

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL. 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.

WORKERS' COMPENSATION. A system of benefits provided by law to most workers who have job-related injuries or illnesses. Benefits are paid for injuries that are caused, in whole or in part, by work-related work.

FMLA - FAMILY AND MEDICAL LEAVE ACT. Your Employee Rights Under the Family and Medical Leave Act. What is FMLA Leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for family and medical reasons.

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.

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, Effective date, Policy number, Termination date, Employer's FEIN.

ANTI-DISCRIMINATION NOTICE. It is illegal to discriminate against work authorized individuals. EMPLOYERS CANNOT specify which documents they will accept from an employee. Please refer to the annual handbook for more information.

ILLINOIS MINIMUM WAGE. This is a summary of laws that state the Illinois Department of Labor posting requirements. Minimum Wage & Overtime: Effective Jan. 1, 2024, \$14.00 PER HOUR.

NO SMOKING NOTICE. No Smoking Notice. Indoors or Within 15 Feet of Entrance. To smoke a complaint: www.smoke-free.illinois.gov

EMPLOYEE POLYGRAPH PROTECTION ACT. The Employee Polygraph Protection Act (EPPA) prohibits employers from requiring an employee 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.

UNPAID WAGES AND COLLECTION ACT. Employees must receive their final compensation including unpaid wages, vacation pay, commissions and bonuses on their next regularly scheduled payday. UNPAID WAGES AND COLLECTION ACT.

PAYDAY NOTICE. Regular Paydays for Employees. (Company Name) Shall be as follows: Weekly, Bi-Weekly, Monthly, Other.

YOUR RIGHTS UNDER USERRA - THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT. USERRA protects the rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or service in the National Disaster Medical System.

EMERGENCY CARE FOR CHOKING. If victim CAN breathe, cough or make sounds, DO NOT INTERFERE. Give quick upward thrusts above the belly button and below the ribs until object is forced out, victim can breathe again, or victim becomes unconscious.

WITHHOLDING STATUS. YOU MAY NEED TO CHECK YOUR WITHHOLDING. Since you filed form W-4 with your employer did you... See your employer for a copy of Form W-4 or call the IRS at 1-800-829-3676.

DISCRIMINATION AND SEXUAL HARASSMENT. 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.

EMERGENCY CARE FOR CHOKING. If victim CANNOT breathe, cough or make sounds, ask if you can help. Give 30 compressions pushing down on the chest and 5 breaths into the mouth.

UNEMPLOYMENT INSURANCE. Illinois Department of Employment Security. TO WORKERS ABOUT UNEMPLOYMENT INSURANCE BENEFITS. The POSTING OF THIS NOTICE IS REQUIRED BY THE ILLINOIS UNEMPLOYMENT INSURANCE ACT.

VESSA - VICTIMS' ECONOMIC SECURITY AND SAFETY ACT. Victims' Economic Security and Safety Act (VESSA). Leave permitted during a 12-month period under the act based on number of employees.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT. Job Safety and Health. OSHA's mission is to ensure safe and sound working conditions for working men and women by enforcing the Occupational Safety and Health Act.

UNEMPLOYMENT INSURANCE. TO WORKERS ABOUT UNEMPLOYMENT INSURANCE BENEFITS. In order to be monetarily eligible, a claimant must be paid a minimum of \$1,600 during the base period with at least 5440 of that amount being paid outside the highest calendar quarter.

VESSA - VICTIMS' ECONOMIC SECURITY AND SAFETY ACT. REQUIRED POSTING FOR EMPLOYERS. VESSA provides employees who are victims of domestic violence, sexual violence, gender violence, or any other crime of violence, and employees who have a family or household member who is a victim of such violence.

All workers have the right to: A safe workplace. Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law.

PREGNANCY RIGHTS IN THE WORKPLACE. PREGNANCY AND YOUR RIGHTS IN THE WORKPLACE. If you are pregnant, recovering from childbirth, or do you have a medical or common condition related to pregnancy? Your employer cannot discriminate against you because of your pregnancy.

RIGHT TO KNOW. TOXIC? YOU HAVE THE RIGHT-TO-KNOW ABOUT TOXIC SUBSTANCES IN YOUR WORK AREA. The Illinois Right-to-Know Law requires your employer to provide you with information about the hazardous chemicals used in your work area.

Contact OSHA. We can help. 1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha-slc.gov

FEDERAL MINIMUM WAGE. EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT. FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009.

DAY AND TEMPORARY LABOR SERVICES ACT. DAY AND TEMPORARY LABOR SERVICES ACT. TEMPORARY WORKER RIGHTS. CORRECT WAGES AND PAYMENT NOTICE.

