#### **FED** Your Employee Rights Under the Family and Medical Leave Act

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 employees

The hirth, adoption or foster placement of a child with you.

Eligible employees can take **up to 12 workweeks** of FMLA leave in a 12-month period for:

workweeks of FMLA leave in a single 12-month period to care for the servicemember.

Your serious mental or physical health condition that makes you unable to work To care for your spouse, child or parent with a serious mental or physical health condition, and

Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemembe An eliqible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take up to 26

You have the right to use FMLA leave in one block of time. When it is medically necessary or otherwise permitted, you may take FMLA leave ntermittently in separate blocks of time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet #28M(c) for more

FMLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave.

#### Am I eligible to take FMLA leave? You are an **eligible employee** if **all** of the following apply

You work for a covered employer,

You have worked for your employer at least 12 months, You have at least 1,250 hours of service for your employer during the 12 months before your leave, and

Your employer has at least 50 employees within 75 miles of your work location

Airline flight crew employees have different "hours of service" requirements ou work for a covered employer if one of the following applie

You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar yea You work for an elementary or public or private secondary school, or

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

#### **How do I request FMLA leave?**

Generally, to request FMLA leave you must: Follow your employer's normal policies for requesting leav Give notice at least 30 days before your need for FMLA leave, or

You do not have to share a medical diagnosis but must provide enough information to your employer so they can determine 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

Your employer may request certification from a health care provider to verify medical leave and may request certification of a qualifying exigency. State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and

### What does my employer need to do?

If you are eligible for FMLA leave, your employer must:

Allow you to take job-protected time off work for a qualifying reason Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and

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 four **employer cannot interfere with your FMLA rights** or threaten or punish you for exercising your rights under the law. For example, your employer

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 employer determines that you are eligible, your employer must notify you in writing:

About your FMLA rights and responsibilities, and How much of your requested leave, if any, will be FMLA-protected leave

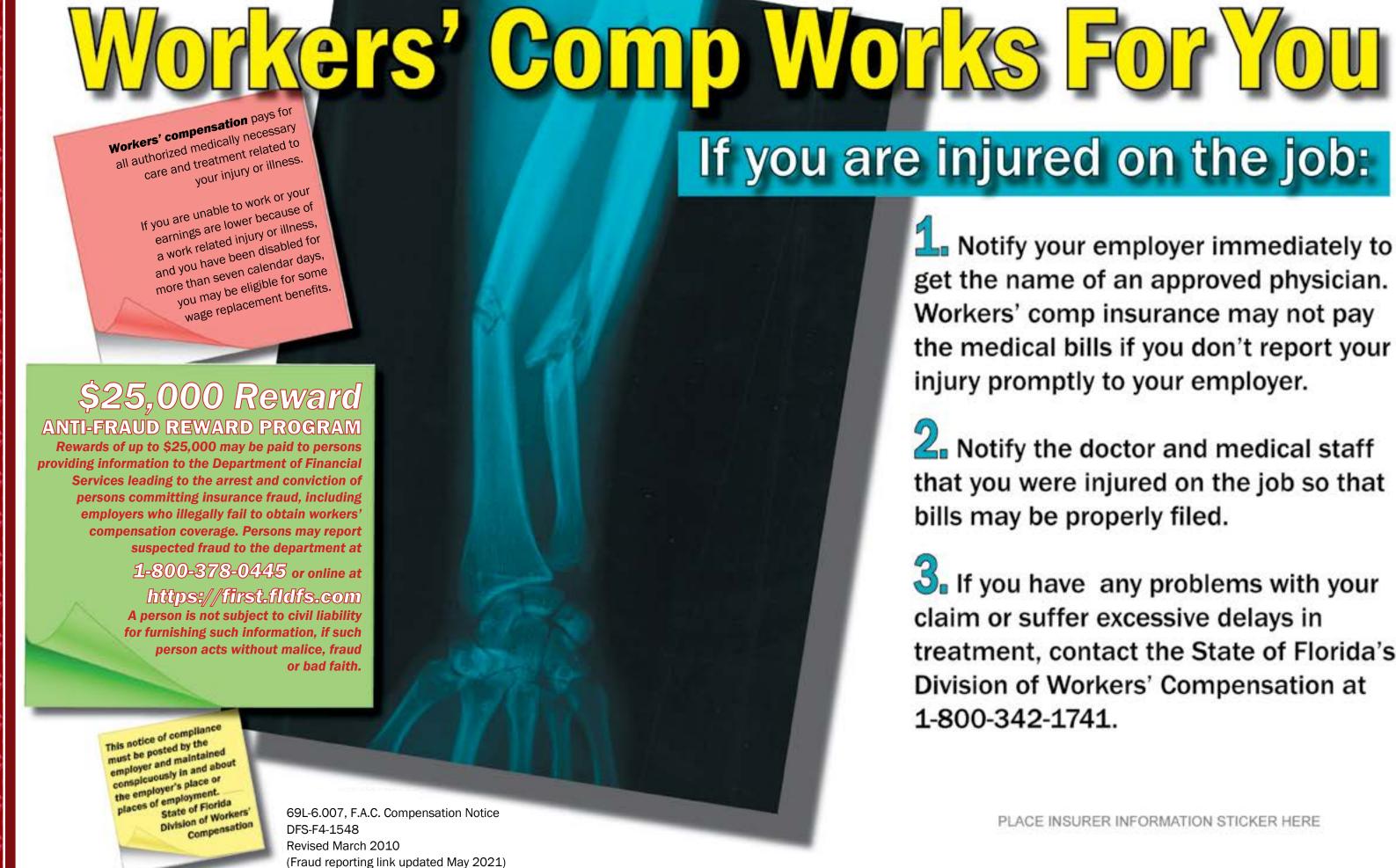
Where can I find more information?

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 complaint process.

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



REV. 04/2023



Notify your employer immediately to get the name of an approved physician. Workers' comp insurance may not pay the medical bills if you don't report your injury promptly to your employer.

Notify the doctor and medical staff that you were injured on the job so that bills may be properly filed.

If you have any problems with your claim or suffer excessive delays in treatment, contact the State of Florida's Division of Workers' Compensation at 1-800-342-1741.

PLACE INSURER INFORMATION STICKER HERE

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

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

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 court actions

## **DEPARTMENT OF REVENUE**

#### To Employees:

nay be eligible to receive reemployment assistance benefits if you meet the following requiremen You must be totally or partially unemployed through no fault of your own. You must apply for benefits at https://connect.myflorida.com You must register for work at www.employflorida.com.

You must be Able to work and Available for work u may file a claim for partial unemployment for any week you work less than full time due to lack of work if your wages during that week are less

Voluntarily quitting a job without good cause attributable to the employer may result in disqualification until a set amount nce benefits, contact the Department of Commerce, Ree

DEPARTMENT OF ECONOMIC OPPORTUNITY

## **FLORIDA COMMERCE**

FL

Ron DeSantis GOVERNOR

J. Alex Kelly SECRETARY

## MINIMUM WAGE IN FLORIDA **Notice to Employees**

Effective September 30, 2024, the Florida minimum wage will be \$13.00 per hour, with a minimum wage of at least \$9.98 per hour for tipped employees, in addition to tips, through September 29, 2025.

On November 3, 2020, Florida voters approved a state constitutional amendment to gradually increase the state's minimum wage each year until reaching \$15.00 per hour on September 30, 2026. On September 30, 2024, Florida's minimum wage will increase to \$13.00 per hour. Each year thereafter, Florida's minimum wage will increase by \$1.00 until the minimum wage reaches \$15.00 per hour on September 30, 2026. Resuming in 2027, the minimum wage will be adjusted annually for inflation.

protected by the State of Florida Constitution include the right to:

An employer may not retaliate against an employee for exercising his or her right to receive the minimum wage. Rights

- File a complaint about an employer's alleged noncompliance with lawful minimum wage requirements.
- Inform any person about an employer's alleged noncompliance with lawful minimum wage requirements.
- Inform any person of his or her potential rights under Section 24, Article X of the State Constitution and to assist the individual in asserting such rights.

An employee who has not received the lawful minimum wage after notifying his or her employer and giving the employer 15 days to resolve any claims for unpaid wages may bring a civil action in a court of law against an employer to recover back wages plus damages and attorney's fees.

An employer found liable for intentionally violating minimum wage requirements is subject to a fine of \$1,000 per violation, payable to the State. The Attorney General, or other official designated by the Legislature, may bring a civil action to enforce the minimum wage.

For additional details, see Section 24, Article X of the State of Florida Constitution, and sections 448.109 and 448.110, Florida

CALDWELL BUILDING | 107 E. MADISON STREET TALLAHASSEE, FL 32399 850.245.7105 | www.FloridaJobs.org | Twitter: @FLACommerce

An equal opportunity employer/program. Auxiliary aids and service are available upon request to individuals with disabilities. All voice telephone numbers on this document may be reached by persons using TTY/TTD guipment via the Florida Relay Service at 711.

**VOTICE:** 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 age. 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 BUSINESS & PROFESSIONAL REGULATION CHILD LABOR LAWS The State of Florida and the Federal Fair Labor Standards Act (FLSA) Protecting the Health, Education and Welfare of Minors in the Workplace. This chart summarizes the child labor laws of the State of Florida. The Federal Fair Labor Standards Act (FLSA) may be more restrictive.

Florida: May not work during school hours (some exceptions apply). May NOT work during school hours unless they meet a criterion of the Hour CHOOL ATTENDANCE As provided in 450.021(1), no person 13 years or younger shall be employed, permitted or suffered to work in any gainful PERMITS TO WORK May work up to 15 hours per week. Not before 7 a.m. or after 7 p.m. and for no more than 3 hours a day May work up to 30 hours per week. Not before 6:30 a.m. or later than 11 p.m. and on school days, when a school day follows. May work up to 8 hours on Friday, Saturday, Sunday, and on HOURS OF WORK, WHEN for no more than 8 hours a day when school is scheduled the following day, except non-school days, when school days do not follow, until 9 p.m. Daily maximum of 3 hrs. on school days, 8 hou on a holiday or Sunday. On days when school does not follow, there are no hour non-school days; weekly maximum is 18 hours; not before 7 a.m. or after 7 p.m. Note: Application of state law allows this age group to work up to 8 hours on days when school days do not follow, until 7 p.m. HOURS OF WORK, WHEN

SCHOOL IS NOT IN SESSION Florida: May work up to 8 hrs. per day and up to 40 hrs. per week; may not work before 7 a.m. or after 9 p.m immer vacation: winter and pring breaks) DAYS PER WEEK 15 yrs. or younger may not work more than 6 consecutive days in any one week. 15 yrs. or younger without a 30-minute break after working 4 consecutive hours, applicable to 17/16 years of age when working 8 hours or more.

AGRICULTURE Florida: Minors participating in farm work, not on their parents or guardian's farm, must comply with the same restrictions as in other work. RESTRICTED OCCUPATIONS This section represents Chapter 450.061 - Hazardous Occupations Prohibited, Exemptions. Note that HB917 (2024) authorizes minors aged 16/17 to work in residential construction if the minor: has earned his/her OSHA 10 certification under the direct supervision of a person 21 years of age with at least 2 years of related experience and has his/her OSHA 10 Certification; is not working on any scaffolding, roof, superstructure, or ladder above 6 feet; and is not in violation of any OSHA rules or federal law related to minors in the workplace. The State of Florida has incorporated the 17 Hazardous Occupations (HOs) of the FLSA into the Florida Child Labor Rule. For more info on FLSA HOs, contact the U.S. Department of Labor, Wage and Hour Division,

Working in or around explosives or radioactive substances Operating Motor vehicles Logging or sawmilling Operating power-driven meat processing machines to include meat and vegetable slicers, slaughtering, meat packing Working on any scaffolding, roofs or ladders above 6 feet; or non-residential building construction

Ainors under the age of 18 may not work in below occupation

Working in or around toxic substances, corrosives or pesticide

Vrecking, demolition or excavation lining occupations perating power-driven bakery; metal-forming, punching, and shearing machines; woodworking, paper products on oisting machines Nanufacturing brick and tile products perating circular saws, band saws, & guillotine shears

Working with electrical apparatus or wiring Operating or assisting to operate tractors over 20 PTO horsepower, forklifts, earthmoving equipment, any harvesting, planting, or plowing machinery or any moving machinery

Restrictions — (from hour restrictions only; hazard restrictions apply until 18 yrs.) Minors who have been married

Minors who have either graduated from an accredited high school or hold a high school equivalency diploma. Minors 16/17yrs. who are enrolled in a home education program, or an approved virtual instruction school program Minors 16/17 yrs. who have obtained a waiver allowing them to work more than 30hrs/week. The 40-hour limitation Minors who hold waivers from a K-12 Public School or Child Labor Compliance with specified hours restrictions.

Operating any power-driven machinery other than office machines, including all power mowers and cutters

Maintaining or repairing, machines, or equipment Working in freezers or meat cooler Operating, setting up, adjusting, or cleaning power-driven meat or vegetable slicers, grinders, food choppers, and cutters, and bakery-type mixer Operating motor vehicles Manufacturing, mining, or processing occupations where goods are manufactured, mined, or processed. ooking (some exceptions apply) & baking. Working in occupations in Transportation, Warel

boiler or engine rooms Loading and unloading trucks Working in public messenger servic Conducting door-to-door sales of products as employment (some exceptions

Age Restrictions – (from age requirements; hazard restrictions still apply until 18 yrs.) Minors who work for their parents who owned the business in occupations not declared hazardous Minors in the entertainment industry registered with Child Labor Compliance as prescribed in ss. 450.012 and 450.132,

PARTIAL WAIVERS The Florida Child Labor law is designed to serve and protect minors and encourage them to remain in school. At times, some minors may feel that the law conflicts with their best interest or their life circumstances; therefore, they have the right to request an exemption from the law. If a minor is attending the K-12 public school, a waiver may be obtained and granted by the local school district. All other minors may request an application by contacting the Department of Business and Professional Regulation Child Labor Program. Waiver applications are reviewed and granted on a case-by-case basis. To qualify, applicants must demonstrate that certain requirements of Florida law need to be waived. Employers must keep a copy of partial waivers of employed minors. PENALTIES Florida: Employment of minors in violation of Florida Child Labor laws may result in fines up to \$2,500 per offense and/or be quilty of a second-degree misdemeanor. FLSA: Maximum fines up to \$11,000 per minor / per violation WORKERS' COMPENSATION Florida: If an injured minor is employed in violation of any provisions of the Child Labor laws of Florida, an employer may be subject to up to double the compensation otherwise payable under Florida Worker. POSTING REQUIREMENTS Florida: All employers of minors must post in a conspicuous place on the property or place of employment, where it may be easily read, a poster notifying minors of Florida Child Labor law.

For information on Florida laws contact: CHILD LABOR PROGRAM 2601 BLAIR STONE ROAD TALLAHASSEE, FL 32399-2212

s. 450.045(2), F.S.

TELEPHONE 850.488.3131; TOLL-FREE 1.800.226.2536 www.myfloridalicense.com

Florida Department of Business and Professional Regulation and the United States Department of Labor

For information on Federal laws contact

listed in the telephone directory under U.S. Government

"Working Together for Florida's Workforce"

FED

DEPARTMENT OF LABOR

UNITED STATES OF AMERICA

**EMPLOYEE POLYGRAPH PROTECTION ACT** 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 Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

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 engaged in national security-related

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, distributors and dispensers

UNITED STATES DEPARTMENT OF LABOR

**WAGE AND HOUR DIVISION** 

**EMPLOYEE RIGHTS** 

1-866-487-9243 www.dol.gov/agencies/whd

notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.



LA LEY DE LA FLORIDA

**REV. 02/2022** 

#### FED **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.

Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimur Vage 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 penaltie ADDITIONAL INFORMATION

UNITED STATES

FED

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

Some state laws provide greater employee protections; employers must comply with both.

1-866-487-9243 ov/agencies/whd

**REV. 04/2023** 

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 disc You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and you ensure that your employer receives advance written or verbal notice of your service: have five years or less of cumulative service in the uniformed services while with that particular employe you return to work or apply for reemployment in a timely manner after conclusion of service; and

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION ire a past or present member of the uniformed service have applied for membership in the uniformed service; or hen an employer may not deny you: reemployment; any benefit of employment

you have not been separated from service with a disqualifying discharge or under other than honorable condition

retention in employment because of this status. 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 military. 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 eemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injury

For assistance in filing a complaint, or for any other information on USERRA, contact VETs at 1-866-4-USA-DOL or visit is website at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be viewed at https://webapps.dol.gov/elaws/vets/userra

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 You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA. he 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

U.S. Department of Labor • 1-866-487-2365 U.S. Department of Justice Office of Special Counse Employer Support of the Guard and Reserve • 1-800-336-4590 REV. 05/2022

FED 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.

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

Executive Order 11246, as amended, prohibits employment discrimination by

opportunity in all aspects of employment

**Protected Veteran Status** 

U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, D.C. 20210

Individuals with Disabilities

Retaliation

Asking About, Disclosing, or Discussing Pay

Federal contractors based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of

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

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)

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

at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S.

ment of Labor and on OFCCP's "Contact Us" webpage at 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 Givil Rights Act of 1964, as amended, Title VI of the Givil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or artivities receiving Federal Rinardial assistance. Pemboyment (discrimination

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employ

nation on the basis of disability in any program or activity which

REV. 06/27/2023

employment against persons with disabilities who, with or without reasonable

What Types of Employment Discrimination are Illegal? Under the EEOC's laws, an employer may not discriminate against you, regardless National origin
Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity)

Age (40 and older)

Discharge, firing, or lay-off

Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding nterference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation ganizations are Covered? State and local governments (as employers) Staffing agencies What Employment Practices can be Challenged a

Pay (unequal wages or compensation) 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 investigatio

one exercising their rights, or someone assisting or encourag one else to exercise rights, regarding disability discrimination ding accommodation) or pregnancy accommodation What can You Do if You Believe Discrimination has Occurred? Submit an inquiry through the EEOC's public portal:

an EEOC field office (information at Additional information about the EEOC, including information about filing a charge of discrimination,

**EMPLOYERS HOLDING FEDERAL CONTRACTS** OR SUBCONTRACTS

**FLORIDA LAW PROHIBITS** 

DISCRIMINATION **BASED ON:** RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN,

DISABILITY, AGE, PREGNANCY OR MARITAL STATUS. WHAT IS COVERED UNDER THE LAW: • EMPLOYMENT PUBLIC ACCOMMODATIONS •RETALIATION AFTER FILING A CLAIM If you feel that you have been discriminated agains visit our web site or call us! **FLORIDA COMMISSION ON HUMAN RELATIONS** 

4075 Esplanade Way, Suite 110 http://FCHR.state.fl.us Phone: (850) 488-7082 Voice Messaging 1-800-342-8170

PROHIBE DISCRIMINACIÓN **BASADA EN:** RAZA, COLOR, RELIGIÓN, SEXO, ORIGEN NACIONAL, INCAPACIDAD, EDAD, EMBARAZO, O ESTADO CIVIL. LO QUE ESTÁ CUBIERTO BAJO LA LEY: • EMPLEO • LUGARES DE ACOMODO PÚBLICO ACCIÓN VENGATIVE DESPUES DE PRESENTAR UNA QUEJA ACCIÓN VENGATIVA EN CONTRA DE PRESENTAR UNA QUEJA BAJO LALEY DE "SOPLAÓN" (WHISTLE-BLOWER) ¡Si usted siente que ha sido discriminado visite nuestra página web o llámenos! LA COMISIÓN DE RELACIONES **HUMANAS DE LA FLORIDA** Tallahassee, Florida 32399 http://FCHR.state.fl.us Teléfono: (850) 488-7082 Correo de Voz: 1-800-342-8170

# **Job Safety and Health** IT'S THE LAW!

## 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 retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request a confidential OSHA inspection 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.

- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights. See any OSHA citations issued to your
- employer. Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

This poster is available free from OSHA.

Contact OSHA. We can help.

# **Employers must:**

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Notify OSHA within 8 hours of a workplace
- fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.

Comply with all applicable OSHA standards.

language and vocabulary they can understand.

Provide required training to all workers in a

- Prominently display this poster in the workplace. Post OSHA citations at or near the place of
- the alleged violations.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov



To update your labor law posters contact J. J. Keller & Associates, Inc. JJKeller.com/laborlaw 800-327-6868

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REV. 04/2024