

FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

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

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

OVERTIME PAY
Employees are entitled to regular rate of pay for hours worked over 40 in a workweek.

CHILD LABOR
An employer must be at least 16 years old to work in most non-farm jobs and at least 18 years old in most farm jobs.

TIP CREDIT
Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees.

PUMP-AT-WORK
The FLSA requires employers to provide reasonable break time for a nursing employee to express her milk during her normal work hours.

U.S. Department of Labor, Wage and Hour Division
1-866-487-9243
www.dol.gov/agencies/whd

FED YOUR RIGHTS UNDER USERRA

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

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

REEMPLOYMENT RIGHTS
You have the right to be reemployed in your civilian job if you know that job to be your best alternative if not for your military service.

HEALTH INSURANCE PROTECTION
If you have your job protected under USERRA, you have the right to continue your health insurance under your employer's plan when you return to your job.

ENFORCEMENT
The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is responsible to investigate and resolve complaints of USERRA violations.

U.S. Department of Labor, Veterans Employment and Training Service
1-866-487-2365
www.dol.gov/agencies/e-verify/userra

FED YOUR EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

What is the Family and Medical Leave Act (FMLA)?
The FMLA is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons.

Who is eligible for FMLA leave?
You are eligible for FMLA leave if you have worked for your employer for at least 12 months and your employer has at least 50 employees.

How much FMLA leave can I take?
You are entitled to take up to 12 workweeks of FMLA leave in a 12-month period.

What are the reasons for FMLA leave?
You are eligible for FMLA leave for the following reasons: care for a family member with a serious health condition, your own serious health condition, the birth or care of a newborn child, or the placement of a child with you.

What happens if I don't take FMLA leave?
If you do not take FMLA leave when you are eligible, you may lose your job-protected leave.

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CT DOMESTIC VIOLENCE

Domestic violence is a pattern of coercive, controlling behavior that can include emotional abuse, psychological abuse, physical abuse, sexual abuse, and/or financial abuse.

It is illegal to discriminate against someone based on their status as a victim of domestic violence.

Safe Connect advocates can help you think through options and get you connected with case counseling, support groups, advocacy for accessing basic needs, court-based advocacy, self-defense training, and other services.

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Safe Connect
1-800-477-5737
www.safeconnect.org

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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.

Who is Protected?
Employees covered by the law include managers, supervisors, job applicants, and job applicants.

What Types of Employment Discrimination are Prohibited?
Under the EEOC laws, an employer may not discriminate against you because of your race, color, sex, age, national origin, religion, disability, or genetic information.

What Organizations are Covered?
Private employers with 15 or more employees, state and local governments, educational institutions, and labor unions.

What Employment Practices can be Challenged as Discriminatory?
Recruiting, hiring, firing, promotion, assignment, and compensation.

U.S. Equal Employment Opportunity Commission
1-800-649-5723
www.eeoc.gov

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FED EMPLOYEE RIGHTS

EMPLOYEE POLYGRAPH PROTECTION ACT

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

PROHIBITIONS
Employers are generally prohibited from requiring or requiring an applicant to take a lie detector test.

EXEMPTIONS
Federal, state and local governments are not affected by the law.

U.S. Department of Labor, Wage and Hour Division
1-866-487-9243
www.dol.gov/agencies/whd

Commission on Human Rights and Opportunities

Promoting Equality and Justice for All People

SEXUAL HARASSMENT IS ILLEGAL
and is prohibited by the Connecticut Discrimination Employment Practices Act, and Title VII of the Civil Rights Act of 1964.

Sexual harassment means: any unwelcome sexual advances or requests for sexual favors or harassment of a sexual nature where:

- Submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment.
- Submission to or rejection of such conduct by an individual is used as the basis for any employment decision affecting that individual.
- Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

Commission on Human Rights and Opportunities
1-800-477-5737, or online at www.chro.ct.gov

CT NOTICE TO THE EMPLOYEES

Electronic monitoring means the collection of information on an employee's premises concerning employee activities or communications by any means other than direct observation, including the use of a computer, telephone, video, camera, dictaphone, photocopier, or other electronic device.

Notice to the Employees
In accordance with §31-41B of the Connecticut General Statutes, this will serve as a notice that your employer may engage in the following types of Electronic Monitoring of employees' activities or communications:

- Telephone
- Computer
- Radio
- Wire
- Video
- Photocopier
- Peripherals
- Other

Commission on Human Rights and Opportunities
1-800-477-5737, or online at www.chro.ct.gov

Health Insurance is Complicated. Don't Worry Alone.

Free, Expert Assistance & Representation

Insurance Denials & Appeals, Billing Errors, and Access to Care

Any type of health coverage - Commercial, Medicare, HUSKY & others

There's help. Call: 1.866.466.6446
Visit: CT.gov/Health
Email: HealthCare.Advocate@ct.gov

OHA Office of the Healthcare Advocate
STATE OF CONNECTICUT
1000 Main Street, 10th Floor, Hartford, CT 06103

Commission on Human Rights and Opportunities

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Workers' Compensation Commission

Notice to Employers

The Workers' Compensation Act (Chapter 540) requires your employer, as the insurer, to provide benefits to you in case of injury or occupational disease in the course of employment.

Section 31-294b of the Workers' Compensation Act states that any employer who has retained an injured employee in the course of his employment shall immediately report the injury to his employer, or some person representing his employer.

If the employee fails to report the injury immediately, the administrative law judge will reduce the award of compensation proportionately to any prejudice that he finds the employer has sustained by reason of the failure, provided the burden of proof with respect to such prejudice shall rest upon the employer.

Workers' Compensation Commission
1-800-477-5737, or online at www.wcc.ct.gov

Job Safety and Health OSHA

OSHA Occupational Safety and Health Administration

All workers have the right to:

- A safe workplace.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

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

CT NOTICE

Connecticut General Statutes §31-577 - Paid Sick Leave

Each employer with 50 or more employees based on the number of employees on its payroll for the week ending 12/31 shall provide paid sick leave annually to all of its service workers on the state. The paid sick leave shall accrue beginning January 1, 2012, to current employees, or for a service worker hired after January 1, 2012, beginning on the service worker's date of employment.

Accrual
The accrual of a rate of one hour of paid sick leave for each 40 hours worked by a service worker up to a maximum of 56 hours per calendar year (or 365 days per year) to calculate employee benefits in order to determine paid sick leave.

Carry Over
Each service worker shall be entitled to carry over any unused accrued hours of paid sick leave from the current year period to the following year.

Use of Paid Sick Leave
A service worker shall be entitled to the use of accrued paid sick leave upon the expiration of the service worker's 2012 year of employment.

Reasonable Accommodation
An employer shall be required to provide reasonable accommodation to an employee who is a victim of domestic violence if the employee is unable to work during the employee's absence.

Prohibition of Retaliation
No employer shall retaliate against an employee who has exercised his or her rights under this act.

Commission on Human Rights and Opportunities
1-800-477-5737, or online at www.chro.ct.gov

CT NOTICE

Connecticut General Statutes §56-60a(b)(7), (d)(1)

Prohibited Discrimination and Accommodation in the Workplace

Prohibited discriminatory conduct includes:

- Failing to make reasonable accommodation (and not an undue hardship) to an employee's job requirements when such accommodation is requested by a reasonable accommodation.
- Retaliation against an employee for requesting a reasonable accommodation.
- Discriminating against an employee because of a request for reasonable accommodation.

Prohibition of Retaliation
No employer shall retaliate against an employee because of a request for reasonable accommodation.

Notice
Employees must provide notice to the employer of a request for reasonable accommodation within 30 days of the date of the request.

Reasonable Accommodation
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