

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

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

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

OVERTIME PAY
At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR
An employer may not allow 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. Youth 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. Employer 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 employer'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 required 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.

DEPARTMENT OF LABOR
UNITED STATES OF AMERICA

WHD

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

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

REV. 07/2016

Rhode Island Department of Labor and Training (DLT)

Attention Employees - MINIMUM WAGE - Rhode Island

Effective January 1, 2023, 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, literary or community services organization.	\$13.00
Minors 14 and 15 years of age working not more than 24 hours in a week.	\$11.70 (90% of Minimum Wage)
Employees receiving gratuities (as of Jan. 1, 2017):	\$9.75 (75% of Minimum Wage)
Overtime Pay - At least 1½ times the regular rate of pay for all hours worked over 40 in any one workweek. The law contains exemptions from minimum wage and overtime pay requirements for certain occupations or establishments.	\$3.89

Mandatory Nurse Overtime - a hospital may not require certain nurses and certified nurse assistants to work overtime except in non-emergentable emergency.

Minimum Shift Hours - Employees requested or permitted to report duty at the beginning of a work shift must be provided with 3 hours work or 3 hours wages. Retail establishment employees must be provided with 4 hours work on Sundays and Holidays.

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor states that the employer is entitled to the higher minimum wage rate.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

DEPARTMENT OF LABOR AND TRAINING
RHODE ISLAND

DLT

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

Pay Differentials for Comparable Work
Pursuant to Rhode Island General Laws § 28-6-18, it is unlawful for an employer to pay a differential wage based on race, color, religion, sex, marital status, or ancestry on the basis of expression, disability, age, and country of ancestral origin for comparable work. A differential wage is permissible where one or more of the following factors is found to apply:

- "A seniority system; provided, however, that time spent on leave due to a pregnancy related condition or parental, family and medical leave shall not reduce seniority."
- "A merit system;"
- "A system that measures earnings by quantity or quality of production;"
- "Geographic location when the locations correspond with different costs of living; provided, that no location within the state of Rhode Island will be considered to have a sufficiently different cost of living;"
- "Reasonable shift differential, which is not based upon or derived from a differential in compensation based on (a) protected characteristic;"
- "Education, training, or experience to the extent such factors are job-related and consistent with a business necessity;"
- "Work-related travel, if the travel is regular and a business necessity;"
- "A bona fide factor other than (a) protected characteristic, which is not based upon or derived from a differential in compensation based on (a) protected characteristic; ... which is job-related with respect to the position in question; and which is consistent with business necessity."

Enforcement
Violations of the Act may be complained of (1) in a civil action brought by an employee, or (2) by a complaint filed with the DLT Director.

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Enforcement
Violations of the Act may be complained of (1) in a civil action brought by an employee, or (2) by a complaint filed with the DLT Director.

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 with the DLT the same week you are unemployed or working reduced hours.
- File your claim online at www.dlt.ri.gov/ul or by telephone at (401) 243-9100. Visit www.dlt.ri.gov/ul for hours of operation. For more information, 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:
 - Be unemployed through no fault of your own.
 - Have earned minimum qualifying wages while you were working.
 - Be physically able to work, available for work, and actively seeking work.
 - 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 requirements, you may be entitled to receive benefits:

- You are unemployed due to illness, surgery, or injury for a minimum of seven consecutive days or more, and
- You are under the care of an approved Qualified Health Care Provider and
- You have a timely exam in an office physical exam the week within the calendar week in which the first day of unemployment due to sickness occurs or within the calendar week prior or subsequent thereto.
- You earned enough qualifying wages during the base period to be monetarily eligible.

Eligible for Temporary Caregiver Insurance Benefits: If you are a seriously ill child, spouse, parent, parent-in-law, grandparent, domestic partner or you are bonding with a newborn child, adopted child or foster child within the first 12 months of parenting, you may be eligible to receive benefits if you meet the following requirements:

- You are unemployed because you are caring for a seriously ill family member or bonding with a child and
- You provide the department with the required medical evidence of the seriously ill family member who you 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. TDI 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/ul, or call (401) 462-8420, Option #1 to request an application be mailed to you. For more information, visit www.dlt.ri.gov/tdci 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) 374-8700 or writing to the RI Division of Taxation, Employer Tax Section, One Capitol Hill, Suite 36, Providence, RI 02908-0360.

Purpose of Leave: Under the Act, the leave must be for one or more of the following reasons:

- Birth of a child of an employee.
- Placement of a child 16 years of age or less with an employee in connection with the adoption of such child by the employee.
- "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, hospice or out-patient care requiring continuing treatment or supervision by a health care provider).

Requests for Leave: To be entitled to the leave, the employee must give at least 30 days notice of the intended date upon which the requested leave is to begin and end, unless prevented by medical emergency from doing so. Employees may be required to provide written certification from the physician of the person who is the reason for the leave request, which certification shall specify the probable duration of the requested leave.

School Involvement Leave: An employee who has been employed for 12 consecutive months is entitled to 10 hours of leave during any 12-month period to attend school conferences or other school-related activities for a child of whom the employee is the parent, foster parent, or guardian. A notice of

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UNITED STATES OF AMERICA

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UNITED STATES DEPARTMENT OF LABOR

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REV. 01/2019

Commission for Human Rights

Sexual Harassment is Against the Law

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.

The harasser can be:

- a supervisor
- a co-worker
- an agent of the employer
- a non-employee
- a supervisor in another area
- 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 environment.

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 abet an unlawful employment practice.

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REV. 07/2016

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

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

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REV. 01/2018

CHAPTER 28-50

The Rhode Island Whistleblowers' Protection Act

§ 28-50-1. Short title. - This chapter may be cited as the "Rhode Island Whistleblowers' Protection Act."

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

- "Employee" means a person employed by any employer, and shall include, but not be limited to: a self-employed contractor, employees, associates, prospective employees, and independent contractors.
- "Employer" means any person, partnership, association, sole proprietorship, corporation or other business entity, including any department, agency, commission, committee, board, council, bureau, or authority or any subdivision therein at state or municipal government. One shall employ another if services are performed for wages or under any contract of hire, written or oral, express or implied.
- "Person" means an individual, sole proprietorship, partnership, corporation, association, or any other legal entity.
- "Public body" means all of the following:
 - A state officer, employee, agency, department, division, bureau, board, commission, council, authority, or other body in the executive branch of state government;
 - An agency, board, commission, council, member, or employee of the legislative branch of state government;
 - A county, city, town, or regional governing body, a council, school district, or a board, department, commission, agency, or any member or employee of the entity;
 - Any other body that is created by state or local authority or that is primarily funded by state or through state or local authority, or any member or employee of that body;
 - A law enforcement agency or any member or employee of a law enforcement agency;
 - The judiciary and any member or employee of the judiciary;
 - Any federal agency;
 - "Supervisor" means any individual to whom an employer has given the authority to direct and control the work performance of the affected employee 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.

§ 28-50-3. Protection. - An employer shall not discharge, threaten, or otherwise discriminate against an employee regarding the employee's compensation, terms, conditions, location, or privileges of employment, or any other right or threat to report an employee's immigration status to Immigration and Customs Enforcement (ICE) or any other federal agency of law enforcement agency including local and state police:

- 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, or to a supervisor that the employee knows or reasonably believes has occurred or is about to occur, of a law or regulation or rule promulgated under the law of this state, a political subdivision of this state, or the United States, unless the employee knows or has reason to know that the report is false; or
- Because an employee is requested by a public body to participate in an investigation, hearing, or inquiry held by that public body or by a court action; or
- Because an employee refuses to report 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 employer's supervisor a violation, which the employee knows or reasonably 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, or the 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 must 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) shall be brought in the superior court for the county where the alleged violation occurred, the county where the 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 or loss caused by each violation of this chapter. (d) [Deleted by PL. 2012, ch. 306, § 5, R.I. 2012, ch. 344, § 1.]

§ 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 modify, impair, or interfere with 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 regarding the employee's compensation, terms, conditions, location, or privileges of employment, or any other right or threat to report an employee's immigration status to Immigration and Customs Enforcement (ICE) or any other federal agency of law enforcement agency including local and state police:

- 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, or to a supervisor that the employee knows or reasonably believes has occurred or is about to occur, of a law or regulation or rule promulgated under the law of this state, a political subdivision of this state, or the United States, unless the employee knows or has reason to know that the report is false; or
- Because an employee is requested by a public body to participate in an investigation, hearing, or inquiry held by that public body or by a court action; or
- Because an employee refuses to report 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 employer's supervisor a violation, which the employee knows or reasonably 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, or the 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 must establish by clear and convincing evidence that the report was made.

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REV. 07/2016

RI General Laws §28-29, §33, §28-48-38 and §28-41-15 state that these notices must be posted and maintained in conspicuous places where workers are employed. Fines may be imposed for noncompliance. DLT is an equal opportunity employer/program, auxiliary aids and services are available on request to individuals with disabilities. TTY via RI Relay 711

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:

- 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 the employee's job;
- 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 illness.

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 employer must comply with the employer's normal paid leave policies.

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 under or related to the FMLA.

ELIGIBILITY REQUIREMENTS

An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must:

- Have worked for the employer for at least 12 months;

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REV. 04/2016

DLT

RHODE ISLAND DEPARTMENT OF LABOR AND TRAINING (DLT)

Notice to All Employees - Information Employees Must Post

Pay Equity Act

Pursuant to Rhode Island General Laws § 28-6-18, it is unlawful for an employer to pay a differential wage based on race, color, religion, sex, marital status, or ancestry on the basis of expression, disability, age, and country of ancestral origin for comparable work. A differential wage is permissible where one or more of the following factors is found to apply:

- "A seniority system; provided, however, that time spent on leave due to a pregnancy related condition or parental, family and medical leave shall not reduce seniority."
- "A merit system;"
- "A system that measures earnings by quantity or quality of production;"
- "Geographic location when the locations correspond with different costs of living; provided, that no location within the state of Rhode Island will be considered to have a sufficiently different cost of living;"
- "Reasonable shift differential, which is not based upon or derived from a differential in compensation based on (a) protected characteristic;"
- "Education, training, or experience to the extent such factors are job-related and consistent with a business necessity;"
- "Work-related travel, if the travel is regular and a business necessity;"
- "A bona fide factor other than (a) protected characteristic, which is not based upon or derived from a differential in compensation based on (a) protected characteristic; ... which is job-related with respect to the position in question; and which is consistent with business necessity."

Enforcement
Violations of the Act may be complained of (1) in a civil action brought by an employee, or (2) by a complaint filed with the DLT Director.

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REV. 04/2016

Department of Labor and Training (DLT)

RHODE ISLAND PARENTAL AND FAMILY MEDICAL LEAVE ACT

Employees with 30 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 circumstances.

Employees are Eligible to apply for leave if they work full-time, an average of 30 hours or more per week have been employed continuously for at least 12 months.

Purpose of Leave: Under the Act, the leave must be for one or more of the following reasons:

- Birth of a child of an employee.
- Placement of a child 16 years of age or less with an employee in connection with the adoption of such child by the employee.
- "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, hospice or out-patient care requiring continuing treatment or supervision by a health care provider).

Requests for Leave: To be entitled to the leave, the employee must give at least 30 days notice of the intended date upon which the requested leave is to begin and end, unless prevented by medical emergency from doing so. Employees may be required to provide written certification from the physician of the person who is the reason for the leave request, which certification shall specify the probable duration of the requested leave.

School Involvement Leave: An employee who has been employed for 12 consecutive months is entitled to 10 hours of leave during any 12-month period to attend school conferences or other school-related activities for a child of whom the employee is the parent, foster parent, or guardian. A notice of

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REV. 01/2018

Department of Labor and Training (DLT)

WORKERS' COMPENSATION ACT of the State of Rhode Island

WORKERS' COMPENSATION INSURANCE COMPANY:

ADJUSTING COMPANY: _____

TELEPHONE: _____ **POLICY EFFECTIVE DATE:** _____

In accordance with RI General Law §28-321, employers must report to the DLT Director every personal injury sustained by an employee of the employer. If the injury involves income 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.

An injured employee shall have freedom to choose medical 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. For more information, call the Education Unit at (401) 462-8100, press #1. If you suspect fraud, contact the Fraud Prevention Unit at (401) 462-8100, press #7.

DWC-8

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REV. 01/2018

Department of Labor and Training (DLT)

BAN-THE-BOX

Pursuant to RI General Law §28-6-14.1, it is unlawful for an employer to include on a job application any 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 law may be fined between \$100-\$500 per offense. Visit www.dlt.ri.gov/ls or call (401) 462-WAGE (9243) for more information.

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REV. 01/2018

Department of Labor and Training (DLT)

RHODE ISLAND RIGHT-TO-KNOW

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 know:

- the common name or trade names of the substance, including the chemical name;
- the level of which exposure to the substance is hazardous, if known;
- the effects and symptoms of exposure at hazardous levels;
- the potential for flammability, explosion, and reactivity of the substance;
- appropriate emergency treatment;
- proper procedures for the safe use of and exposure to the substance;

The Right-to-Know Law was created to protect you. Visit <http://www.dlt.ri.gov/ocussafe> or call (401) 462-8570, option #4 for more information.

Because not knowing about the hazardous substances you work with is the greatest hazard of all!

DLT-47 The RI Right-to-Know Law

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REV. 01/2018

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. Employers 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 members:

RICHARD

DEPARTMENT OF LABOR
UNITED STATES OF AMERICA

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UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243
TTY: 1-877-889-5627
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REV. 07/2015

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 after a first interview (with certain exceptions).

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

Incidents of harassment and discrimination to the Commission for Human Rights and the company representative named below:

NAME: _____

TITLE: _____

LOCATION: _____

PHONE: _____

EMAIL: _____

WE ARE AN EQUAL OPPORTUNITY EMPLOYER

DEPARTMENT OF LABOR
UNITED STATES OF AMERICA

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REV. 07/2015

U.S. Equal Employment Opportunity Commission

Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

Who is Protected?

- Employees (current and former), including managers and temporary employees
- Job applicants
- Union members and applicants for membership in a union

What Organizations are Covered?

- Most private employers
- State and local governments (as employers)
- Educational institutions (as employers)
- Unions
- Staffing agencies

What Types of Employment Discrimination are Illegal?

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

- Race
- Color
- Religion
- National origin
- Sex (including pregnancy and related conditions, sexual orientation, and gender identity)
- Age (40 and older)
- Disability
- Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)
- Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding.

What Employment Practices can be Challenged as Discriminatory?

All aspects of employment, including:

- Discharge, firing, or lay-off
- Harassment (including unwelcome verbal or physical conduct)
- Hiring or promotion
- Assignment
- Pay (unequal wages or compensation)
- Failure to provide reasonable accommodation for a disability or a sincerely-held religious belief, observance or practice
- Benefits
- Job training
- Classification
- Referral
- Obtaining or disclosing genetic information of employees
- Requesting or disclosing medical information of employees
- Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding.

Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov.

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 phases 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, 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 contract or subcontract, you should contact the Federal agency providing such assistance.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

Race, Color, National Origin, Sex

In addition to the protections of Title VI 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