YOUR EMPLOYEE RIGHTS UNDER THE

FAMILY AND MEDICAL LEAVE ACT

qualifying exigency.

FED

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

BEGINNING JULY 24, 2009 The law requires employers to display this poster where

FEDERAL MINIMUM WAGE

\$7.25 PER HOUR

employees can readily see it.

At least 1% times the regular rate of pay for all hours worked over 40 in a workweek. 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

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

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.

DEPARTMENT OF LABOR UNITED STATES OF AMERICA

RI

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

The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the

ADDITIONAL INFORMATION Certain occupations and establishments are exempt from the minimum wage

and/or overtime pay provisions. Certain narrow exemptions also apply to the Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico. Some state laws provide greater employee protections; employers must comply with both 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 independent contractors are not. Certain full-time students, student 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



LABOR

LAWS

FED

What is FMLA leave?

a 12-month period for:

you unable to work,

servicemember.

#28M(c) for more information.

period to care for the servicemember

Am I eligible to take FMLA leave?

vour work location.

previous calendar year.

of Personnel Management

Generally, to request FMLA leave you must

How do I request FMLA leave?

You work for a covered employer.

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

Eligible employees can take up to 12 workweeks of FMLA leave in

To care for your spouse, child or parent with a serious

An eligible employee who is the spouse, child, parent or next of kin

leave intermittently in separate blocks of time, or on a reduced

FMLA leave is not paid leave, but you may choose, or be required

You have worked for your employer at least 12 months,

You are an eligible employee if all of the following apply:

during the 12 months before your leave, and

Airline flight crew employees have different "hours of service"

You work for a covered employer if one of the following applies:

You work for a private employer that had at least 50

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

Follow your employer's normal policies for requesting leave,

Give notice at least 30 days before your need for FMLA

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

leave due to a pregnancy related condition or parental, family

"Reasonable shift differential, which is not based upon or

derived from a differential in compensation based on [a

Employers with 50 or more employees must grant an unpaid

leave of absence upon the request of an eligible employee, for

13 consecutive weeks in any two calendar years, under certain

time, an average of 30 hours or more per week and have been

Purpose of Leave - Under the Act, the leave must be for one or

Placement of a child 16 years of age or less with an

"Serious illness" of the employee or the employee's

parent, spouse, child, mother-in-law, or father-in-law.

(Serious Illness is defined to mean a disabling physical

or mental illness, injury, impairment or condition that

involves in-patient care in a hospital, nursing home,

treatment or supervision by a health care provider).

which the requested leave is to begin and end, unless prevented

certification shall specify the probable duration of the requested

employed for 12 consecutive months is entitled to 10 hours of

leave during any 12-month period to attend school conferences

hospice or out-patient care requiring continuing

Requests for Leave - To be entitled to the leave, the employee

must give at least 30 days notice of the intended date upon

by medical emergency from doing so. Employees may be

requested to provide written certification from the physician

of the person who is the reason for the leave request, which

School Involvement Leave - An employee who has been

or other school-related activities for a child of whom the

employee in connection with the adoption of such child

Employees are Eligible to apply for leave if they work full-

employed continuously for at least 12 months.

Birth of a child of an employee

by the employee

and medical leave shall not reduce seniority."

Enforcement

employees during at least 20 workweeks in the current of

You work for an elementary or public or private secondary

of a covered servicemember with a serious injury or illness **may**

take up to 26 workweeks of FMLA leave in a single 12-month

Certain qualifying reasons related to the foreign

mental or physical health condition, and

The birth, adoption or foster placement of a child with you,

Your serious mental or physical health condition that makes

deployment of your spouse, child or parent who is a military

REV. 04/2023

Rhode Island Department of Labor and Training (DLT)

Effective IANUARY 1, 2025 - THIS LAW PROVIDES

HOURLY MINIMUM WAGE FOR ALL EMPLOYEES EXCEPT: Full-time students under **19** years of age working in a non-profit religious, educational, librarial or community

Minors 14 and 15 years of age working not more than 24 hours in a week.

Employees receiving gratuities (as of Jan. 1, 2017):

any one workweek. The law contains exemptions from minimum wage and/or overtime pay requirements for certain occupations or establishments. Mandatory Nurse Overtime - a hospital may not require certain nurses and certified nurse assistants to work overtime except in an unforeseeable emergency.

beginning of a work shift must be provided with 3 hours work or 3 hours wages. Retail

ment employees must be provided with 4 hours work on Sundays and Holidays

\$12.60 (90% of Minimum **Enforcement** - DLT may bring criminal action against any employer who pays \$10.50

(75% of Minimum

Wage)

Overtime Pay - At least 1½ times the regular rate of pay for all hours worked over 40 in Ainimum Shift Hours - Employees requested or permitted to report for duty at the

Attention Employees - MINIMUM WAGE - Rhode Island Child Labor - Employees must be at least 16 years old to work in most nonfarm jobs and 18 to work in nonfarm jobs declared hazardous by the U.S. Secretary of Labor. Youths 14 and 15 may work, with a special permit issued by local school officials, in various jobs outside school hours under certain conditions. Different rules apply to agriculture

> substandard wages to an employee, and may seek, upon conviction, a penalty up to \$500 and/or imprisonment of up to 90 days. Each week an employer fails to pay the applicable minimum wage constitutes a separate violation. Any employer who hinders or delays the DLT Director or authorized representative in the performance of duties in the enforcement of the law; refuses to admit the Director or said representative to any place of employment; fails to make, keep, and preserve, any ecords as required; falsifies any such record; refuses to make such record accessible to the Director or said representative upon demand; or refuses to furnish a sworn statement of such record or any other information needed for the proper enforcement of this law shall be deemed in violation and subject to a fine of up to \$500. Each day such violation

Visit www.dlt.ri.gov/ls or call (401) 462-WAGE (9243) for more information. DLT-L-58

REV. 01/2019

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor ndards 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. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

Department of Labor and Training (DLT) You Are Protected under Provisions of the RI EMPLOYMENT SECURITY ACT and the TEMPORARY DISABILITY INSURANCE ACT **UNEMPLOYMENT INSURANCE BENEFITS**

If you become totally/partially unemployed:

File your claim for benefits with the DLT the same week you are unemployed or File your claim online at www.dlt.ri.gov/ui or by telephone at (401) 243-9100. Visit www.dlt.ri.gov/ui for hours of operation. For more information, visit www.dlt.ri.gov/ui or call (401) 243-9100.

Monday is a high-volume telephone day; you may prefer to file your claim later in the week. You will need your Social Security number and name, address and telephone numbers of your employers for the last two years. If you are not a U.S. citizen, your alien registration number is required To collect unemployment benefits, the law requires that you must:

a. Be unemployed through no fault of your own, Have earned minimum qualifying wages while you were working, c. Be physically able to work, available for work, and actively seeking

d. Register for work with DLT TEMPORARY DISABILITY INSURANCE BENEFITS

Eligible for TDI Benefits - If you have become ill or injured and meet all of the ents, you may be entitled to receive benefits:

consecutive days or more, and You have a timely exam: an in-office physical exam the week within the calendar week in which the first day of unemployment due to sickness occurs

you are bonding with a newborn child, adopted child or foster child within the first 12

You are unemployed due to illness, surgery, or injury for a minimum of seven You are under the care of an approved Qualified Health Care Provider and

or within the calendar week prior or subsequent thereto. **Eligible for Temporary Caregiver Insurance Benefits** - If you are caring for a

You earned enough qualifying wages during the base period to be monetarily ously ill: child, spouse, parent, parent in-law, grandparent, domestic partner or

nonths of parenting; you may be eligible to receive benefits if you meet the following

You are unemployed because you are caring for a seriously ill family member of You provide the department with the required medical evidence of the seriously ill family member and your need to care for him/her or the required

proof of parent child relationship for bonding claims and You earned enough in qualifying wages to be monetarily eligible. **To Apply** - Complete a TDI/TCI application. TDI claims must be filed within 90 days of the first week out of work due to illness. The DLT Director may extend this period up to 26 weeks if the individual can show a good medical reason for the delay in filing, TCI claims must be filed within 30 days after the first day of leave is taken for reasons of bonding or caregiving. TDI/TCI application may be obtained online at www.dlt.ri.gov/td or call (401) 462-8420. Option #1 to request an application be mailed to you. For more information, visit www.dlt.ri.gov/tdi or call (401) 462-8420. NOTE: You may be entitled to a refund of a portion of your contributions if during the calendar year TDI contributions were deducted from your pay by more than one employer. Information may be obtained regarding a refund by calling (401) 574-8700 or writing to the RI Division of Taxation, Employer Tax Section, One Capitol Hill, Suite 36

Providence, RI 02908-5829. **EMPLOYMENT AND TRAINING SERVICES** If you need help finding a job, DLT offers free employment and training related services

Job referral and placement services. Resource rooms with a wide range of employment and training resources. Career counseling and testing to help assess aptitudes and interests. Internet access for employment and training information Job Search workshops to help you develop interviewing skills.

Résumé writing seminars to help you create an effective résumé and cover Visit dlt.ri.gov for a location near you. You can access many services online at www.employri.org.

DLT-TX-6

Sexual harassment is a form of discrimination that occurs when an individual makes unwelcome sexual advances, requests for sexual favors and/or other verbal or physical conduct of a sexual nature against his or her wishes.

RI

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an agent of the employer a non-employee a supervisor in another area

Sexual harassment is a violation of state and federal laws. The prohibition against sexual harassment does not only apply to employers. It also applies to labor organizations, employment agencies, and to individuals who aid and

Commission for Human Rights

The harasser can be

abet an unlawful employment practice.

Department of Labor and Training (DLT)

HEALTHY AND SAFE FAMILIES and WORKPLACES ACT

Pursuant to RI General Law §28-57, you are entitled to sick and safe leave to address your own health and safety needs as well as those of your

The Rhode Island Whistleblowers' Protection Act

family. This leave may or may not be paid depending on the size of your employer and other factors as detailed in the law.

the same sex as the victim Sexual harassment occurs when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an

individual's work performance or creates an intimidating, hostile, or offensive work

Sexual Harassment is Against the Law

Visit www.dlt.ri.gov/wrs or call (401) 462-WAGE (9243) for more information.

"Employee" means a person employed by any employer, and shall include,

but not be limited to: at-will employees, contract employees, applicants,

"Employer" means any person, partnership, association, sole proprietorship,

commission, committee, board, council, bureau, or authority or any subdivision

thereof in state or municipal government. One shall employ another if services

are performed for wages or under any contract of hire, written or oral, express

"Person" means an individual, sole proprietorship, partnership, corporation,

A state officer, employee, agency, department, division, bureau,

board, commission, council, authority, or other body in the executive

An agency, board, commission, council, member, or employee of the

A county, city, town, or regional governing body, a council, school

Any other body that is created by state or local authority or that

is primarily funded by or through state or local authority, or any

A law enforcement agency or any member or employee of a law

The judiciary and any member or employee of the judiciary;

authority to direct and control the work performance of the affected employe

or any individual who has the authority to take corrective action regarding the

violation of a law, rule, or regulation about which the employee complains.

Because the employee, or a person acting on behalf of the employee, reports

or is about to report to a public body, verbally or in writing, a violation that the

employee knows or reasonably believes has occurred or is about to occur, of a

RI General Laws §28-29-13, §28-44-38 and §28-41-15 state that these notices must be posted and maintained in

DLT is an equal opportunity employer/program, auxiliary aids and services are available on request to individuals with disabilities. TTY via RI

Office of Veterans Services

VETERANS' BENEFITS AND SERVICES

Veterans can access the following free resources and hotlines to learn about their rights, protections, benefits, and accommodations

conspicuous places where workers are employed. Fines may be imposed for noncompliance.

law or regulation or rule promulgated under the law of this state, a political

Mental Health Resources

U.S. Department of Veterans Affairs Veterans

Crisis and Suicide and Crisis Lifeling

Call: 988, press 1 | Text: 838255 | Chat: crisistextline.org

All calls and texts are free and confidention

Support for Veterans | Department of Health

The Vet Center Counseling and Mental Health Services

2038 Warwick Ave, Warwick, RI 02889

Call: (401) 739-0167

bit.ly/supportvet

Rhode Island Behavioral Healthcare, Developmental Disabilities &

Hospitals Mental Health Services

Substance Abuse Resources

Education, Workforce, and Training Resources

Explore educational benefits, workforce development programs, and training

DLT Veterans' Employment And Training Service (VETS)

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bit.ly/DLTVetsResource

Providence VA Medical Cente

Call: (401) 273-7100

va.gov/providence-health-care

ce VA Medical Center (PVAMC) Substanc

"Supervisor" means any individual to whom an employer has given the

§ 28-50-3. **Protection.** – An employer shall not discharge, threaten, or otherwise

discriminate against an employee regarding the employee's compensation, terms,

onditions, location, or privileges of employment nor shall an employer report or

threaten to report an employee's immigration status to Immigration and Customs

nforcement (ICE) or any other immigration agency or law enforcement agency

district, or a board, department, commission, agency, or any member

corporation or other business entity, including any department, agency,

§ 28-50-1. Short title. — This chapter may be cited as the "Rhode Island

prospective employees, and independent contractors

histleblowers' Protection Act."

§ 28-50-2. Definitions. — As used in this chapter:

association, or any other legal entity.

"Public body" means all of the following

legislative branch of state government

member or employee of that body;

enforcement agency;

Any federal agency.

including local and state police:

RI

Report incidents of harassment to:

If you believe you are or have been the victim of sexual

RHODE ISLAND COMMISSION FOR HUMAN RIGHTS 180 Westminster Street, Third Floor Providence, RI 02903 401-222-2661

TDD: 401-222-2664 Fax: 401-222-2616

employee is the parent, foster parent, or quardian. A notice of

Workers' Compensation Insurance Company: _____

POLICY EFFECTIVE DATE: accordance with RI General Law §28-32-1, employers must report to the DLT Director every personal injury sustained by an employee if the injury incapacitates the employee from earning full wages for at least 3 days or requires medical treatment,

regardless of the period of incapacity. If the injury proves fatal,

the report must be filed within 48 hours. If not fatal, the report shall be made within 10 days of the injury. treatment initially. The employee's first visit to any facility under contract or agreement with the employer or insurer to provide priority care shall not be considered the employee's initial choice. press #1. If you suspect fraud, contact the Fraud Prevention Unit at (401) 462-8100, press #7.

DWC-8 REV. 01/2018

RI

investigation, hearing, or inquiry held by that public body, or a court action; or Because an employee refuses to violate or assist in violating federal, state, or local law, rule, or regulation; or Because the employee reports verbally or in writing to the employer or to the employee's supervisor a violation, which the employee knows or reasonably

Because an employee is requested by a public body to participate in an

has reason to know that the report is false: or

subdivision of this state, or the United States, unless the employee knows or

believes has occurred or is about to occur, of a law or regulation or rule promulgated under the laws of this state, a political subdivision of this state, he United States, unless the employee knows or has reason to know that the report is false. Provided, that if the report is verbally made, the employee mu establish by clear and convincing evidence that the report was made.

§ 28-50-4. Relief and damages. – (a) A person who alleges a violation of this act may bring a civil action for appropriate injunctive relief, or treble damages, or both within three (3) years after the occurrence of the alleged violation of this chapter. (b) An action commenced pursuant to subsection (a) may be brought in the superio complainant resides, or the county where the person against whom the civil complaint is filed resides or has their principal place of business

(c) As used in subsection (a) of this section, "damages" means damages for injury o loss caused by each violation of this chapter (d) [Deleted by P.L. 2012, ch. 306, § 5 and P.L. 2012, ch. 344, § 5.] § 28-50-5. Reinstatement. — A court, in rendering a judgment in an action brought under this act, shall order, as the court considers appropriate, reinstatement of the

employee, the payment of back wages, full reinstatement of fringe benefits and seniority rights, actual damages, or any combination of these remedies. A court may also award the complainant all or a portion of the costs of litigation, including attorneys' fees if the court determines that the award is appropriate § 28-50-6. Collective bargaining. – This chapter shall not be construed to diminish or impair the rights of a person under any collective bargaining agreement

§ 28-50-7. Exemption. — This chapter shall not be construed to require an employer to compensate an employee for participation in an investigation, hearing or inquiry held by a public body in accordance with § 28-50-3 § 28-50-8. Notices posted. — An employer shall post notices and use other appropriate means to keep his or her employees informed of their protections and

obligations under this chapter, including posting in prominent locations in all languages known to be spoken by employees § 28-50-9. Severability. – If any provision of this chapter or its application to any person or circumstances is held invalid or unconstitutional, the invalidity or

unconstitutionality shall not affect other provisions or applications of this act which can be given effect without the invalid or unconstitutional provision or application, and to this end the provisions of this chapter are declared to be severable

Rhode Island Office of Veterans Services

Legal Services

Find legal assistance tailored to veterans' needs **Operation Stand Down Rhode Island**

Call: 401-383-4730

Email: osdri@osdri.org

Rhode Island Legal Services

bit.ly/rilegalservices
Call: 401-846-2264

Tax Benefits

Learn about tax exemptions and other benefits available to veterans in Rhode Island.

Rhode-Island Property Tax Exemptions:

Additional Resources

National Domestic Violence Hotline

Call: 800-799-7233 **RI Workplace Sexual Harassment Hotline**

Call: 1 (401) 222-2661

RI Department of Motor Vehicles:

Veteran License Plate: bit.ly/veteran-license-platesri

leteran Status Designation Photo Document: bit.ly/veteran-designationright

Contact your local or municipal tax accessor's office for more information

Address: 560 Jefferson Blvd., Warwick, RI 02886

Call: 401-921-2119

RHODE ISLAND RIGHT-TO-KNOW

Department of Labor and Training (DLT)

Department of Labor and Training (DLT)

BAN-THE-BOX

Ignoring This Poster Can Be Hazardous To Your Health Under the RI Right-To-Know Law, your employer must tell you about the dangers of any hazardous

substances in your workplace. You have a right to the common name or trade names of the substance, including the chemical name; the level at which exposure to the substance is hazardous,

the effects and symptoms of exposure at hazardous the potential for flammability, explosion, and reactivity of appropriate emergency treatment

proper procedures for the safe use of and exposure to the

If he or she has not, make sure you ask about it. Your company

for more information "Because not knowing about the hazardous substances you work with is the greatest hazard of all." DLT-L-47 The RI Right-To-Know Law

REV. 01/2018

REV. 07/2015

RI NOTICE OF RIGHT TO BE FREE FROM DISCRIMINATION BECAUSE OF PREGNANCY, CHILDBIRTH AND RELATED CONDITIONS

State law protects employees and applicants from discrimination based on pregnancy, childbirth and related conditions. Federal law provides similar protections. Employees and applicants have the right under state law to request a reasonable accommodation for conditions related to pregnancy, childbirth and related conditions such as the need to

express breast milk for a nursing child. This workplace may not:

refuse to grant you the reasonable accommodation unless it would create an undue hardship on this employer's enterprise, business or program; require you to take a leave if another reasonable accommodation can be granted; or deny you employment opportunities based on a refusal to provide a reasonable accommodation.

If you want to request a reasonable accommodation, or if you

have been discriminated against based on pregnancy, childbirth

or related condition, please contact one of the following staff

or after a first interview (with certain exceptions)

PHONE NUMBER PHONE NUMBER **E**MAIL ADDRESS EMAIL ADDRESS

RHODE ISLAND COMMISSION FOR HUMAN RIGHTS 180 WESTMINSTER STREET, 3RD FLOOR Providence, RI 02903 (401) 222-2661 TTY: 401-222-2664 www.richr.ri.gov

401-222-2661

TDD: 401-222-2664

www.richr.ri.gov

If you have been the victim of discrimination based on

pregnancy, childbirth or related conditions and/or denial of a

reasonable accommodation, contact:

ADDRESS

Commission for Human Rights

Discrimination is Illegal State and Federal laws prohibit harassment and discrimination in hiring, terms and conditions, promotion, discharge, salary, benefits, and other aspects of employment based on race, color, religion, ancestral origin, sex, sexual orientation*, gender identity or expression*, physical or mental disability or age (over 40). State law also prohibits employers from asking applicants about arrest records, and makes it unlawful to ask about convictions until at

Report incidents of harassment and discrimination to the Commission for Human Rights and the company representative named COMMISSION FOR HUMAN RIGHTS 180 Westminster Street THIRD FLOOR Providence, RI 02903

WE ARE AN EQUAL OPPORTUNITY EMPLOYER **REV. 01/2025**

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

You have the right to a workplace free of harassment and discrimination.

FED

Race

Color

Religion

National origin

Age (40 and older)

services, or family medical history)

lawsuit, investigation, or proceeding

What Organizations are Covered?

Most private employers

All aspects of employment, including:

Hiring or promotion

Discharge, firing, or lay-off

Staffing agencies

Discriminatory?

conduct)

Assignment

employees

employees

FED

Disability

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.

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

Job applicants Union members and applicants for membership in a

Under the EEOC's laws, an employer may not discriminate

Sex (including pregnancy, childbirth, and related

medical conditions, sexual orientation, or gender

Genetic information (including employer requests for,

Retaliation for filing a charge, reasonably opposing

Interference, coercion, or threats related to exercising

rights regarding disability discrimination or pregnancy

discrimination, or participating in a discrimination

State and local governments (as employers)

What Employment Practices can be Challenged as

Harassment (including unwelcome verbal or physical

Failure to provide reasonable accommodation for a

disability; pregnancy, childbirth, or related medical

condition; or a sincerely-held religious belief,

Obtaining or disclosing genetic information of

Requesting or disclosing medical information of

with that particular employer:

cases, a comparable job.

uniformed service;

uniformed service; or

initial employment;

reemployment;

because of this status.

then an employer may not deny you:

retention in employment;

Educational institutions (as employers)

Pay (unequal wages or compensation)

or purchase, use, or disclosure of genetic tests, genetic

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 What Types of Employment Discrimination are

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

You do not have to share a medical diagnosis but must provide

whether the leave qualifies for FMLA protection. You must also

inform your employer if FMLA leave was previously taken or

approved for the same reason when requesting additional leave.

provider to verify medical leave and may request certification of a

Your **employer may request certification** from a health care

enough information to your employer so they can determine

If you are eligible for FMLA leave, your employer must: Allow you to take job-protected time off work for a qualifying reason, You have the right to use FMLA leave in one block of time. When it Continue your group health plan coverage while you are on is medically necessary or otherwise permitted, you may take FMLA leave on the same basis as if you had not taken leave, and schedule by working less hours each day or week. Read Fact Sheet 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

by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need 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 You have at least 1,250 hours of service for your employer employer determines that you are eligible, your **employer must** notify you in writina: Your employer has at least 50 employees within 75 miles of

About your FMLA rights and responsibilities, and How much of your requested leave, if any, will be FMLAprotected leave. Where can I find more information? Call 1-866-487-9243 or visit dol.gov/fmla to learn more. 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 in court. Scan the QR code to learn about our WHD

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

OF LABOR

SCAN ME WH1420

REV. 04/2023

observance or practice Job training Classification

RHODE ISLAND DEPARTMENT OF LABOR AND TRAINING (DLT) Notice to All Employees - Information Employers Must Post Pay Equity Act

STATE OF

RHODE ISLAND

Pay Differentials for Comparable Work Employer Wage Inquiry Pursuant to Rhode Island General Law § 28-6-22. Pursuant to Rhode Island General Law § 28-6-18, it is unlawful for an employer to pay a differential wage based on race, employers are prohibited from inquiring into or requiring the disclosure of a job applicant's wage history, from color, religion, sexual orientation, gender, gender identity or relying upon a job applicant's wage history when expression, disability, age, and country of ancestral origin for comparable work. A differential wage is permissible where one considering the individual's candidacy, and from setting a minimum or maximum threshold of prior wage earnings or more of the following factors is found to apply: as a condition of employment. "A seniority system; provided, however, that time spent on

employer," consider and seek to confirm a job applicant's "A merit system. wage history if such wage history was voluntarily "A system that measures earnings by quantity or quality of provided. production." At the time of hire or internal transfer to a new position, "Geographic location when the locations correspond with and whenever requested by an employee, an employer different costs of living, provided, that no location within the must disclose to the hired, transferred, or inquiring state of Rhode Island will be considered to have a sufficiently individual, the wage range for the position the individual's different cost of living."

Wage Discussion among Employees protected] characteristic[]." Pursuant to Rhode Island General Law § 28-6-18, it is unlawful for an employer to prohibit employees from discussing wages or "Education, training, or experience to the extent such factors asking other employees about their wages. Employers may not are job-related and consistent with a business necessity." request or require that employees or applicants waive the right "Work-related travel, if the travel is regular and a business to discuss wages. necessity." **Retaliation Prohibited** "A bona fide factor other than [a protected] characteristic[] .. which is not based upon or derived from a differential Any discriminatory or disciplinary action taken against an

Department of Labor and Training (DLT)

RHODE ISLAND PARENTAL AND FAMILY MEDICAL LEAVE ACT

employee for exercising these rights under the Act, or for in compensation based on [a protected] characteristic[] ... which is job-related with respect to the position in question; opposing any practice made unlawful by the Act, is prohibited. and which is consistent with business necessity." RI General Laws § 28-6-18 states that this notice must be posted and maintained in conspicuous places where workers are Alleged violations of the Act may be complained of (1) in a civil employed. Fines may be imposed for noncompliance. action brought by an employee, or (2) by a complaint filed with

DLT is an equal opportunity employer/program, auxiliary aids and services are available on request to individuals with disabilities. TTY via RI Relay 7111

An employer may, for the limited purpose of "support[ing]

a wage higher than the wage [initially] offered by the

24 hours prior to the leave must be given to the employer by the employee. The leave is not required to be paid; however, an employee may substitute any accrued paid vacation leave or Use of Sick Leave by Adoptive Parent - Any employer who allows sick time or sick leave of an employee to be used after the birth of a child shall allow the same time to be used for the placement of a child 16 years of age or less with an employee in connection with the adoption of the child by the employee. **Continuation of Health Benefits** - Prior to the commencement

of leave, the employee must pay his employer a sum equal to the premium required to maintain the employee's health benefits in force during the period of leave, which sum is required to be returned to the employee within 10 days following return to Return from Leave - Employees who are granted leave under the Act are entitled to be restored to the position held when the leave commenced, or to a position with equivalent seniority,

status, employment benefits, pay and other terms and conditions of employment, including all fringe benefits and service credits that the employee had been entitled to at the commencement **Prohibited Acts** - It is unlawful for any employer to interface the Act. Any discrimination or disciplinary action taken against

an employee for exercising these rights under the Act, or for opposing any practice made unlawful by the Act, is also **Enforcement** - Alleged violations of the Act may be complained of (1) in a civil action brought by an employee, (2) by a complaint filed with the DLT Director. Civil penalties are provided for

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violations of the Act or any order issued by the Director of Labor

Department of Labor and Training (DLT) WORKERS' COMPENSATION ACT of the State of Rhode Island

questions regarding whether an applicant has ever been arrested, charged with or convicted of any crime. Limited exceptions exist for law enforcement agencies and related positions. Employers in violation of this

proper protective equipment for safe use; and procedures for clean-up of leaks and spills. Your employer must provide you with the above information.

The Right-To-Know Law was created to protect you. Visit http://www.dlt.ri.gov/occusafe or call (401)462-8570, option #4

• File a complaint with OSHA within 30 days retaliated against for using your rights.

speak in private to the inspector.

employer.

This poster is available free from OSHA.

from opposing discrimination, filing a charge, or participating in an investigation or proceeding

Conduct that might reasonably discourage someone 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 pregnancy What can You Do if You Believe against you, regardless of your immigration status, on the bases

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

Submit 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

www.eeoc.gov/field-office)

E-Mail info@eeoc.gov Additional information about the EEOC, including information about filing a charge of discrimination, is available at

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 discrimination on the following bases:

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 Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees.

Disability 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 hardship to the employer. Section 503 also

requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with

disabilities at all levels of employment, including the executive

Protected Veteran Status 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 badge veterans, or Armed Forces service medal

Retaliation

200 Constitution Avenue, N.W.

Washington, D.C. 20210

1-800-397-6251 (toll-free)

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 authorities should contact immediately: The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor

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

If you are deaf, hard of hearing, or have a speech disability,

Department of Labor 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 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 under such programs. Title IX of the Education Amendments

of 1972 prohibits employment discrimination on the basis of

sex in educational programs or activities which receive Federal

financial assistance. **Individuals with Disabilities**

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

existing condition exclusions) except for service-connected illnesses or injuries.

reemployed, generally without any waiting periods or exclusions (e.g., pre-

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 job If you believe you have been discriminated against in a

program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

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 **HEALTH INSURANCE PROTECTION** You have the right to be reemployed in your civilian job if you leave that job to 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 perform service in the uniformed service and: you ensure that your employer receives advance written or verbal notice of your dependents for up to 24 months while in the military.

conclusion of service; and you have not been separated from service with a disqualifying discharge or The U.S. Department of Labor, Veterans Employment and Training Service under other than honorable conditions. (VETS) is authorized to investigate and resolve complaints of USERRA violations. If you are eligible to be reemployed, you must be restored to the job and benefits you For assistance in filing a complaint, or for any other information on would have attained if you had not been absent due to military service or, in some USERRA, contact VETS at **1-866-4-USA-DOL** or visit its website at

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 are a past or present member of the • are obligated to serve in the Special Counsel, as applicable, for representation. uniformed service; You may also bypass the VETS process and bring a civil action against an have applied for membership in the

> 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

connection with a proceeding under USERRA, even if that person has no service U.S. Department of Labor • 1-866-487-2365 U.S. Department of Justice Office of Special Counsel

FED

EMPLOYEE RIGHTS

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. **PROHIBITIONS**

In addition, an employer may not retaliate against anyone assisting in the

enforcement of USERRA rights, including testifying or making a statement in

you have five years or less of cumulative service in the uniformed services while

promotion; or

any benefit of employment

you return to work or apply for reemployment in a timely manner after

discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act. **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

Employers are generally prohibited from requiring or requesting any employee

or job applicant to take a lie detector test, and from discharging, disciplining, or

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 manufacturers,

ENFORCEMENT

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own



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Job Safety and Health

WAGE AND HOUR DIVISION

- All workers have the right to: A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being
- 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.

Request a confidential OSHA inspection

- (by phone, online or by mail) if you have been
 - the workplace injury and illness log.

https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be viewed at https://webapps.dol.gov/elaws/vets/userra. RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

employer for violations of USERRA.

Employer Support of the Guard and Reserve • 1-800-336-4590

EMPLOYEE POLYGRAPH PROTECTION ACT 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





IT'S THE LAW!

Employers must: Provide employees a workplace free from

 Comply with all applicable OSHA standards. Notify OSHA within 8 hours of a workplace

reporting a work-related injury or illness.

the alleged violations. On-Site Consultation services are available to small and medium-sized employers, without

Post OSHA citations at or near the place of



To update your labor law posters contact J. J. Keller & Associates, Inc. JJKeller.com/laborlaw 800-327-6868 **Since 1953** 62902 JAN2025 65862F FED-RI-ENG

- retaliated against. Receive information and training on job hazards, including all hazardous substances in your workplace.
- Participate (or have your representative participate) in an OSHA inspection and
- See any OSHA citations issued to your Request copies of your medical records, tests that measure hazards in the workplace, and

Contact OSHA. We can help.

TWO ways to verify poster compliance! QR CODE Scan with phone camera: Go to: JJKeller.com/LLPverify **ONLINE** Enter this code: 69470-012025

place notices for employees.

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





against an employee for using any of their rights under the law, including raising a health

recognized hazards. It is illegal to retaliate

and safety concern with you or with OSHA, or

fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss

Provide required training to all workers in a

language and vocabulary they can understand.

Prominently display this poster in the workplace.

citation or penalty, through OSHA-supported consultation programs in every state.



distributors and dispensers.

DEPARTMENT OF LABOR UNITED STATES OF AMERICA

Pursuant to RI General Law §28-6.14-1, it is unlawful for an employer to include on a job application any law may be fined between \$100-\$500 per offense. Visit www.dlt.ri.gov/ls or call (401) 462-WAGE (9243) for