

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

The U.S. Equal Employment Opportunity Commission (EEOC) enforces 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 supervisors. Job applicants. Members and applicants for membership in a union.

What Types of Employment Discrimination are Illegal? Under the EEOC's laws, an employer may not discriminate against you on the basis of race, national origin, sex, color, religion, age, disability, genetic information, or family/medical history.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS Protected Veterans Status: The Vietnam Era Veterans' Readjustment Assistance Act (VEVRA), as amended, 38 U.S.C. 4212, prohibits employment discrimination against and requires affirmative action to recruit, employ, and advance in employment, disabled veterans.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE Individuals with Disabilities Section 504 of Rights Act of 1964, as amended, Title of the Civil Rights Act of 1964, as amended, prohibits employment discrimination by Federal contractors based on race, color, sex, national origin, and disability.

PAID SICK LEAVE NOTICE This notice is required for employers with 15 or more employees. It must be provided to employees at least 30 days before the start of the leave.

NOTICE CONCERNING GENERAL STATUTES §§ 34-37-7R - 34-37-7W - PAID SICK LEAVE This notice is required for employers with 15 or more employees. It must be provided to employees at least 30 days before the start of the leave.

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CONNECTICUT & FEDERAL LABOR LAW POSTER

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT Your RIGHTS UNDER USERRA The UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (USERRA) provides employment protections to individuals who undertake military service or certain types of service in the National Disaster Medical System.

HEALTH INSURANCE PROTECTION You may leave your employer's health plan if you are called to active military service. You have the right to elect to continue your existing employer-based health plan coverage for you and your dependents.

EMPLOYMENT DISCRIMINATION VETS The Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations.

REGULAR PAYDAYS FOR EMPLOYEES Regular paydays for employees are required by law. Employers must pay employees at least once a month.

FEDERAL MINIMUM WAGE The federal minimum wage is currently \$7.25 per hour. Employers must pay at least this amount to their employees.

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009 The federal minimum wage is currently \$7.25 per hour. Employers must pay at least this amount to their employees.

EMPLOYMENT COMPENSATION REQUIRED UNEMPLOYMENT POSTER All liable employers must display a poster furnished by this department regarding unemployment insurance.

HEALTH INSURANCE Health insurance is a benefit that many employers offer. Employers must provide certain information about their health plans.

FREE, EXPERT ASSISTANCE & REPRESENTATION Insurance Denials & Appeals, Billing Errors, and ACCESS to Care. Any type of health coverage - Commercial, Medicare, HSA & others.

ELECTRONIC MONITORING DEVICES Electronic monitoring devices are used by employers to monitor employee activity. There are strict rules about when and how they can be used.

CONNECTICUT MINIMUM WAGE The Connecticut minimum wage is currently \$11.00 per hour. Employers must pay at least this amount to their employees.

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FMLA - FAMILY AND MEDICAL LEAVE ACT Your Employees 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 job-protected leave to eligible employees.

HEALTH INSURANCE Health insurance is a benefit that many employers offer. Employers must provide certain information about their health plans.

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