qualifying wages while you

were working. c. Be physically able to work, available for work, and actively seeking work, and

TEMPORARY DISABILITY INSURANCE BENEFITS

d. Register for work with DLT.

Eligible for TDI Benefits - If you have become ill or injured and neet all of the requirements, you may be entitled to receive

You are unemployed due to illness, surgery, or injury for a minimum of seven consecutive days or more, and You are under the care of an approved Qualified Health

You have a timely exam: an in-office physical exam the week within the calendar week in which the first day of unemployment due to sickness occurs or within the calendar week prior or subsequent thereto. You earned enough qualifying wages during the base

period to be monetarily eligible. Eligible for Temporary Caregiver Insurance Benefits - If you are caring for a seriously ill: child, spouse, parent, parent in-law, grandparent, domestic partner or you are bonding with a newborn child, adopted child or foster child within the first 12 months of parenting; you may be eligible to receive benefits if

You are unemployed because you are caring for a seriously ill family member or bonding with a child and

Sexual harassment is a form of discrimination that occurs when

sexual favors and/or other verbal or physical conduct of a sexual

a co-worker

an individual makes unwelcome sexual advances, requests for

Sexual harassment occurs when submission to or rejection

of this conduct explicitly or implicitly affects an individual's

employment, unreasonably interferes with an individual's work

performance or creates an intimidating, hostile, or offensive work

Sexual harassment is a violation of state and federal laws.

The prohibition against sexual harassment does not only apply

to employers. It also applies to labor organizations, employment

your employer and other factors as detailed in the law.

§ 28-50-1. Short title. – This chapter may be cited as the "Rhode

"Employee" means a person employed by any employer.

and shall include, but not be limited to: at-will employees

contract employees, applicants, prospective employees,

"Employer" means any person, partnership, association,

entity, including any department, agency, commission,

committee, board, council, bureau, or authority or any

subdivision thereof in state or municipal government

wages or under any contract of hire, written or oral,

"Person" means an individual, sole proprietorship,

"Public body" means all of the following:

One shall employ another if services are performed for

partnership, corporation, association, or any other legal

A state officer, employee, agency, department,

division, bureau, board, commission, council,

authority, or other body in the executive branch of

An agency, board, commission, council, member,

A county, city, town, or regional governing body,

a council, school district, or a board, department,

commission, agency, or any member or employee

through state or local authority, or any member or

The judiciary and any member or employee of the

Any other body that is created by state or local

A law enforcement agency or any member or

"Supervisor" means any individual to whom an employer

has given the authority to direct and control the work

performance of the affected employee or any individual

who has the authority to take corrective action regarding

the violation of a law, rule, or regulation about which the

§ 28-50-3. Protection. – An employer shall not discharge,

regarding the employee's compensation, terms, conditions.

location, or privileges of employment nor shall an employer

report or threaten to report an employee's immigration status

immigration agency or law enforcement agency including local

Because the employee, or a person acting on behalf of

the employee, reports or is about to report to a public

body, verbally or in writing, a violation that the employee

knows or reasonably believes has occurred or is about to

occur, of a law or regulation or rule promulgated under

the law of this state, a political subdivision of this state,

to Immigration and Customs Enforcement (ICE) or any other

threaten, or otherwise discriminate against an employee

authority or that is primarily funded by or

employee of that body

(vii) Any federal agency

employee complains

or employee of the legislative branch of state

sole proprietorship, corporation or other business

§ 28-50-2. Definitions. - As used in this chapter

express or implied

Visit www.dlt.ri.gov/wrs or call (401) 462-WAGE (9243) for more information.

agencies, and to individuals who aid and abet an unlawful

nature against his or her wishes.

a supervisor in another

The harasser can be

RI

a supervisor

You provide the department with the required medical evidence of the seriously ill family member and your need to care for him/her or the required proof of parent child relationship for bonding claims and You earned enough in qualifying wages to be monetarily

To Apply - Complete a TDI/TCI application. TDI claims must be iled within 90 days of the first week out of work due to illness. The DLT Director may extend this period up to 26 weeks if the individual can show a good medical reason for the delay in filing. TCI claims must be filed within 30 days after the first day of leave is taken for reasons of bonding or caregiving. TDI/TCI application may be obtained online at www.dlt.ri.gov/tdi. or call (401) 462-8420, Option #1 to request an application be mailed to you. For more information, visit www.dlt.ri.gov/tdi or call

(401) 462-8420. NOTE: You may be entitled to a refund of a portion of your contributions if during the calendar year TDI contributions were deducted from your pay by more than one employer. Information may be obtained regarding a refund by calling (401) 574-8700 or writing to the RI Division of Taxation, Employer

Tax Section, One Capitol Hill, Suite 36, Providence, RI 02908-5829. **EMPLOYMENT AND TRAINING SERVICES** If you need help finding a job, DLT offers free employment and

training related services including: Job referral and placement services Resource rooms with a wide range of employment and

training resources. Career counseling and testing to help assess aptitudes and interests. Internet access for employment and training information

Job Search workshops to help you develop interviewing

Résumé writing seminars to help you create an effective résumé and cover letter Visit dlt.ri.gov for a location near you. You can access many

services online at <u>www.employri.org</u>. DLT-TX-6

Report incidents of harassment to:

If you believe you are or have been the victim of

sexual harassment, contact:

RHODE ISLAND COMMISSION

FOR HUMAN RIGHTS

180 WESTMINSTER STREET, THIRD FLOOR

Providence, RI 02903

401-222-2661

TDD: 401-222-2664

Fax: 401-222-2616

www.richr.ri.gov

or the United States, unless the employee knows or has

Because an employee is requested by a public body to

Because an employee refuses to violate or assist in

participate in an investigation, hearing, or inquiry held by

violating federal, state, or local law, rule, or regulation; or

Because the employee reports verbally or in writing to

the employer or to the employee's supervisor a violation

which the employee knows or reasonably believes has

occurred or is about to occur, of a law or regulation or rule promulgated under the laws of this state, a political

subdivision of this state, or the United States, unless the

employee knows or has reason to know that the report

is false. Provided, that if the report is verbally made,

the employee must establish by clear and convincing

§ 28-50-4. Relief and damages. – (a) A person who alleges

a violation of this act may bring a civil action for appropriate

after the occurrence of the alleged violation of this chapter.

injunctive relief, or treble damages, or both within three (3) years

(b) An action commenced pursuant to subsection (a) may be

violation occurred, the county where the complainant resides, or

the county where the person against whom the civil complaint is

(c) As used in subsection (a) of this section, "damages" means

(d) [Deleted by P.L. 2012, ch. 306, § 5 and P.L. 2012, ch. 344,

§ 28-50-5. Reinstatement. – A court, in rendering a judgment

in an action brought under this act, shall order, as the court

considers appropriate, reinstatement of the employee, the

payment of back wages, full reinstatement of fringe benefits

and seniority rights, actual damages, or any combination of

court determines that the award is appropriate.

public body in accordance with § 28-50-3.

collective bargaining agreement

to be spoken by employees

declared to be severable.

RI General Laws §28-29-13, §28-44-38 and §28-41-15 state that these notices must be posted and maintained in

DLT is an equal opportunity employer/program, auxiliary aids and services are available on request to individuals with disabilities. TTY via RI

conspicuous places where workers are employed. Fines may be imposed for noncompliance.

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these remedies. A court may also award the complainant all or a

portion of the costs of litigation, including attorneys' fees if the

§ 28-50-6. Collective bargaining. – This chapter shall not be

§ 28-50-7. Exemption. – This chapter shall not be construed

participation in an investigation, hearing or inquiry held by a

§ 28-50-8. Notices posted. – An employer shall post notices

and use other appropriate means to keep his or her employees

informed of their protections and obligations under this chapter

including posting in prominent locations in all languages known

its application to any person or circumstances is held invalid or

unconstitutional, the invalidity or unconstitutionality shall not

affect other provisions or applications of this act which can be

given effect without the invalid or unconstitutional provision

or application, and to this end the provisions of this

§ 28-50-9. Severability. – If any provision of this chapter or

to require an employer to compensate an employee for

construed to diminish or impair the rights of a person under any

damages for injury or loss caused by each violation of this

brought in the superior court for the county where the alleged

reason to know that the report is false; or

that public body, or a court action; or

evidence that the report was made

filed resides or has their principal place of business.

FED

What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most

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 servicemember. 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

Am I eligible to take FMLA leave? You are an eligible employee if all of the following apply: You work for a covered employer. You have worked for your employer at least 12 months, You have at least 1,250 hours of service for your employer during the 12 months before your leave, and Your employer has at least 50 employees within 75 miles of

your work location. Airline flight crew employees have different "hours of service" You work for a covered employer if one of the following applies: You work for a private employer that had at least 50

employees during at least 20 workweeks in the current of previous calendar year. You work for an elementary or public or private secondary You work for a public agency, such as a local, state or

federal government agency. Most federal employees are

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

of Personnel Management How do I request FMLA leave? 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 If advance notice is not possible, give notice as soon as

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 can determine whether the leave qualifies for FMLA protection. You must also inform your employer if FMLA leave was previously taken or approved for the same reason when requesting additional leave. 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

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, Continue your group health plan coverage while you are on

leave on the same basis as if you had not taken leave, and Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your 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 writina: About your FMLA rights and responsibilities, and

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

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

DEPARTMENT OF LABOR UNITED STATES OF AMERICA **WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT** OF LABOR

protected leave.

SCAN ME WH1420

REV. 04/2023

RHODE ISLAND RHODE ISLAND DEPARTMENT OF LABOR AND TRAINING (DLT) Notice to All Employees - Information Employers Must Post

Pay Equity Act

STATE OF

RHODE ISLAND

Employer Wage Inquiry

provided.

to discuss wages.

Retaliation Prohibited

as a condition of employment.

Wage Discussion among Employees

Pursuant to Rhode Island General Law § 28-6-22,

employers are prohibited from inquiring into or requiring

considering the individual's candidacy, and from setting a

minimum or maximum threshold of prior wage earnings

An employer may, for the limited purpose of "support[ing]

employer," consider and seek to confirm a job applicant's

a wage higher than the wage [initially] offered by the

At the time of hire or internal transfer to a new position,

and whenever requested by an employee, an employer

individual, the wage range for the position the individual?

wage history if such wage history was voluntarily

must disclose to the hired, transferred, or inquiring

Pursuant to Rhode Island General Law § 28-6-18, it is unlawful

for an employer to prohibit employees from discussing wages or

asking other employees about their wages. Employers may not

request or require that employees or applicants waive the right

Any discriminatory or disciplinary action taken against an

employee for exercising these rights under the Act, or for

opposing any practice made unlawful by the Act, is prohibited.

RI General Laws § 28-6-18 states that this notice must be posted

and maintained in conspicuous places where workers are

employed. Fines may be imposed for noncompliance.

DLT is an equal opportunity employer/program, auxiliary aids and

services are available on request to individuals with disabilities. TTY

via RI Relay 7111

the disclosure of a job applicant's wage history, from

relying upon a job applicant's wage history when

Pay Differentials for Comparable Work Pursuant to Rhode Island General Law § 28-6-18, it is unlawful for an employer to pay a differential wage based on race,

color, religion, sexual orientation, gender, gender identity or expression, disability, age, and country of ancestral origin for comparable work. A differential wage is permissible where one or more of the following factors is found to apply: "A seniority system; provided, however, that time spent on leave due to a pregnancy related condition or parental, family and medical leave shall not reduce seniority." "A merit system.

"A system that measures earnings by quantity or quality of production." "Geographic location when the locations correspond with different costs of living, provided, that no location within the state of Rhode Island will be considered to have a sufficiently different cost of living." "Reasonable shift differential, which is not based upon or

protected] characteristic[]. "Education, training, or experience to the extent such factors are job-related and consistent with a business necessity." "Work-related travel, if the travel is regular and a business necessity." "A bona fide factor other than [a protected] characteristic[]

.. which is not based upon or derived from a differential

which is job-related with respect to the position in question;

in compensation based on [a protected] characteristic[] ...

and which is consistent with business necessity."

derived from a differential in compensation based on [a

Enforcement Alleged violations of the Act may be complained of (1) in a civil action brought by an employee, or (2) by a complaint filed with

parent, spouse, child, mother-in-law, or father-in-law.

(Serious Illness is defined to mean a disabling physical

or mental illness, injury, impairment or condition that

involves in-patient care in a hospital, nursing home,

treatment or supervision by a health care provider).

hospice or out-patient care requiring continuing

Requests for Leave - To be entitled to the leave, the employee

which the requested leave is to begin and end, unless prevented

certification shall specify the probable duration of the requested

employed for 12 consecutive months is entitled to 10 hours of

employee is the parent, foster parent, or guardian. A notice of

leave during any 12-month period to attend school conferences

must give at least 30 days notice of the intended date upon

by medical emergency from doing so. Employees may be

requested to provide written certification from the physician

of the person who is the reason for the leave request, which

School Involvement Leave - An employee who has been

or other school-related activities for a child of whom the

Department of Labor and Training (DLT)

Employers with 50 or more employees must grant an unpaid 24 hours prior to the leave must be given to the employer by leave of absence upon the request of an eligible employee, for the employee. The leave is not required to be paid; however, an 13 consecutive weeks in any two calendar years, under certain employee may substitute any accrued paid vacation leave or Employees are Eligible to apply for leave if they work full-Use of Sick Leave by Adoptive Parent - Any employer who

RHODE ISLAND PARENTAL AND FAMILY MEDICAL LEAVE ACT

time, an average of 30 hours or more per week and have been allows sick time or sick leave of an employee to be used after employed continuously for at least 12 months. the birth of a child shall allow the same time to be used for the placement of a child 16 years of age or less with an employee in Purpose of Leave - Under the Act, the leave must be for one or connection with the adoption of the child by the employee. **Continuation of Health Benefits** - Prior to the commencement Birth of a child of an employee of leave, the employee must pay his employer a sum equal to the Placement of a child 16 years of age or less with an premium required to maintain the employee's health benefits employee in connection with the adoption of such child in force during the period of leave, which sum is required to be by the employee returned to the employee within 10 days following return to "Serious illness" of the employee or the employee's

> Return from Leave - Employees who are granted leave under the Act are entitled to be restored to the position held when the leave commenced, or to a position with equivalent seniority, status, employment benefits, pay and other terms and conditions of employment, including all fringe benefits and service credits that the employee had been entitled to at the commencement

Prohibited Acts - It is unlawful for any employer to interface the Act. Any discrimination or disciplinary action taken against an employee for exercising these rights under the Act. or for opposing any practice made unlawful by the Act, is also **Enforcement** - Alleged violations of the Act may be complained

of (1) in a civil action brought by an employee, (2) by a complaint filed with the DLT Director. Civil penalties are provided for violations of the Act or any order issued by the Director of Labor REV. 01/2018

Department of Labor and Training (DLT) WORKERS' COMPENSATION ACT of the State of Rhode Island

Workers' Compensation Insurance Company:

POLICY EFFECTIVE DATE: ince with RI General Law §28-32-1, employers must report to the DLT Director every personal injury sustained by an employee if the injury incapacitates the employee from earning full wages for at least 3 days or requires medical treatment,

regardless of the period of incapacity. If the injury proves fatal,

the report must be filed within 48 hours. If not fatal, the report shall be made within 10 days of the injury. treatment initially. The employee's first visit to any facility under contract or agreement with the employer or insurer to provide priority care shall not be considered the employee's initial choice. press #1. If you suspect fraud, contact the Fraud Prevention Unit at (401) 462-8100, press #7. DWC-8

REV. 01/2018

RI

questions regarding whether an applicant has ever been arrested, charged with or convicted of any crime. Limited exceptions exist for law enforcement agencies and related positions. Employers in violation of this law may be fined between \$100-\$500 per offense. Visit www.dlt.ri.gov/ls or call (401) 462-WAGE (9243) for

Pursuant to RI General Law §28-6.14-1, it is unlawful for an employer to include on a job application any

Department of Labor and Training (DLT)

BAN-THE-BOX

RI

Department of Labor and Training (DLT) RHODE ISLAND RIGHT-TO-KNOW

Under the RI Right-To-Know Law, your employer must tell you about the dangers of any hazardous

Ignoring This Poster Can Be Hazardous To Your Health

substances in your workplace. You have a right to the common name or trade names of the substance, including the chemical name; the level at which exposure to the substance is hazardous,

the effects and symptoms of exposure at hazardous the potential for flammability, explosion, and reactivity of appropriate emergency treatment proper procedures for the safe use of and exposure to the

If he or she has not, make sure you ask about it. Your company The Right-To-Know Law was created to protect you. Visit http://www.dlt.ri.gov/occusafe or call (401)462-8570, option #4 for more informatior

PHONE NUMBER

"Because not knowing about the hazardous substances you work with is the greatest hazard of all." DLT-L-47 The RI Right-To-Know Law

proper protective equipment for safe use; and

Your employer must provide you with the above information.

procedures for clean-up of leaks and spills.

REV. 01/2018

RI NOTICE OF RIGHT TO BE FREE FROM DISCRIMINATION BECAUSE OF PREGNANCY, CHILDBIRTH AND RELATED CONDITIONS

discrimination based on pregnancy, childbirth and related conditions. Federal law provides similar protections. Employees and applicants have the right under state law to request a reasonable accommodation for conditions related to pregnancy, childbirth and related conditions such as the need to express breast milk for a nursing child. This workplace may not: refuse to grant you the reasonable accommodation unless it would create an undue hardship on this

State law protects employees and applicants from

employer's enterprise, business or program; require you to take a leave if another reasonable accommodation can be granted; or deny you employment opportunities based on a refusal to provide a reasonable accommodation. If you want to request a reasonable accommodation, or if you have been discriminated against based on pregnancy, childbirth

or related condition, please contact one of the following staff

or after a first interview (with certain exceptions)

EMAIL ADDRESS EMAIL ADDRESS **A**DDRESS If you have been the victim of discrimination based on

pregnancy, childbirth or related conditions and/or denial of a

reasonable accommodation, contact

RHODE ISLAND COMMISSION FOR HUMAN RIGHTS

180 WESTMINSTER STREET, 3RD FLOOR

Providence, RI 02903

(401) 222-2661 TTY: 401-222-2664 www.richr.ri.gov REV. 07/2015

PHONE NUMBER

Commission for Human Rights

Discrimination is Illegal State and Federal laws prohibit harassment and discrimination in hiring, terms and conditions, promotion, discharge, salary, benefits, and other aspects of employment based on race, color, religion, ancestral origin, sex, sexual orientation*, gender identity or expression*, physical or mental disability or age (over 40). State law also prohibits employers from asking applicants about arrest records, and makes it unlawful to ask about convictions until at

Report incidents of harassment and discrimination to the Commission for Human Rights and the company representative named

COMMISSION FOR **H**UMAN **R**IGHTS TITLE: 180 Westminster Street THIRD FLOOR

WE ARE AN EQUAL OPPORTUNITY EMPLOYER

You have the right to a workplace free of harassment and discrimination.

Providence, RI 02903 401-222-2661 TDD: 401-222-2664 www.richr.ri.gov

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

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

Employees (current and former), including managers

and temporary employees Job applicants

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

Union members and applicants for membership in a **What Types of Employment Discrimination are**

against you, regardless of your immigration status, on the bases

Race Color

Religion National origin Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender

Age (40 and older) Disability Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic

services, or family medical history) 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 What Organizations are Covered?

State and local governments (as employers) Educational institutions (as employers)

Most private employers

Staffing agencies What Employment Practices can be Challenged as Discriminatory?

All aspects of employment, including: Discharge, firing, or lay-off

Hiring or promotion Assianment Pay (unequal wages or compensation)

Classification

Requesting or disclosing medical information of employees

Executive Order 11246, as amended, prohibits employment Harassment (including unwelcome verbal or physical conduct)

You have the right to be reemployed in your civilian job if you leave that job to

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

you have five years or less of cumulative service in the uniformed services while

you return to work or apply for reemployment in a timely manner after

you have not been separated from service with a disqualifying discharge or

If you are eligible to be reemployed, you must be restored to the job and benefits you

are obligated to serve in the

any benefit of employment

uniformed service;

promotion; or

would have attained if you had not been absent due to military service or, in some

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

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

Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical condition; or a sincerely-held religious belief, observance or practice

Job training

FED

REEMPLOYMENT RIGHTS

Obtaining or disclosing genetic information of employees

perform service in the uniformed service and:

with that particular employer:

under other than honorable conditions.

are a past or present member of the •

have applied for membership in the

conclusion of service; and

cases, a comparable job.

uniformed service;

uniformed service; or

initial employment;

reemployment;

because of this status.

then an employer may not deny you:

retention in employment;

Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding 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 accommodation) or pregnancy What can You Do if You Believe **Discrimination has Occurred?**

Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge Retaliation of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways **Submit** an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx 1-800-669-4000 (toll free)

1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone) an EEOC field office (information at www.eeoc.gov/field-office) E-Mail info@eeoc.gov

Additional information about the EEOC, including information about filing a charge of discrimination, is available at

EMPLOYERS HOLDING FEDERAL

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

from discrimination on the following bases: Race, Color, Religion, Sex, Sexual Orientation, **Gender Identity, National Origin**

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. Asking About, Disclosing, or Discussing Pay

Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees. Disability

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations 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 employment qualified individuals with

disabilities at all levels of employment, including the executive

Protected Veteran Status The Vietnam Era Veterans' Readjustment Assistance Act of

1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal

Retaliation is prohibited against a person who files a complaint otherwise opposes discrimination by Federal contractors under

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/.

Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination

sex in educational programs or activities which receive Federal financial assistance. **Individuals with Disabilities** Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or

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

without reasonable accommodation, can perform the essential

YOUR RIGHTS UNDER USERRA

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

the uniformed services, and applicants to the uniformed services. **HEALTH INSURANCE PROTECTION** 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 in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-

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

be viewed at https://webapps.dol.gov/elaws/vets/userra. 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.

employer for violations of USERRA. The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily

Where polygraph tests are permitted, they are subject to numerous strict standards

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

concerning the conduct and length of the test. Examinees have a number of specific

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

FED

EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

UNITED STATES DEPARTMENT OF LABOR www.dol.gov/agencies/whd

place notices for employees.

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. **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 under the Act. **EXEMPTIONS**

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 security-related activities. 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.

ENFORCEMENT

penalties against violators. Employees or job applicants may also bring their own THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

1-866-487-9243



REV. 02/2022



Job Safety and Health IT'S THE LAW!

All workers have the right to:

DEPARTMENT OF LABOR UNITED STATES OF AMERICA

- 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.

employer.

- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- (by phone, online or by mail) if you have been retaliated against for using your rights. See any OSHA citations issued to your

that measure hazards in the workplace, and

the workplace injury and illness log.

Contact OSHA. We can help.

TWO ways to verify poster compliance!

QR CODE Scan with phone camera:

ONLINE

Go to: JJKeller.com/LLPverify

Enter this code: 69470-012024

• File a complaint with OSHA within 30 days

This poster is available free from OSHA.

Employers must:

 Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.

Comply with all applicable OSHA standards.

- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related
- Provide required training to all workers in a language and vocabulary they can understand.

inpatient hospitalization, amputation, or loss

 Prominently display this poster in the workplace. Post OSHA citations at or near the place of the alleged violations.

small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

On-Site Consultation services are available to



To update your labor law posters contact J. J. Keller & Associates, Inc. JJKeller.com/laborlaw 800-327-6868 JAN2024 65862F FED-RI-ENG

Since 1953 62902

of discrimination, participates in an OFCCP proceeding, or 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 Compliance Programs (OFCCP) Washington, D.C. 20210 1-800-397-6251 (toll-free)

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. PROGRAMS OR ACTIVITIES RECEIVING

FEDERAL FINANCIAL ASSISTANCE

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

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

existing condition exclusions) except for service-connected illnesses or injuries.

https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can You may also bypass the VETS process and bring a civil action against an

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

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

WAGE AND HOUR DIVISION