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.

FED

OVERTIME PAY At least 11/2 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 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. **NURSING MOTHERS** The FLSA requires employers to provide reasonable break time for a nursing mother employee who is

subject to the FLSA's overtime requirements in order for the employee to express breast milk for her nursing child for one year after the child's birth each time such employee has a need to express breast milk.

Employers are also required to 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 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 FLSA.

ADDITIONAL INFORMATION

- Certain occupations and establishments are exempt from the minimum wage, and/or overtime
- 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
- 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

DEPARTMENT OF LABOR UNITED STATE OF AMERICA

FED



and correctly classified independent contractors are not

WAGE AND HOUR DIVISION UNITED STATES OF LABOR

1-866-487-9243 TTY: 1-877-889-5627 www.dol.gov/whd



are obligated to serve in the uniformed

promotion; or

any benefit of employment

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

YOUR RIGHTS UNDER USERRA

THE UNIFORMED SERVICES EMPLOYMENT AND

REEMPLOYMENT RIGHTS ACT

- 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

- are a past or present member of the
- uniformed service; have applied for membership in the uniformed service; or
- then an employer may not deny you: initial employment;
- retention in employment;
- 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

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

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 http://www.dol.gov/vets. An interactive online USERRA Advisor can be viewed at http://www.dol.gov/elaws/userra.htm 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: http://www.dol.gov/vets/programs/userra/poster.htm. 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. 04/2017

UT

Labor Commission WORKERS' COMPENSATION NOTICE

has complied with the provisions of the Workers' Compensation Act (§34A-2-101, Utah Code Annotated), the Utah Occupational Disease Act (§34A-3-101, Utah Code Annotated), and the rules of the Labor Commission by insuring the liability to pay the compensation and other benefits provided

Address for the above insurance company: _____

Check here if the employer has been authorized by the Division of Industrial Accidents to

self-insure and directly pay workers' compensation benefits. WORKERS' COMPENSATION

Workers' Compensation is insurance which pays medical expenses and helps offset lost wages for employees with work-related injuries or illnesses. If you have an on-the-job injury or occupational disease, it may pay for: hospital and medical bills, time lost from work, permanent loss of body function, prosthetic devices, and burial and dependent benefits in case of death.

Report the injury, no matter how slight,

may lose your rights if your injury is not reported within 180 days of the injury or work-related illness. Ask your employer where you should go for treatment. If your employer

has a first-aid room or company

designated doctor, go there promptly

HOW TO REPORT AN ACCIDENT

- for treatment. If not, go to a doctor of your choice Tell the doctor HOW, WHEN and WHERE the accident happened. The doctor will fill out a physician's initial report form. A copy of the report is given to
- you and copies of the report are sent to the insurance company and the Labor Commission within seven (7) days of your doctor visit. Your employer shall fill out the
- employer's first report of injury form. A copy of this report is sent to the insurance company within seven (7) days of the accident. The insurance company will report the injury to the

Labor Commission.

- benefits for the company 2. Ask your employer to report the accident to the insurance company and give you the claim number.
 - Call the insurance company and ask them to start your workers'

HOW TO START COMPENSATION

company pays workers' compensation

Ask your employer which insurance

- compensation benefits. The insurance company will require the employer's report, the physician's report, and may ask you to fill out a request for compensation. Cooperate with the adjuster's investigation of the injury. Ask your doctor to send medical reports
- to the insurance company, including the work status statement. REHABILITATION

If you cannot return to work, you may be eligible for a rehabilitation program. Contact the insurance company listed above or the Utah State Office of Rehabilitation

FRAUD STATEMENT: "Any person who knowingly presents false or fraudulent underwriting information, files or causes to be filed a false or fraudulent claim for disability compensation or medical benefits, or submits a false or fraudulent report or billing for health care fees or other professional services is guilty of a crime and may be subject to fines and confinement in state prison."

Utah Labor Commission Industrial Accidents Division

160 East 300 South 3rd Floor P.O. Box 146610 Salt Lake City, Utah 84114-6610 Office: (801)-530-6800 • Fax: (801)-530-6804 • Toll Free: (800) 530-5090

www.laborcommission.utah.gov If you want copy of an Employee's Guide to Workers' Compensation booklet or have questions, contact the Labor Commission or go to the webpage at www. laborcommission.utah.gov. Note: This notice must be posted and kept continuously in public and conspicuous places in the office, shop or place of business of the employer as per §34A-2-204 and §34A-2-104.5,

Utah Code Annotated.

Rev. 10/2019

UT

Labor Commission

Pregnancy and Related Conditions under the Utah Antidiscrimination Act

The Utah Antidiscrimination Act requires an employer to make a reasonable accommodation for an employee for pregnancy, child birth, breastfeeding, or a related condition, upon the employee's request. UTAH CODE § 34A-5-106(1)(g) (2016).

- Unless the employer can show that the **reasonable accommodation** is an **undue hardship** as defined by the Act, it cannot require an employee to end the employment if a reasonable accommodation may be given, or deny employment opportunities to the employee if the denial is based on the need to make a reasonable accommodation. UTAH CODE § 34A-5-102(1)(w) (2016). An employer may require an employee seeking a reasonable accommodation based on pregnancy
- or a related condition to provide a **medical certification**. A medical certification must include: the date the reasonable accommodation becomes medically advisable
- the probable duration of the accommodation; and a statement regarding the medical advisability of the accommodation. UTAH CODE § 34A-5-
- An employer may not require an employee to obtain a certification from the employee's health care

provider for more frequent ${\bf restroom, food, or\ water\ breaks.}$ UTAH CODE § 34A-5-106(7)(c) (2016). To learn more about your rights, please contact the Utah Antidiscrimination & Labor Division by calling 801-530-6801 or emailing <u>discrimination@utah.gov</u>.

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EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION **LEAVE ENTITLEMENTS**

Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

- The birth of a child or placement of a child for adoption or foster care;
- To bond with a child (leave must be taken within 1 year of the child's birth or placement); To care for the employee's spouse, child, or parent who has a qualifying serious health condition;
- For the employee's own qualifying serious health condition that makes the employee unable to perform
- For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent.
- An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious injury or
- An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave intermittently or on a reduced schedule.
- Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's

BENEFITS & PROTECTIONS While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave.

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions. An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying

to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding

ELIGIBILITY REQUIREMENTS

under or related to the FMLA.

normal paid leave policies.

- An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must:
- Have at least 1,250 hours of service in the 12 months before taking leave;* and Work at a location where the employer has at least 50 employees within 75 miles of the
- employee's worksite. *Special "hours of service" requirements apply to airline flight crew employees.

Have worked for the employer for at least 12 months;

REQUESTING LEAVE

Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures.

Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken

Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional information is required.

EMPLOYER RESPONSIBILITIES

Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility.

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA leave.

ENFORCEMENT

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Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an employer.

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.

U.S. Department of Labor • Wage and Hour Division • WH1420

DEPARTMENT OF WORKFORCE SERVICES

For additional information or to file a complaint:

DEPARTMENT OF LABOR **WHD** UNITED STATES OF AMERICA

taxes, and provide for insurance.

1-866-4-USWAGE (1-866-487-9243) TTY: 1-877-889-5627 www.dol.gov/whd



jobs.utah.gov

REV. 04/2016

UNEMPLOYMENT INSURANCE NOTICE TO WORKERS

Your work is covered under the provisions of the Utah Employment Security Act for unemployment insurance purposes, unless specifically exempted by the Act. Unemployment insurance specifically provides payments to qualified workers who are unemployed through no fault of their own and are able, available, and seeking full-time work. It is not public assistance, Social Security, or a disability payment. Benefits are based upon your previous earnings—not on economic need. The funds to

pay unemployment benefits are paid by your employer. No deductions are made from your wages. FILING FOR UNEMPLOYMENT INSURANCE BENEFITS

To receive unemployment benefits, you may file your claim online at jobs.utah.gov, select "Temporary Assistance," then "Unemployment Benefits," and then choose "File New or Reopen Claims." You may also call the Claims Assistance and Re-Employment Team at: Salt Lake/South Davis Counties – (801) 526-4400; Weber/ North Davis Counties – (801) 612-0877; Utah County – (801) 375-4067; elsewhere in Utah and out-of-state – (888) 848-0688. No benefits will be paid for weeks prior to the week in which you file your claim. You should, therefore, file immediately after becoming unemployed or when your work hours are reduced to less than full

FILING AFTER RECEIVING WORKER'S COMPENSATION BENEFITS

If you are separated from employment due to a work-related illness or injury for which you have received Worker's Compensation, your rights to unemployment benefits may be preserved for up to THREE YEARS from the date of your injury. In order to use wages earned prior to such an injury or illness, you must file a claim for unemployment benefits within 90 DAYS of your doctor's release to full time work.

SEPARATION INFORMATION At the time you are separated from your job, you should request information as to the reasons for your

separation. You do not need to have a separation notice to file a claim. Both you and your employer will be requested to provide statements explaining the reason for your separation. **WAGES DETERMINE BENEFIT AMOUNT** The amount of your unemployment benefits will be determined from your wages in covered employment. "Wages" are all payments for personal services performed such as salaries, commissions, bonuses, tips, and

employer generally cannot be used to determine your unemployment benefits.

the cash value of goods and services received for services performed. Tips received but not reported to your

SELF-EMPLOYMENT If you are classified as "self-employed" (independent contractor), you may want to discuss this with your employer and have your status reviewed by DWS. Work performed in "self employment" cannot be used for unemployment benefits. You are "self-employed" if your work is performed without direction and control and you are in your own established business. This generally means you are properly licensed in business, perform similar services for others, maintain proper accounting records and business reports, pay self-employment

ONLINE SERVICES Access our web site jobs.utah.gov to search for jobs, find out about available programs, and obtain economic information.

NO FEE EMPLOYMENT SERVICES

DWS services are available on our web site at jobs.utah.gov or by going to any of our Employment Centers listed below. Employment services include job referrals, career counseling, workshops, employer recruitment, Veterans' services, labor market information, and job training/internships. Supportive services include food stamps, financial assistance, medical assistance, childcare assistance, unemployment assistance, emergency assistance, referrals to community, and other resources. Our Job Connection Rooms provide Internet access along with Information Specialists to assist you in accessing services and resources. Fax and copy machines are also available.

STATE EMPLOYMENT CENTERS

Beaver	875 North Main	(435) 438-3581	Ogden	480 27th Street	(801) 626-0300
Blanding	544 North 100 East	(435) 678-1420	Panguitch	665 North Main	(435) 676-1406
Brigham City	138 West 990 South	(435) 695-2625	Park City	1910 Prospector Ave. Ste. 100	(877) 313-4317
Cedar City	176 East 200 North	(435) 865-6531	Price	475 West Price River Dr. #300	(435) 636-2300
Clearfield	1290 East 1450 South	(801) 776-7800	Provo	1550 North 200 West	(801) 342-2600
Delta	44 South 350 East	(435) 864-3525	Richfield	115 East 100 South	(435) 893-0005
Emery County	550 West Hwy 29	(435) 381-6120	Roosevelt	140 West 425 South 330-13	(435) 722-6499
Heber City	69 North 600 West, Ste. C	(435) 654-6500	Salt Lake Metro	720 South 200 East	(801) 526-0950
Junction	550 North Main	(435) 893-0005	Salt Lake So County	5735 South Redwood Rd.	(801) 269-4700
Kanab	468 East 300 South	(435) 644-8911	South Davis	763 West 700 South W. Cross	(801) 298-6600
Lehi	557 W. State Street	(801) 753-4500	Spanish Fork	1185 North Canyon Creek Parkway	(801) 794-6600
Loa	18 South Main	(435) 893-0005	St. George	162 North 400 East Bldg. B	(435) 986-3500
Logan	180 North 100 West	(435) 792-0599	Tooele	305 North Main, Ste. 100	(435) 833-7300
Manti	55 South Main #3	(435) 835-0771	Vernal	1050 West Market Dr.	(435) 781-4100
Moab	457 Kane Creek Blvd	(435) 719-2600	Eligibility Services Center	(Salt Lake Area)	(801) 526-0950
Nephi	625 North Main.	(435) 623-0361		(Outside Salt Lake)	(866) 435-7414

INFORMATION FOR EMPLOYERS Utah law requires that each employee's wages must be reported each quarter with the regular quarterly

contribution (tax) report. All wage and separation information and correspondence must include your unemployment insurance registration number. You must also maintain and make available records of wages and separation information on all workers for at least four (4) calendar years.

Form 65 "Employer Notice of Potential Liability" showing any wages from your firm being used on the claim and your firm's potential benefit costs. If you have classified or contemplate classifying any of your workers as "self-employed" (independent contractors), notify the Department in order that a proper determination of status can be made. By doing this, you may avoid unpaid contributions (tax) liabilities, interest, and penalties. Additional information is available

jobs.utah.gov/ui/employer/public/handbook/employerhandbook.aspx In accordance with Section 35A-4-406(1)(b) of the Utah Employment Security Act, this notice must be permanently

in the "Employer Handbook" which you can access on the Internet at:

posted by each employer at suitable points (on bulletin boards, near time clocks, etc.) in each work place and establishment. **Equal Opportunity Employer/Program**

Auxiliary aids (accommodations) and services are available upon request to individuals with disabilities by calling

FEDERAL

FED

Private Employers, State and

Local Governments, Educational Institutions, Employment Agencies

and Labor Organizations Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under opposes an unlawful employment practice. Federal law from discrimination on the

There are strict time limits for filing charges

to reasonably accommodate an employee's religious practices where the accommodation EEOC field office information is available

DISABILITY

Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. 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.

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

Title II of the Genetic Information

applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants employees, or their family members; the manifestation of diseases or disorders in family members (family medical history);

Equal Employment Opportunity is THE LAW

and requests for or receipt of genetic services by applicants, employees, or their

family members.

RETALIATION All of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise

WHAT TO DO IF YOU BELIEVE **DISCRIMINATION HAS OCCURRED**

the ability of EEOC to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is suspected: The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (tollfree) or 1-800-669-6820 (toll-free TTY number for individuals with hearing impairments).

about EEOC, including information about charge filing, is available at www.eeoc.gov. **Employers Holding Federal**

at www.eeoc.gov or in most telephone

directories in the U.S. Government or Federal

Government section. Additional information

Contracts or Subcontracts Applicants to and employees of companies with a Federal government contract or subcontract are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, **NATIONAL ORIGIN**

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

INDIVIDUALS WITH DISABILITIES

as amended, protects qualified individuals

from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. 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. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with

DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDAL VETERANS

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 job discrimination and requires affirmative action to employ and advance in employment disabled veterans, recently separated veterans (within three

years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes

violated its nondiscrimination or affirmative action obligations under the authorities above should contact immediately: The Office of Federal Contract Compliance

Programs (OFCCP), U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210, 1-800-397-6251 (toll-free) or (202) 693-1337 (TTY). OFCCP may also be contacted by e-mail at OFCCP-Public@dol.gov, or by calling an OFCCP regional or district office, listed in most telephone directories

Programs or Activities Receiving Federal Financial Assistance RACE, COLOR, NATIONAL ORIGIN,

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 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

INDIVIDUALS WITH DISABILITIES Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employmen discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination

receive Federal financial assistance.

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. EEOC 9/02 and OFCCP 8/08 Versions Useable With 11/09 Supplement EEOC-P/E-1

FED

DEPARTMENT OF LABOR

UNITED STATES OF AMERICA

EMPLOYEE RIGHTS

private employers from using lie detector tests either for pre-employment screening or during the course of employment. involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer. **PROHIBITIONS** The law does not preempt any provision of any State or local law or Employers are generally prohibited from requiring or requesting any collective bargaining agreement which is more restrictive with

Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Governmen to certain private individuals engaged in national security-related

The Secretary of Labor may bring court actions to restrain violations prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors



1-866-487-9243 TTY: 1-877-889-5627

REV. 07/2016

Labor Commission

Workplace Safety and Health in the State of Utah

hazards that are likely to cause death or serious physical harm to employees. The Utah Occupational Safety and Health (UOSH) Division of the Utah Labor Commission, has the responsibility to administer the Utah Occupational Safety and Health Act.

The Utah Occupational Safety and Health Act of 1973 requires Utah employers to provide a safe and healthful workplace, free from recognized

NOTICE TO EMPLOYEES

You have the right to request and to participate in a UOSH inspection if you believe that there are unsafe or unhealthful conditions in your workplace.

You have a right to see all UOSH citations issued to your employer. Your employer must post the citations at or near the place of the alleged violation. You may request an informal review of the abatement period granted to the employer.

NOTICE TO EMPLOYERS UTAH EMPLOYERS ARE REQUIRED TO PROVIDE EMPLOYEES A SAFE AND HEALTHFUL WORKPLACE

all incidents of worker injuries and occupational illnesses. **REPORTING GUIDANCE** "Disabling and serious" includes, but is not limited to any injury or illness resulting in immediate admittance to the hospital, permanent or

treatment by a medical doctor, such as amputation, fracture, deep cuts, severe burns, electric shock, sight impairment, loss of consciousness,

and concussions; illnesses that could shorten life or significantly reduce physical or mental efficiency inhibiting the normal function of a part of

INSPECTIONS, CITATIONS, ASSESSED PENALTIES UOSH may enter at reasonable times without delay any work place under its jurisdiction to conduct an inspection, investigation, or interview a reasonable number of employees to determine compliance with the Utah Act, rules and standards. If an employer is in violation of any of those

up to \$7,000. Willful or Repeated violations may be assessed a proposed penalty up to \$70,000. Failure to correct or abate a violation may result in additional penalties not to exceed \$7,000 for each day each violation is not corrected. **CONTESTS, APPEALS, INFORMAL REVIEW**

To report a workplace fatality or injury, file a workplace safety complaint, or for assistance please call

Utah Occupational Safety and Health 160 East 300 South, Third Floor PO Box 146650 *Salt Lake City, Utah 84114-6650*

Reporting Injuries

Compliance Program

Consultation Program (801) 530-6855

(801) 530-6901

(801) 530-6901

62926

Go to: JJKeller.com/LLPverify **ONLINE** APR2022 Enter this code: 62926-042022



following bases: RACE, COLOR, RELIGION, SEX,

NATIONAL ORIGIN Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes failing

does not impose undue hardship.

SEX (WAGES) In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits

sex discrimination in the payment of wages

to women and men performing substantially

GENETICS

Nondiscrimination Act of 2008 protects

of employment discrimination. To preserve Any person who believes a contractor has

under U.S. Government, Department of Labor.

SEX In addition to the protections of Title VII of the activities receiving Federal financial assistance. Section 503 of the Rehabilitation Act of 1973,

is prohibited in all aspects of employment against persons with disabilities who, with

REV. 11/2009

EMPLOYEE POLYGRAPH PROTECTION ACT The Employee Polygraph Protection Act prohibits most The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of

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

any employee or job applicant to take a lie detector test, and from

The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

www.dol.gov/whd

ENFORCEMENT

You have the right to file a complaint with UOSH if you feel that your employer has retaliated against you for making safety or health complaints, or for exercising your rights under the Utah Occupational Safety and Health Act. Such whistleblower complaints must be filed within 30 days of the retaliation.

that these hazards have been reduced or eliminated.

REPORTING REQUIREMENTS Employers are required to notify UOSH at (801) 530-6901 within 8 hours of occurrence of all fatalities, disabling, significant, and serious injuries or illnesses to workers. You can call in your report 24 hours a day, 7 days a week. Tools, equipment, materials, or other evidence that might pertain to the cause of such accidents shall not be removed or destroyed until authorized by UOSH. You are also required to investigate

rules or standards UOSH will promptly issue a Citation to notify them of the violation. A serious violation may be assessed a proposed penalty of

(801) 530-6901 or (800) 530-5090. To file a safety complaint online or obtain more information about UOSH please visit our website at: www.laborcommission.utah.gov. To obtain more information about safety and health in the workplace, please contact the Consultation Program at (801) 530-6855. Employers and

abatement period. Informal reviews do not extend the 30 days in which an employer must file a written notice of contest for a formal hearing.

(801) 530-6901 Fax (801) 530-7606

TWO ways to verify poster compliance!

QR CODE Scan with phone camera:

State of Utah Labor Commission

J. J. Keller & Associates, Inc. JJKeller.com/laborlaw 800-327-6868

65886F

You have the right to **copies of your medical records** or records of your exposure to toxic and harmful substances or conditions.

temporary impairment where part of the body is made functionally useless or is substantially reduced in efficiency and which would require

The Utah Labor Commission will provide an adjudicative formal hearing with its Division of Adjudication, when an employer files a written notice of contest within 30 days of receipt of the citation. Upon expiration of that 30 day period, the citation and proposed penalties are final and not subject to review by any court or agency. Employers may also request an informal review of any citation, proposed penalty or

the body, such as cancer, silicosis, asbestosis, hearing impairment and visual impairment.

employees may file a complaint about state program administration with the Occupational Safety and Health Administration (OSHA) at 1244 Speer Blvd., Suite 551 Denver, CO 80204.

veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was awarded).

RETALIATION discrimination under these Federal laws.

respect to lie detector tests.

EXAMINEE RIGHTS 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

and assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

UNITED STATES DEPARTMENT OF LABOR

WAGE AND HOUR DIVISION

THIS NOTICE MUST BE POSTED IN THE WORKPLACE

You have the obligation to comply with all workplace safety and health rules established by your employer. You have the right to notify your employer or UOSH about workplace hazards. You may ask to keep your name confidential.

You have the right to know your employer is obligated to correct workplace hazards by the date indicated on the citation and must certify

Toll-Free 1-800-530-5090 www.laborcommission.utah.gov

To update your labor law posters contact

FED-UT-ENG

"Helping to ensure a safe and healthy workplace for every worker in the State of Utah" REV. 01/15/2019

When an unemployment claim is filed by a former employee, the Department of Workforce Services will send Form 606 "Notice of Claim Filed." This notice will provide an opportunity for you to report details of the reason for the claimant's separation and, in some cases, to request relief of potential charges. You will also receive a

801-526-9240. Individuals who are deaf, hard of hearing, or have speech impairments may call Relay Utah by dialing 711. Spanish Relay Utah: 1-888-346-3162. 09-22E REV. 04/2022

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