WISCONSIN	Unemployment Ins. Notice to Employees About Applying for WISCONSIN UNEMPLOYMENT BENEFITS
J. J. Keller Laws	First and last dates of work with each employer Neod Help?
& Associates, Inc.®	dwd.wisconsin.gov/uiben/handbook/apply.htm • Reason for no longer working with each employer. If you are not a U.S. citizen, your alien registration number, • Visit your closest Job Center
Since 1953	When to Apply • If you served in the military in the last 18 months, Form DD-214. • You are totally unemployed, • If you are a federal civilian employee, Form SF-50 or SF-8.
	Your weekly earnings are reduced, If you are a union member, the name and local number of your union hall, Call Unemployment Insurance (UI) at (414) 435-7069
Minimum Wage Wisconsin Minimum Wage Rates	 You are participating in the Trade Adjustment Assistance (TAA) program. If you want UI benefit payments by direct deposit, your bank's routing number and your account number. State of Wisconsin DWD
Effective July 24, 2009 (Wis. Stat. ch. 104) Wisconsin Maximum Allowances for Board and Lodging	can determine if you will qualify. Notice to Employers: All employers covered by Wisconsin's Unemployment lnsurance law are required to prominently display this
General Minimum Wage Rates Minimum Wage Rates for Tipped Employees Effective July 24, 2009 Non-Opportunity Opportunity Opportunity	Important: You must file an initial claim application within seven days of the end of the calendar week in which you want to receive a UI benefit payment. 3. Create a username and password. permanent work site regularly accessed by employees, an individual copy is to be provided to each employee. For additional copies, visit:
Employees: Employees: Employees: Employees: Employees: \$7.25 per Hour \$5.90 per Hour \$2.33 per Hour \$2.13 per Hour Meals \$87.00 Per Week \$70.80 Per Week	Information You Need To Apply: an identity verification letter with a code that must be entered within seven days. dwd.wisconsin.gov/dwd/publications/ui/notice.htm or call (414) 438-7705. A username and password (for filing online). 4. Log on to access your claimant portal. but your social security number. It will be used to verify your identity and
Note: "Opportunity employee" means an employee who is not yet 20 years old and who has been in employment. Image: Software whee is not yet 20 years old and who has been in employment. Lodging \$58.00 Per Week \$47.20 Per Week	 A valid email address or mobile phone number. Your current address. 5. Complete your initial claim application. 6. Complete your initial claim application. 9. determine your eligibility. If you do not provide your social security number, we cannot take your claim.
Minimum Wage Rates for All Agricultural Employees Minimum Rates for Caddies \$8.30 Per Day \$6.75 Per Day Adults \$7.25 per Hour 9 Holes 18 Holes Agricultural Employment	 Your social security number. Your Wisconsin driver license or identification number (if you have opp) Your Wisconsin driver license or identification number (if you have opp) DWD is an equal opportunity employer and service provider. If you have a disability and need assistance with this information, please dial 7-1-1 for Wisconsin Relay Service. Please contact the Unemployment Insurance Division at (414) 435-7069 or toll-free at (844) 910-3661 to request information in an alternate format, including translated to another language.
Minors \$7.25 per Hour \$5.90 \$10.50 For more information contact: Meals \$87.00 Per Week	Your work history for the last 18 months, including: Monday – Friday Available 24 Hours UCB-7-P Employers' business names. Saturday Midnight – 3:00 PM
STATE OF WISCONSIN \$4.15 Per Meal DEPARTMENT OF WORKFORCE DEVELOPMENT Lodging	 Employers' addresses (including zip code). Employers' phone number.
EQUAL RIGHTS DIVISION \$8.30 Per Day 201 E WASHINGTON AVE, ROOM A100 819 N 6TH ST ROOM 723	
MADISON WI 53703 MILWAUKEE WI 53203 Weekly Salary for All Employees [Adults and Minors] PO BOX 8928 Board & Lodging Board Only No Board or Lodging MADISON WI 53708-8928 Salary Poter \$310.00 \$355.00 \$350.00	Discrimination Wisconsin Fair Employment Law
Telephone: (608) 266-6860 Telephone: (414) 227-4384 When board or lodging provided by an employer is accepted and received by an employee, the	Section 111.31-111.395 Wisconsin Statutes and DWD 218 Wisconsin complaint, for assisting with a complaint, or for opposing discrimination in the workplace.
Website: https://dwd.wisconsin.gov/er/ 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. The Department of Workforce Development is an equal opportunity employer and service provider. If you have a 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.	Administrative Code requires that all employers prominently display this There is a 300-day time limit for filing a discrimination complaint. Poster in all places of employment. For more information or a copy of the law and the administrative rules contact:
disability and need to access this information in an alternate format or need it translated to another language, please contact us.	It is unlawful to discriminate against employees and job applicants because of their: STATE OF WISCONSIN • Sex • Use of Lawful Products
	Color Color Arrest or Conviction Ancestry Ancestry Honesty Testing Color Color Color Arrest or Conviction Color Color
NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.	• Disability • National Origin PO BOX 8928 ROOM 723 • Marital Status • Pregnancy or Childbirth MADISON WI 53708 MILWAUKEE WI 53203
THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.	 Race Sexual Orientation Genetic Testing Genetic Testing Genetic Testing
Child Labor Hours and Times of Day Minors May Work in Wisconsin	Age (40 or Over) Military Service Declining to Attend a Meeting or Participate in any Communication About Religious or Political Matters The Department of Workforce Development is an equal opportunity employer and service provider. If you have a
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 pewspapers.	This law applies to employers, employment agencies, labor unions and licensing agencies. disability and need to access this information in an alternate format or need it translated to another language, Employers may not require certain types of honesty testing or genetic testing as a condition of employment, nor ERD-4531-P
Minors under 18 years of age may not work more than 6 consecutive hours without having a 30-minute, duty free meal period.	discipline an employee because of the results.
information, see the Wisconsin Employment of Minors Guide (ERD-4758-P). 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 start of the next shift. Minimum Wage for minors is \$7.25 per hour. Employers may pay an "Opportunity Wage" of \$5.90 per hour for the	
If & IS year-old minors If & IS year-old minors Daily Hours 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	Advance Notice Required When Employers Decide to Cease Providing a Health Care Benefit Plan
Non-School Days 8 nours 8 nours Labor, Wage & Hour, 740 Regent Street, Suite 102, Madison, WI 53715. School Days 3 hours For further information about the state child labor laws, call the Equal Rights Division in Madison (608) 266-6860 or Milwaukee (414) 227-4384.	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.
Non-School Weeks 40 hours DEPARTMENT OF WORKFORCE DEVELOPMENT — EQUAL RIGHTS DIVISION School Weeks 18 hours DEPARTMENT OF WORKFORCE DEVELOPMENT — EQUAL RIGHTS DIVISION Permitted Time of Day 7am-7pm 7am-9pm	Q: Which employers must comply with this requirement? STATE OF WISCONSIN A: An employer who operates a business enterprise in Wisconsin that employs 50 or more persons in the state must DEPARTMENT OF WORKFORCE DEVELOPMENT
Employers subject to both federal and state laws must comply with the more stringent section of the two laws.	provide written notice of its intention to cease providing health care benefits to affected parties. EQUAL RIGHTS DIVISION Q: Who is an affected individual entitled to this notice? 201 E WASHINGTON AVE, ROOM A100 819 N 6TH ST
 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 	A: Employees, any union representing employees of the business, retirees, and dependents of employees and retires currently covered by the health care plan are entitled to receive 60 days' written notice that the benefits will cease. O: Why should an affected person file a complaint about net receiving 60 days' petice of the corection TELEPHONE: (608) 266-6860 TELEPHONE: (414) 227-4384
may work for more than one employer during the same day or week. ERD-9212-P REV. 06/2020	of a health care benefit plan? Website: https://dwd.wisconsin.gov/er/ A: 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 of 60 days). The Department of Workforce Development is an equal opportunity employer and service provider. If you have a disability and need to access this information in an alternate format or need it translated to another language, please contact us.
Under Wisconsin law, employees have certain rights and employers have certain obligations to give proper What employees are entitled to receive notice?	ERD-11054-P REV. 06/2020
notice to their employees and others before taking certain actions. Employees are entitled to receive notice if they are counted as part of "business closing" or "mass layoff." What is a "business closing" or "mass layoff?" New or low-hour employees may also be entitled to receive notice in situations where there is a "business closing" or "mass layoff?"	Honesty Testing
A "business closing" requires notice if there is a permanent or temporary shutdown of an employment site or of one or more facilities or operating units at an employment site or within a single municipality that affects 25 or more employees (not including "new" or "low-hour" employees).	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 STATE OF WISCONSIN DEPENDENT OF WISCONSIN DEPENDENT OF WISCONSIN
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: M "mass layoff" requires notice if there is a reduction in the workforce that is not a "business closing" and which affects and costs in a lawsuit. M "mass layoff" requires notice if there is a reduction in the workforce that is not a "business closing" and which affects and costs in a lawsuit. M "mass layoff" requires notice if there is a reduction in the workforce that is not a "business closing" and which affects and costs in a lawsuit. M you have questions regarding this law or wish to file a complaint, call or write us at:	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 a test
1. At least 25% of the employer's workforce or 25 employees, whichever is greater or 2. At least 500 employees.	or objects to its use. STREET ADDRESS: Exceptions An employer may request that an employee take a test in connection with an investigation involving economic loss STREET ADDRESS: MADISON WI 53703 MILWAUKEE WI 53203
Employees are counted if their employment is terminated (not including discharges for cause, voluntary departures, or retirements), 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 hour employees - who have hour employees - who have for 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 hour employees - who have for 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 hour employees - who have for more than 50 percent during each hour employees - who have for more than 50 percent during each hour employees - who have for more than 50 percent during each hour employees - who have for more than 50 percent during each hour employees - who have for more than 50 percent during each hour employees - who have for more than 50 percent during each hour employees - who have for more than 50 percent during each hour employees - who have for more than 50 percent during each hour employees - who have for more than 50 percent during each hour employees - who have for more than 50 percent during each hour employees - who have for more than 50 percent during each hour employees - who have for the form that 50 percent during each hour employees - who have for the form that 50 percent during each hour employees - who have for the form that 50 percent during each hour employees - who have for the form that 50 percent during each hour employees - who have for the form that 50 percent during each hour employees - who have for the form that 50 percent during each hour employees - who have for the form that 50 percent during each hour employees - who have for the form that 50 percent during each hour employees - who have for the form that 50 percent during each hour	or injury to a business if the employee is a reasonable suspect. MAILING ADDRESS: Honesty tests can be used by law enforcement agencies and certain businesses engaged in providing security PO BOX 8928
been employed for fewer than 6 of the 12 months preceding the date on which a notice is required or who average fewer than 20 hours of work per week - are not counted. PO BOX 8928 MADISON WI 53708 ROOM 723 MILWAUKEE WI 53203 For (control of the 12 months) ROOM 723 MILWAUKEE WI 53203 ROOM 723 RO	Services, and who manufacture, distribute of services. TELEPHONE: (608) 266-6860 TELEPHONE: (414) 227-4384 Employee & Applicant Rights Website: https://dwd.wisconsin.gov/er/
With certain exceptions, businesses employing 50 or more persons in the State of Wisconsin must provide written notice TELEPHONE: (608) 266-68600 TELEPHONE: (414) 227-4384 60 days before implementing a "business closing" or "mass layoff" in this state. The federal or state government (and Website: https://dwd.wisconsin.gov/er/	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. Enforcement Enforcement
covered under this law and do not have to provide notice. Additional exceptions exist in various situations involving strikes or lockouts, sales, relocations, temporary or seasonal employment, unforeseeable circumstances, natural or man-made disasters, temporary cessation in operations, or businesses in financial trouble.	Victims of unlawful honesty testing may file a complaint within 300 days after the date the unfair honesty testing occurred, at one of the offices below. ERD-10861-P
ERD-9006-P REV. 06/2020	
	Leave WISCONSIN BONE MARROW AND ORGAN DONATION LEAVE ACT
Section 103.10, Wisconsin Statutes, requires that all employers with 50 or more employees display a For answers to questions about the law, a complete copy of the law, or to make a complaint about a	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.
copy of this poster in the workplace. Employers with 25 or more employees are required to post their particular leave policy	DEPARTMENT OF WORKFORCE DEVELOPMENT 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 12-month period for the purpose of serving as a bone marrow or organ donor,
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, requisition the leave herita within airctean (12) works of the hirth employee's child.	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 MADISON WI 53708 MILWAUKEE WI 53203
 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 201 E WASHINGTON AVE ROOM A100 819 N 6TH ST PO BOX 8928 MADISON WI 53708 MILWAUKEE WI 53203 	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 Website: https://dwd.wisconsin.gov/er/
serious health condition. Telephone: (608) 266-6860 Telephone: (414) 227-4384 Up to two (2) weeks leave in a calendar year for the employee's own serious health condition.	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
Website: https://dwd.wisconsin.gov/er/ 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, The Department of Workforce Development is an equal opportunity employer and service provider. If you have a	employee should have reasonably known that the violation occurred, whichever is later. ERD-18114-E-P REV. 06/2020
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. ERD-7983-P	Two ways to varify paster compliance. To update your labor law posters contact Λ I I I Z all and

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

JJKeller.com/laborlaw 800-327-6868

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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.

REV. 06/2020

TWO ways to verify poster compliance!

QR CODE Scan with phone camera:

Go to: JJKeller.com/LLPverify

Enter this code: 69512-012024

-OR-

ONLINE

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ERD-7983-P

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