FED

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

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.

TIP CREDIT

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 difference.

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 the employee to express breast milk.

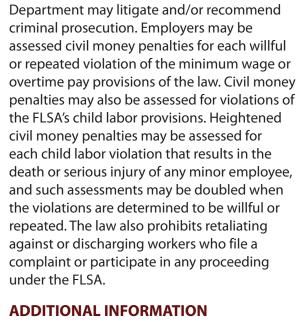
ENFORCEMENT

The Department has authority to recover back wages and an equal amount in

DEPARTMENT OF LABOR UNITED STATES OF AMERICA



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



liquidated damages in instances of minimum

wage, overtime, and other violations. The

- Special provisions apply to workers in American Samoa, the Commonwealth
- Some state laws provide greater
- 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
- learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

1-866-487-9243 www.dol.gov/agencies/whd



C.L. "BUTCH" OTTER, GOVERNOR

Minimum Wage Law

IDAHO DEPARTMENT OF LABOR 317 W. Main St. Boise, Idaho 83735-0910

SECTION 44-1502, IDAHO CODE:

KENNETH D. EDMUNDS, DIRECTOR

computed at a rate of less than:

\$7.25 PER HOUR AS OF JULY 24, 2009

TIPPED EMPLOYEES:

difference.

OPPORTUNITY WAGE:

Employees under 20 years of age may be paid \$4.25 per hour during their first 90 consecutive calendar days of employment with an employer.

SECTION 44-1504, IDAHO CODE, EXEMPTIONS FROM MINIMUM WAGE:

on which he is so employed, and has been employed in agriculture less than thirteen (13) weeks during the preceding calendar year; or such employee is sixteen (16) years of age or under and; is employed as a harvest laborer, is paid on a piece-rate basis in an operation which has been, and is customarily and generally recognized as having been paid on a piece-rate basis in the region of employment, and is employed on the same farm as his parent or person standing in the place of his parent, and is paid at the

same piece-rate basis as employees over the age of sixteen (16) years are paid on the same farm; or such employee is principally engaged in the range production of livestock.

SECTION 45-606, IDAHO CODE:

All wages due a separated employee must be paid the earlier of the next regularly scheduled payday or request for earlier payment, all wages then due must be paid within 48 hours, weekends and holidays

The Wage and Hour Section of the Idaho Department of Labor is responsible for the administration of the Idaho Minimum Wage and the Wage Payment Act. For further information, "A Guide to Idaho Labor Laws" is available at any Idaho Department

of Labor office in the state and online at labor.idaho.gov/pdf/wagehour.pdf (English) and labor.idaho.gov/pdf/wagehourspan.pdf (Spanish) or call Kootenai County (208) 457-8789; Boise (208) 332-3570; Pocatello (208) 236-6710, ext. 3659; or Burley (208) 678-5518, ext. 3128. Dial 800-377-3529

NOTICE TO EMPLOYERS:

THIS OFFICIAL NOTICE MUST BE POSTED IN A CONSPICUOUS PLACE, IN OR ABOUT THE PREMISES WHERE ANY PERSON SUBJECT TO THE ACT IS EMPLOYED, OR IN A PLACE ACCESSIBLE TO EMPLOYEES (SECTION 44-1507, IDAHO CODE).

SECTION 44-1505 AND 44-1506, IDAHO CODE.

OR ACCESS OUR WEBSITE AT http:/labor.idaho.gov

REV. 03/2014

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Inder 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

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

NOTICE: This state requires an employer to display a Workers' Compensation posting furnished by the employer's surance carrier or a state agency. Employers should contact their insurance carrier or the appropriate state agency o obtain a copy of this state's Workers' Compensation posting or notice of compliance/certificate of insurance. mployees should refer to the Workers' Compensation posting or notice of compliance/certificate of insurance rnished by the state or the employer's insurance carrier for information about Workers' Compensation. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S

WORKERS' COMPENSATION POSTING REQUIREMENT.

ID

Department of Labor

UNEMPLOYMENT INSURANCE BENEFITS

This firm is subject to the Employment Security Law of the State of Idaho.

All employees, except those specifically exempt, are insured for compensation during periods of involuntary unemployment.

Unemployment Insurance

is what the name implies - an INSURANCE paid from the Employment Security Trust Fund, a fund derived from taxation against the company or employer.

NO PORTION OF THE COST OF THIS PROGRAM IS DEDUCTIBLE FROM YOUR EARNINGS.

online at labor.idaho.gov/claimantportal. Don't delay or you could lose your benefits. Claims should be filed immediately after separation.

IDAHO DEPARTMENT OF LABOR 317 W. Main St., Boise, Idaho 83735-0910 208-332-8942

Website: labor.idaho.gov

Idaho's unemployment insurance programs are 100% funded by U.S. Department of Labor Employment and Training Administration grants totaling \$40,761,255. A proud partner of the Idaho

Department of Labor

labor.idaho.gov

YouTube, Facebook, WordPress, LinkedIn, Twitter

network

american**job**center

The Idaho Department of labor is an equal opportunity employer and service provider. Reasonable accommodations are available upon request. Dial 711 for Idaho Relay Service.

REV. 07/2023

FED

LABOR

LAWS

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 service or certain types of service in the National Disaster Medical System. 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 leave that job to perform service in the

- you ensure that your employer receives advance written or verbal notice of your service; you have five years or less of cumulative service in the uniformed services while with that particular
- you return to work or apply for reemployment in a timely manner after conclusion of service; and you have not been separated from service with a disqualifying discharge or under other than

If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job. RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

If you: are a past or present member of the uniformed • service;

have applied for membership in the uniformed are obligated to serve in the uniformed service;

then an employer may not deny you:

- initial employment; promotion; or
- reemployment; retention in employment;
 - any benefit of employment

because of this status.

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 connection.

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-existing condition exclusions) except for service-connected illnesses

or injuries. **ENFORCEMENT** 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 https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can 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

You may also bypass the VETS process and bring a civil action against an employer for violations of

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 place notices for employees.

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

REV. 05/2022

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.

FED

Employees (current and former), including managers and temporary employees Job applicants

Union members and applicants for membership in a union What Types of Employment Discrimination are Illegal?

Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of:

Color Religion

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,

Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity)

Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation

What Organizations are Covered? Most private employers

State and local governments (as employers)

Educational institutions (as employers) Staffing agencies

Pay (unequal wages or compensation)

What Employment Practices can be Challenged as Discriminatory? All aspects of employment, including: Discharge, firing, or lay-off

- Harassment (including unwelcome verbal or physical conduct)
- 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 Classification

Obtaining or disclosing genetic information of employees

Requesting or disclosing medical information of employees

Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in 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

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 of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways 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

info@eeoc.gov Additional information about the EEOC, including

www.eeoc.gov/field-office)



information about filing a charge of discrimination, is available at www.eeoc.gov.

The Office of Federal Contract Compliance Programs (OFCCP)

U.S. Department of Labor

200 Constitution Avenue, N.W.

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

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin Executive Order 11246, as amended, prohibits employment 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

inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees. 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

Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on

employment qualified individuals with disabilities at all levels of employment, including the executive level. 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

hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in

badge veterans, or Armed Forces service medal veterans. Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal laws

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's

Washington, D.C. 20210 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/, or by

and on OFCCP's "Contact Us" webpage at https://www.dol.gov/agencies/ofccp/contact. PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE Race, Color, National Origin, Sex

calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor

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 causes or may cause discrimination in providing services

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 without reasonable accommodation, can perform the essential functions of the

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance,

under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex

you should immediately contact the Federal agency providing such assistance. REV. 06/27/2023

> **Human Rights Commission IDAHO LAW PROHIBITS**

in educational programs or activities which receive Federal financial assistance.

DISCRIMINATION IN EMPLOYMENT based on religion, race, color, sex, age (40+), disability

and national origin. The laws also prohibits retaliation against individuals who exercise their rights under Idaho's antidiscrimination laws. The Commission also offers educational programs for businesses, human

IDAHO HUMAN RIGHTS COMMISSION 317 W. Main St. Boise, ID 83735 **t:** 208.334.2873 f: 208.334.2664

resource organizations and other agencies free of charge.

Reasonable accommodations are available upon request. Dial 711 for TYY Idaho Relay Service.

An Equal Opportunity Employer and Service Provider.

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 qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees.

- 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

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 FMLA leave.

Am I eligible to take FMLA leave?

- You are an **eligible employee** if **all** of the following apply:
- You work for a covered employer,

reason when requesting additional leave.

If you are eligible for FMLA leave, your **employer must**:

- 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" requirements.

- 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 or previous calendar year,
- You work for an elementary or public or private secondary school, or 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 leave, or

If advance notice is not possible, give notice as soon as possible 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

Your employer may request certification from a health care provider to verify medical leave and may request certification of a qualifying

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 leave rights.

State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions

Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and

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?

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 leave.

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 writing: About your FMLA rights and responsibilities, and

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

How much of your requested leave, if any, will be FMLA-protected leave. Where can I find more information? Call 1-866-487-9243 or visit dol.gov/fmla to learn more.

Allow you to take job-protected time off work for a qualifying reason,

in court. Scan the QR code to learn about our WHD complaint process. DEPARTMENT OF LABOR

UNITED STATES OF AMERICA

WAGE AND HOUR DIVISION

UNITED STATES DEPARTMENT OF LABOR

The Employee Polygraph Protection Act prohibits most

private employers from using lie detector tests either for

EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

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

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.

administered in the private sector, subject to restrictions, to certain

prospective employees of security service firms (armored car, alarm,

The Act permits polygraph (a kind of lie detector) tests to be

prospective employee for refusing to take a test or for exercising

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

EXAMINEE RIGHTS

persons. **ENFORCEMENT** The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job

and guard), and of pharmaceutical manufacturers, distributors and applicants may also bring their own court actions. dispensers. THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

UNITED STATES OF AMERICA

DEPARTMENT OF LABOR

other rights under the Act.

FED



WAGE AND HOUR DIVISION

UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243

Job Safety and Health

www.dol.gov/agencies/whd

REV. 02/2022

REV. 04/2023



IT'S THE LAW!

All workers have the right to:

retaliated against.

OSHA on your behalf.

employer.

ONLINE

- A safe workplace. Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being
- 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

• File a complaint with OSHA within 30 days

Receive information and training on job

- 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

the workplace injury and illness log.

Contact OSHA. We can help.

This poster is available free from OSHA.

Employers must:

of an eye.

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

inpatient hospitalization, amputation, or loss

Provide employees a workplace free from

recognized hazards. It is illegal to retaliate

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

On-Site Consultation services are available to

small and medium-sized employers, without

citation or penalty, through OSHA-supported

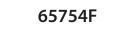
consultation programs in every state.

Provide required training to all workers in a

language and vocabulary they can understand.







FED-ID-ENG

Copyright 2023 J. J. Keller & Associates, Inc. • Neenah, WI • Printed in the USA

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. of the Northern Mariana Islands, and the Commonwealth of Puerto Rico. employee protections; employers must comply with both.

independent contractors are not. Certain full-time students, student

Department of Labor STATE OF IDAHO

Except as hereinafter otherwise provided, no employer shall pay to any of his employees any wages

Any employee engaged in an occupation in which he customarily and regularly receives more than thirty dollars (\$30.00) a month in tips will be paid a minimum of \$3.35 per hour. If an employee's tips combined with the employer's cash wage do not equal the minimum hourly wage, the employer must make up the

The provisions of this act shall not apply to any employee employed in a bona fide executive, administrative, or professional capacity; to anyone engaged in domestic service; to any individual employed as an outside salesperson; to seasonal employees of a non-profit camping program; or to any child under the age of sixteen (16) years working part-time or at odd jobs not exceeding a total of four (4) hours per day with any one (1) employer; or any individual employed in agriculture if; such employee is the parent, spouse, child or other member of his employer's immediate family; or such employee is older than sixteen (16) years of age and is employed as a harvest laborer and is paid on a piece-rate basis in an operation which has been, and is customarily and generally recognized as having been paid on a piecerate basis in the region of employment, and commutes daily from his permanent residence to the farm

within 10 days of separation, weekends and holidays excluded. If the separated employee makes a written

EMPLOYMENT OF WORKERS WITH DISABILITIES OR APPRENTICES MUST BE IN CONFORMANCE WITH FOR ADDITIONAL POSTERS OR INFORMATION, PLEASE CONTACT THE ADDRESS STATED ON THIS BULLETIN

Notice **All Employees**

Claims for Unemployment Insurance must be filed

QR CODE Scan with phone camera: Go to: JJKeller.com/LLPverify Enter this code: 69362-062023

JUN2023

To update your labor law posters contact **TWO** ways to verify poster compliance! J. J. Keller & Associates, Inc.

62796

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