UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE **\$7.25** PER HOUR

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

CHILD LABOR

PUMP AT WORK

The FLSA requires employers to provide reasonable break time for a nursing employee to express beast milk for their nursing child for one year after the child's britten acts. The employee may conside a place, other than each time the employee needs to express breakmilk. Employers must provide a place, other has a batteriors, that is shelded from view and free from intrusion from convolves and the public, which may be used by the employee to express breat milk.



EMPLOYEE POLYGRAPH PROTECTION ACT

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

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act. Federal, State and local governments are not affected by the law. Also, the 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 manufactures, distributors and dispensers.

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.

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persults disclosed to unauthorized persults disclosed to unauthorized persults disclosed to unauthorized persults disclosed to materiotics discontinues.

assess civil penalties against violators. Employees or job applicants may also bring their own court actions. THE LAW DECILIDES EMDLOYEDS TO DISDLAY THIS DOSTED

WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.



Under the Family and Medical Leave Act What is FMLA leave?

Your Employee Rights

Am I eligible to take FMLA leave?



What does my employer need to do?

Where can I find more information?



WAGE AND HOUR DIVISION

YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

U.S. Department of Labor 1-869-437-2365 1-800-339-4590

(3)

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.

innatient hospitalization, amoutation, or loss

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



Know Your Rights: Workplace Discrimination is Illegal

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 filling a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways Visit an EEOC field office (information at

Submit an inquiry through the EEOC's public portal:

F-Mail Info@eeoc gov

LABOR LAW COMPLIANCE CENTER



Complaints may be filed with:

Fraining Programs exist to assist employers. These services made by contacting the Virginia Department of Labor and Industr

OCCUPATIONAL SAFETY AND HEALTH OFFICE LOCATIONS

Office of Civil Rights 202 North 9th Street Richmond, Virginia 23219 www.ag.virginia.gov civilrights@oag.state.va.us 804) 225-2292; F: (804) 225-32

Approved April 9, 2020 [S 480]

customer or client of the employer if the employee does not initiate contact with or solicit the customer or client.

"Low-wage employee" means an employee whose average weekly earning, calculated by dividing the employee's earnings during the period of 52 weeks immediately preceding the date of termination of employee arrings during the period of 52 weeks mendiately preceding the date of termination of the composition of composition of the compo

ns-wage employee.

C. Nothing in this section shall serve to limit the creation or application of nondisclosure agreement tended to prohibit the taking, misappropriating, threating to misappropriate, or sharing of certa formation, including trade secrets, as defined in § 39.1-356, and proprietary or confidenti

from the former employer or other person who attempts to enforce a covenant not to compete against such planting.

such planting implicate shall post a copy of this section or a summary approved by the Department in the same location where other employer notices required by state or federal law are posted. An inchest post of the properties of the prope

Virginia Human Rights Act Code of Virginia - Title 2.2, Chapter 39

It is the policy of the Commonwealth of Virginia to afeguard all individuals within the Commonwealth from unlawf ducminisation because of nex, color, religion, national origin, rex, sexual orientation, gender disculrity, martial status, pregnatey, childbirrit or related medical conditions, age, millitary status, pregnatey, childbirrit or related medical conditions, age, millitary status, disability in employment, places of pubble accommodation, including colucational institutions, in real estate transactions preserve the public educational institutions, in real estate transactions preserve the public active, health and general wedfare, and further the interests, gights and privileges or individuals within the Commorwealth; and provide relative to the Commorwealth against unfounded charges of unlawful relative to the Commorwealth against unfounded charges of unlawful full provides and the commorwealth against unfounded charges of unlawful full provides and the commonwealth against unfounded charges of unlawful full provides and the commonwealth against unfounded charges of unlawful full provides and the commonwealth against unfounded charges of unlawful full provides and the commonwealth against unfounded charges of unlawful full provides and the commonwealth against unfounded charges of unlawful full provides a supplication of the Commonwealth against unfounded charges of unlawful full provides and the commonwealth against unfounded charges of unlawful full provides and the commonwealth against unfounded charges of unlawful full provides and the commonwealth against unfounded charges of unlawful full provides and the commonwealth against the commonwealth against the charges of the commonwealth against the commonwealth against the commonwealth against the charges of the

Unlawful Discriminatory Practice Defined

Conduct that violates any Virginia or federal statute or regulat governing discrimination is an unlawful discriminatory practice un-the Virginia Human Rights Act.

Office of THE ATTORNEY GENERAL
Office of Givil Rights
202 North 9th Street
Richmond, Virginia 23219
www.ag.virginia.gov

Office of Civil Rights 202 North 9th Street Richmond, Virginia 23219

www.ag.virginia.gov CivilRights@oag.state.va.us P: (804) 225-2292; F: (804) 225-3294

 not quanty as a openement or anonther person.
 To claim the EIT, you have to file a federal tax return even if you owe no
tax and are not required to file. File your tax return as soon as you have all
the information you need about how much you earned. However, returnds fo
returns claiming the EITC can't be issued before mid-February. This delay
applies to the entire return, on to just the portion associated with the EITC. EITC provides a boost to help pay your bills or save for a rainy day. Just imagine what you could do with EITC. VIRGINIA HUMAN RIGHTS ACT REASONABLE ACCOMMODATIONS

Go to www.irs.gov/eitc for free information and to check out the interactive EITC Assistant to see if you qualify for the credit and estimate the amount of your EITC.

 Well a Well-Television.

must:

• be at least age 25 but under age 65 at the end of the year,
• live in the United States* for more than half the year, and
• not qualify as a dependent of another person.

Life's a little easier with Meite

EITC is for people who work for someone else or own or run a business or a farm. To qualify, you must have low to mid income and meet the following rules.

Must have earned income
Must have a Social Security number that is valid for employment issued
on or before the due date of the return (including extensions)
Cannot have investment income, such as interest income, over a certain

amount
Generally must be a U.S. citizen or resident alien all year
May not file as married filing separately
May not not augulifying child of another person
May not be a qualifying child of another person
May not file Form 2555 or 2555-EZ (related to foreign earned income)
Must have a qualifying child or I/you do not have a qualifying child, you

o qualify, you and your spouse (if filing a joint ret

estimate the amount of your EITC.

Visit a Volunteer income Tax Assistance (VITA) site for free tax help and preparation. Go to www.irs.gov/VITA or call 1-800-906-9887 to find a site.

Use TreeFile at www.irs.gov/VITeeFile for free online filing through commercially available tax preparation software.

VIRGINIA

23855 Gosling Rd. Spring, TX. 77386 800-801-0597

WORKERS'

nestions may be answered by contacting the Commission. A booklet explaining the Workers' Compensation Act

Every employer within the operation of the Virginia Workers' Compensation Act MUST POST THIS NOTICE IN A CONSPICUOUS PLACE in his relation of Particulars.



Effective January 1, 2023

ed employees (those who regularly receiv at the tipped minimum wage of \$2.13 per hour. tips must meet the Virginia minimum wage rate of \$12.00 per hour. If they do not, an employe must pay the difference to an employee

exempt employees based on the size of their employer. Employees of "small" businesses nerally must be paid at a rate of no less than

Babysitters who work more than 10 hours p



FMLA leave?

iminal penalties are also provided for in the Law. Any willful violation sulting in the death of an employee is punishable, upon conviction, by not more than \$70,000 or by imprisonment for not more than six mor both. Subsequent conviction of an employer after a first conviction di se maximum penalties.

EMERGENCY

Your full legal name
Your Social Security Number
Your authorization to work (if you are not a US Citizen or resident)

TO BE ELIGIBLE FOR BENEFITS, THE LAW REQUIRES THAT YOU:

Insurance (UI) benefits are available to workers who are unemployed and who ements of Virginia UI eligibility laws. You may file a UI claim in the first week tha ups or work hours are reduced. YOU MAY APPLY FOR UNEMPLOYMENT INSURANCE BENEFITS IF:

information, including trade secrets, as defined in § 59,1-336, and proprietary or confidential information.

Information in the property of t

COMPENSATION NOTICE

THE EMPLOYEE SHOULD: diately give notice to the employer, in writing, of the injury or occupational disease and the date of or notice of the occupational disease.

3. In case of failure to reach an agreement with the employer in regard to compensation under the act, file application with the Commission for a hearing within two years of the date of accidental injury or first communication of the diagnosis of an occupational disease.

THE EMPLOYER SHOULD:

1-877-664-2566 v.workcomp.virginia.go



Minimum Wage Increases to

Employees previously exempt from minimu

 May be on a permanent or temporary basi Includes services such as companions, cooks waiters, butlers, maids, valets, and chauffeu

\$12.00 per hour. For More Information, please visit :

Job Safety and Health

IT'S THE LAW!

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

related injury or illness, without being retaliated against. Receive information and training on job hazards, including all hazardous substances

your employer or OSHA, or report a work-

All workers have the right to:

· Raise a safety or health concern with

A safe workplace

in your workplace

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

Request a confidential OSHA inspection

• 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

participate) in an OSHA inspection and

speak in private to the inspector.

that measure hazards in the workplace, and the workplace injury and illness log.

Contact OSHA. We can help.

This poster is available free from OSHA

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

Employers must:

· Provide required training to all workers in a

1-800-669-4000 (toll free)

Lynchburg 3704 Old Forest Road Suite B Lynchburg, VA 24501 (434) 385,0806

NOTICE TO WORKERS

An Equal Opportunity Employer/Program

Auxiliary aids and services are available upon request to individuals with disabilities. Please call 666-832-2363 or filmail: translation@vec.viprinia.gov for Language Access/Assistance.

You are totally unemployed.
 You are working reduced wages or hours.

Ectionize Five Better 11, inc. Lawn reconstruction and Touristic Field action with the Virginia Employment Commission.
Have earned sufficient wages from employers who are subject to the Virginia Unemployment Must be unemployed through no fault of your own.
Must be unemployed through no fault of your own.
Must be able and available for work and achievy searching for work.
Continue to report as instructed by the Virginia Employment Commission.

Law requires that a representative of the employer and a esentative authorized by the employees be given an opportunity to empany the VOSH inspector for the purpose of aiding the inspection

nere there is no authorized employee representative, the VOSH inspector ust consult with a reasonable number of employees concerning safety and alth conditions in the workplace.

VOSH citation must be prominently displayed at or near the place of ged violation for three days or until the violation is corrected, whicheve to warn employees of dangers that may exist there.

INDARUS.
unhealthy conditions exist in their workplace. VOSH will withhold, on request names of employees filing complaints. Complaints may be made at the Department of Labor and Industry addresses shown below.

program shall apply to all public and private sector businesses

VIRGINIA ACTS OF ASSEMBLY -- 2020 SESSION CHAPTER 949 a Act to amend the Code of Virginia by adding in Article 1 of Chapter 3 of Title 40.1 a section numbered 40.1-28.7:7, relating to covenants not to compete; low-wage employees; civil penalty.

Approved April 9, 2020 [S 480]

Be it enacted by the General Assembly of Virginia:

1. That the Code of Virginia is amended by adding in Article 1 of Chapter 3 of Title 40.1 a section numbered 40.1-28.7:7 as follows:

1. The section numbered 40.1-28.7:7 as follows:

1. As tweet in this section.

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1. Covenant not to compete "means a covenant or agreement, including a provision of a contract of employment, between an employer and employee that restraints, prohibits, or otherwise restricts an individual's ability, following the termination of the individual's employee from providing a service of customer or client of the employer if the employee from providing a service accusation of the customer or client of the employer if the employee does not initiate contact with or solicit the customer client.

Virginia Minimum Wage Act - Definitions 8. Exemptions: http://lime.is.virginia.dow/vacode/title=0.1/chapter3/ section=90.1.28. Wage Act - Rates: Description in the programme of the programme o

Errors can delay the ETC part of your refund until corrected. If the IRS audits your return and finds an error in your claim of the ETIC, you must pay back the amount of the ETIC you received in error plus interest and penalties. You may also have to file Form 8862 for future claims. And, if the IRS finds your incorrect claim was due to receives or intentional disrorder of rules and regulations or fraud, we may ban you from claiming the ETIC for 2 years or 10 years, depending on the reason for the error.



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

ublic Sector employers, all departments, agencies, institutions or othe olitical subdivisions of the Commonwealth, are subject to the penalty rovisions of 16VAC 25-60-260.

ployees or their representatives have the right to file a complaint with the rest VOSH office requesting an inspection if they believe unsafe or





The first week you are unemployed, register for work, and file a claim for benefits. You can file your claim online at www.vec.virginia.gov or by calling our Customer Contact Center at 1-866-832-2363. Register for

THE VIRGINIA OCCUPATIONAL SAFETY AND HEALTH (VOSH) LAW, BY AUTHORITY OF TITLE 40.1 OF THE LABOR LAWS OF
VIRGINIA, PROVIDES JOB SAFETY AND HEALTH PROTECTION FOR WORKERS. THE PURPOSE OF THE LAW IS TO ASSURE
AND HEALTHFUL WORKING CONDITIONS THROUGHOUT THE STATE THE VIRGINIA SAFETY AND HEALTH CODES
SOARD PROMULGATES AND ADOPTS JOB SAFETY AND HEALTH STANDARDS, AND EMPLOYERS AND E ployer shall furnish to each of his employees employment and a employment free from recognized hazards that are causing or are cause death or serious harm to his employees, and shall comply with ional safety and health standards issued under the law.

It is illegal to retaliate against an employee for using any of their right und the law, including raising a safety or health concern with the employer or VOSH, or reporting a work-related injury or illness.

Pub. Date: (08/2024)