

EEOC - KNOW YOUR RIGHTS. WORKPLACE DISCRIMINATION IS ILLEGAL. Know Your Rights Workplace Discrimination is Illegal. The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment.

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

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

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS. The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government.

BY LAW, EMPLOYERS MUST DISPLAY THIS NOTICE IN A PROMINENT PLACE IN EACH WORKPLACE AND COMPLETE THE INFORMATION BELOW. Party handling workers' compensation claims. Business address. Telephone number. Fax number. Email address. Website.

ANTI-DISCRIMINATION NOTICE. It is illegal to discriminate against work authorized individuals. Employers CANNOT specify which documents they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.

ILLINOIS MINIMUM WAGE. This is a summary of laws that the Illinois Department of Labor posting requirements. Your Rights Under Illinois Employment Laws. The mission of the Illinois Department of Labor is to protect and promote the wages, welfare, working conditions, and safety of Illinois workers.

NO SMOKING NOTICE. NO SMOKING or E-CIGARETTE USE Indoors or Within 15 Feet of Entrance. To smoke a complaint: www.smoke-free.illinois.gov 866-973-4646

EMPLOYEE POLYGRAPH PROTECTION ACT. The Employee Polygraph Protection Act (EPPA) prohibits employers from using lie detector tests either for pre-employment screening or during the course of employment.

Minimum Wage & Overtime. Effective Jan. 1, 2024. \$14.00 PER HOUR. Unpaid Wages. PAID LEAVE FOR ANY REASON. REQUIRES PAID LEAVE FOR ANY REASON. Workers earn up to five (5) days of paid leave from work a year.

PAYDAY NOTICE Regular Paydays for Employees of (Company Name) Shall be as follows: Weekly, Bi-Weekly, Monthly, Other. PAID LEAVE ACT. PAID LEAVE FOR ALL WORKERS ACT NOTICE. Employers must provide employees with up to 40 hours of paid leave for any reason.

YOUR RIGHTS UNDER USERRA - THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT. USERRA protects the rights of individuals who voluntarily or involuntarily leave employment positions to undertake military or uniformed services.

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

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

DISCRIMINATION AND SEXUAL HARASSMENT. YOU HAVE THE RIGHT TO BE FREE FROM JOB DISCRIMINATION AND SEXUAL HARASSMENT. The Illinois Human Rights Act states that you have the right to be free from unlawful discrimination and sexual harassment.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT. Job Safety and Health THE AMERICAN WAY. All workers have the right to: A safe workplace. Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.

UNEMPLOYMENT INSURANCE. Illinois Department of Employment Security. NOTICE to workers about Unemployment Insurance Benefits. THE POSTING OF THIS NOTICE IS REQUIRED BY THE ILLINOIS UNEMPLOYMENT INSURANCE ACT.

VESSA - VICTIMS' ECONOMIC SECURITY AND SAFETY ACT. Leave permitted during a 12-month period under the act based on number of employees. Number of employees. Leave permitted. 1-14 employees. 4 weeks. 15-49 employees. 8 weeks. 50 or more employees. 12 weeks.

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

RIGHT TO KNOW. TOXIC? YOU HAVE THE RIGHT-TO-KNOW ABOUT TOXIC SUBSTANCES IN YOUR WORK AREA. The Illinois Right-to-Know law requires your employer to provide you with information about hazardous materials in your workplace.

FEDERAL MINIMUM WAGE. 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 all employees can see it.

DAY AND TEMPORARY LABOR SERVICES ACT. TEMPORARY WORKER RIGHTS. CORRECT WAGES AND PAYMENT NOTICE. You have the right to be paid correctly based on your pay rate and hours worked and in accordance with all applicable wage laws.