



Parental Leave, Family Leave, and Short-Term Family Leave

Parental Leave: An employee who works for a public employer for 12 or more calendar months immediately preceding the birth of a child or the placement of a child for adoption with the employer is entitled to 12 weeks of parental leave.

Family Leave: An employee who works for a public employer for 12 or more calendar months immediately preceding the date of the death of a family member is entitled to 12 weeks of family leave.

Short-Term Family Leave: An employee who works for a public employer for 12 or more calendar months immediately preceding the date of the death of a family member is entitled to 12 weeks of short-term family leave.

CHILD LABOR POSTER

NON-AGRICULTURAL EMPLOYMENT: Children ages 14 and 15 may not work for any of the hazardous occupations listed in the poster. Children 16 and 17 may not work for any of the hazardous occupations listed in the poster.

AGRICULTURAL EMPLOYMENT: Once a person turns 16 years old, he or she can do any job in agriculture, aquaculture, or aquaponics, but only if the person is not employed in a hazardous occupation.

Child Labor Poster: A poster that lists the hazardous occupations that children and teenagers are prohibited from working in.

NOTICE SEXUAL HARASSMENT IS ILLEGAL

Under Vermont law, sexual harassment is illegal and is prohibited by the Vermont Fair Employment Practices Act (VFEP) (Title 21, Chapter 5, Subchapter 3) of the Vermont Statutes and Title VII of the Civil Rights Act of 1964 (42 U.S.C. Code Section 2000e) of the United States Federal laws.

Sexual Harassment: is a form of sex discrimination and includes unwelcome sexual advances, requests for sexual favors, and other verbal, physical, written, auditory, or visual contact of a sexual nature which:

- (1) Submission to such conduct is made either explicitly or implicitly a term or condition of work;
- (2) Submission to, or rejection of, such conduct by an individual is used as a basis for any employment action against that individual; or
- (3) The conduct has the purpose or effect of substantially interfering with the individual's work performance or creating an intimidating, hostile, or offensive work environment.

Employment Protections for Victims of Crime

Notice of Employee Rights

WHAT IS THE LAW?

Under Vermont law, employers are prohibited from discriminating against an employee who is a victim of a crime or who is assisting in a criminal investigation.

EMPLOYEE RIGHTS:

- Employers may not discriminate against an employee who is a victim of a crime or who is assisting in a criminal investigation.
- Employers may not discriminate against an employee who is assisting in a criminal investigation.

NOTICE MINIMUM WAGE FOR VERMONT EMPLOYERS AND WORKERS

Effective 01/01/24	\$13.67 per hour
Effective 01/01/23	\$13.18 per hour
Effective 01/01/22	\$12.55 per hour

BASIC WAGE RATE (TIPPED EMPLOYEES)

Effective 01/01/24	\$0.84 per hour
Effective 01/01/23	\$0.39 per hour
Effective 01/01/22	\$0.28 per hour

MAXIMUM TIP CREDIT ALLOWED

Effective 01/01/24	\$6.83 per hour
Effective 01/01/23	\$6.55 per hour
Effective 01/01/22	\$6.28 per hour

ADDITIONAL INFORMATION

Service to Tipped Employees: A service on tipped employees means an employee of a hotel, motel, foodservice, or restaurant who customarily and regularly receives more than \$3.00 in a month in tips for food and personal customer service.

Accommodations for Pregnant Employees in Vermont

Notice of Employee Rights

WHAT IS THE LAW?

An employer with a pregnant employee has a legal obligation to provide accommodations for the employee's pregnancy.

Worker's Compensation Reinstatement Rights

Notice to Employers / Employees

Workers' compensation reinstatement rights allow an employee who has been injured on the job to return to work after a period of disability.

Safety and Health Protection on the Job

The Vermont Occupational Safety and Health Code (Title 21 V.S.A., Chapter 3, Sub-Chapter 4 and 5, and the rules adopted (Title 21 V.S.A. 200) job safety and health protection for workers.

The purpose of the law is to ensure safe and healthful working conditions throughout the State.

- You have the right to notify your employer or VOSH about workplace hazards. You may ask VOSH to keep your name confidential.
- You have the right to request a VOSH inspection if you believe that there are unsafe and unhealthy conditions in your workplace.
- You or your representative may participate in the inspection.
- You can file a complaint with VOSH within 30 days of the date of the violation.
- Your employer has the right to make safety and health complaints or for exercising your rights under the Vermont Occupational Safety and Health Act.
- You have a right to sue VOSH if citations issued to your employer.
- Your employer must post the citations at or near the place of the alleged violation.
- Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
- You have the right to copies of your medical records or records of your exposure to toxic and harmful substances or conditions.
- Your employer must post this notice in your workplace.
- The Statute provides that employees may not be discharged or discriminated against in any way for filing safety or health complaints or otherwise exercising their rights under the Code.
- The Statute also provides that employees who are discriminated against may bring a private action in Superior Court for appropriate relief including reinstatement, triple wages, damages, costs and reasonable attorney's fees.

You have a right to a safe and healthy workplace.

IT'S THE LAW!



Vermont's Earned Sick Time Act

Notice of Employee Rights

HOW IS SICK TIME EARNED?

An employee will earn one day of sick leave for every 100 hours of actual work, including overtime. An employee will be entitled to use up to 8 days in 2024 unutilized sick pay.

HOW CAN SICK TIME BE USED?

An employee can use sick leave for the employee or employee's child, parent, grandparent, or parent-in-law or spouse. The sick leave applies to family members who have been diagnosed with a contagious illness, or who are under medical care for a contagious illness, or who are unable to work because of a contagious illness.

UNEMPLOYMENT INSURANCE

If you have become unemployed, or your work hours have been reduced, you may be eligible for UNEMPLOYMENT BENEFITS.

Call the Vermont Department of Labor

1-877-214-3330 (toll free)

TTY/Relay Service at 711 TDD services at 1-800-668-4152

Employer's Liability and Workers' Compensation

Notice to Employers

Employer's Liability and Workers' Compensation: A notice to employers regarding their obligations under Vermont law.

NOTICE TO EMPLOYEES

Posting of Safety Records: A notice to employees regarding their rights under Vermont law.

Occupational Safety and Health Act of 1970 (OSH Act), PL 91-505, assures safe and healthful working conditions for working men and women throughout the Nation. To obtain more information on OSHA federal programs, call 1-800-321-OSHA or visit OSHA's website at www.osha.gov.

The Vermont Occupational Safety and Health Administration (VOSH), in the Vermont Department of Labor, has the primary responsibility for administering the OSH Act in Vermont. To file a complaint, report an emergency, or seek VOSH advice or assistance call 1-800-287-3765.

Under a plan approved October 1, 1973, by the U.S. Department of Labor, Occupational Safety and Health Administration (OSHA), the State of Vermont is providing job safety and health protection for workers throughout the State. OSHA will monitor the operation of this plan to assure that continued approval is merited. Any person may make a complaint regarding Vermont's administration of this plan directly to the Occupational Safety and Health Administration, John F. Kennedy Federal Building, Room E-340, Boston, MA, 02203, Telephone (617) 365-9800.

ASSISTANCE AND INFORMATION:

The plan provides that employers and employees may request free voluntary compliance consultation or training assistance, which is provided by non-enforcement Project WORKSAFE personnel.

1-800-287-2765

www.labor.vermont.gov

Further information, including copies of the Code and of specific safety standards, may be obtained by contacting:

Project WORKSAFE
Department of Labor
5 Green Mountain Drive
P.O. Box 488
Montpelier, Vermont 05601-0488
Telephone: (888) SAFE-VY
Toll-free at 1-888-723-3937.

Authorities and services are available upon request with disabilities. Contact us for more information.



ARE ALL EMPLOYEES ENTITLED TO SICK TIME?

All employees are entitled to the protection of the Act, but not all employees are eligible for sick leave. An employee is eligible for sick leave if he or she is an employee and part-time employee. For a complete list of job titles, see the Act and the Department of Labor's website at www.vermont.gov.

FOR MORE INFORMATION

or request supporting materials of the Act, contact the Vermont Department of Labor at 1-800-668-4152.

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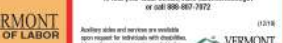
TTY/Relay Service at 711 TDD services at 1-800-668-4152

If you are forced to leave your job as a result of domestic violence, sexual violence, or stalking, you may be eligible for benefits under the Domestic and Sexual Violence Survivor's Transitional Employment Program. When speaking with a representative at the toll-free number listed above, please ask to speak with the Domestic Violence Program Manager.

For free professional help in finding a job, an internship, or job training opportunities, contact the Vermont Department of Labor Career Center at 1-800-668-4152.

To find your local Career Center, visit www.vermont.gov or call 800-668-7972.

Authorities and services are available upon request with disabilities. Contact us for more information.



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