Vermont State Postings



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Parental Leave, Family	CHILD LAB	OR POSTER		NOTICE VERMONT DEPARTMENT OF LABOR	Employment	NOTICE
Leave, and Short-Term	NON AGRICULTURAL EMPLOYMENT:	AGRICULTURAL EMPLOYMENT:	SEX	UAL HARASSMENT	Protections for	MINIMUM WAGE
Family Leave	Children Age 14 and 15 MAY NOT work in any of the hazardous occupations below and may not work in	or she can do any job in agriculture.		IS ILLEGAL	Victims of Crime	FOR VERMONT
Vermont's Parential Leave Law covers employers with 10 or more workers who work. In leave under the Parential and	communications or public utilities jobs, construction or repair jobs, driving a motor whicle or helping a driver, manufacturing and mining occupations,	A youth 14 or 15 years old can work in agriculture, on any farm, but only in non-hazardous jobs.	Employment practices	al harassment and is illegal and is prohibited by the Vermont Fair act (VFEPA) (Title 21, Chapter 5, Subchapter 6 of the Vermont Statutes)	Notice of Employee Rights	EMPLOYERS AND WORKERS
an average of 30 hours per week over the course of a year. Prove by clear and convincing vermont's Family Leave Law, which evidence that	power-driven machinery or holsting apperatus other than typical office machines, processing occupations.	A youth 12 or 13 years of age can only work in agriculture on a farm if a parent has given written permission	Vermont law protects a	Rights Act of 1964 (42 United State Code Section 2000e et seq.) Il workers not just employees. Effective July 1, 2018, Vermont's Il parasement endend in al individuals exercised "to reform work or	WHAT IS THE LAW? Under Verment law, slepped vicitina are protected from hansensierter or other disordinatation by encloyens based on their status as an obleped vicitin. Employens are sleer required to previde allegad vicitims with jos-protected, anguid lawer to affered certain lagel proceedings relating to a relevant of rise.	MINIMUM WAGE RATE
Vermorch Senily Leave Law, which Notacide Short-Teen Farily Leave, covers engineers with 5 or more variase non loads. In an amage of 30 hours prevent week over the country of 5 years.	public messenger jobs, transporting of persons or property, workstooms where products are manufactured, mined or	or if a parent is working on the same farm as his or her child, and only in non-hazardous jobs.	"employee," and "employ	il harassment extend to all individuals engaged "to perform work or net "employees" under state or federal law. References to "employer," iment" below should be understood to apply to work agreements obver-employee relationship.	sitis required to provide alleged victims with job-protected, ungold leave to attend certain legal proceedings relating to a relevant orime. FFFFCTIVE AS OF-	Effective 01/01/25 \$14.01 per hour Effective 01/01/24 \$13.67 per hour
A worker who has worked for a covered fab of the leave; or employer for an average of 30 hours a week to the leave; or	processed, or warehousing and storage. Children Age 14 and 15 MAY work.	If the youth is younger than 12, he or she can only work in agriculture on a farm if the farm is not required to pay	"Secual Harassment" is	a form of sex discrimination and means unwelcome sexual advances, s, and other verbal, physical, written, auditory, or visual conduct of a	Jay 1, 2022 WHO IS AN ALLEGED VICTIM?	Effective 01/01/23 \$13.18 per hour
During any 12 month period, the worker is parformed unique services and entitled to up to 12 weeks of unpeld lesve: hiring a permanent	Children Age 14 and 15 MAY work outside school hours in various non-manufacturing, non-mining, non-inazardous jobs under the following conditions:	the Federal minimum wage. Under the FLSA, "small" farms are exempt from the minimum wage requirements. "Small" farm means	sexual nature when:	at conduct is made either explicitly or implicitly a term or condition of	Under the law, an "silleged victim" is a person who: • Is silleged to have sustained;	BASIC WAGE RATE
and/or after childbirth; or, within a year following the initial placement of a child of interf. to do so, was the	No more than 3 hours on a school day o 18 hours in a school week; 8 hours on a non-school day or 40 hours in a	any farm that did not use more than 500 "man-days" of agricultural labor In any cidentar quarter (2-memb	(B) Submission to, o the basis for wa	r rejection of, such conduct by an individual is used as a component of k related decisions affecting that individual, or	 Physicial, emotional, or financial injury or dealty; As a direct result of the commission or altempted commission of a crime; As a direct result of the commission or altempted commission of an act of 	(TIPPED EMPLOYEES) Effective 01/01/25 \$7.01 per hour
Family Leaves for the serious illness of substantial and grievous	non-school day or 40 hours in a non-school week. Also, work may not begin before 7 a.m. or end after 7 p.m., except from June 1 through Labor Day, when exercise hours are activitied to 9	period) during the preceding calendar year. "Man-day" means any day during which an employee works at	(C) The conduct has	the purpose or effect of substantially interfering with the individual's se or creating an intimidating, hostle, or offensive work environment.	 In an affidavt field by law enforcement with a prosecuting attorney of competent briefficience 	Effective 01/01/24 \$6.84 per hour
the worker, week's crist, sepcritic, ward, tostar child, party to a civil union, parent, spouse, or parent of the worker's scouse:	when evening hours are extended to 9 p.m. Different rules apply in agricultural employment.	workers under 12 years of age can only be employed with a parent's	It is unlawful to retailate	s not need to be severe or pervasive to be unlawful. against an individual performing work or services for filing a complaint	 The family monitor of an alleged victim who: is a minor, found to be incompetent, alleged to have suffered physical or enrollonal bijury as a result; or was killed as a result of the alleged crime or act of delinquency. 	Effective 01/01/23 \$6.59 per hour
The worksr, worker's data, they give is a work that they give is a work to be a set of a same that they give is a work to be a set of a same that they give is a work to be a set of a same that they give is a work to be a set of a same that they give is a work to be a set of a same that they give is a work to be a set of a same that they give is a work to be a set of a same that they give is a work to be a set of a same that they give is a work to be a set of a same that they give is a work to be a same that they give is a work to be a same that they give is a work to be a same that they give is a work to be a same that they give is a work to be a same that they give is a work to be a same that they give is a work to be a same that they give it a	Examples of permitted jobs include office, grocery store, retail store, restaurant, movie theater, baseball park,	permission and only in non-hazerdous jobs. Hazardous agricultural occupations	Employers must ensure :	or cooperating in an investigation of sexual harassment. a workplace free of sexual harassment for all individuals performing upervisor is responsible for promptly responding to or reporting any	EMPLOYEE RIGHTS Employees who are alleged victims have the right to take unguid leave to attend.	MAXIMUM TIP CREDIT ALLOWED
any 30 day period (but not more than 24 hours in any 12 month period) of unpaid leave: Short-Same: Isoparticipate that prevides greater leave rights that prevides greater leave rights	amusement park, or gosoline service station. Children Age 16 - 18	Operating a tractor of over 20 PTO Devary Take 010 between 20 PTO	complaint or suspected a	Examples of sexual harassment include:	 Otiminal proceedings where the employee is an alleged victim and has a legal right or utilization to annexe at the proceeding. 	Effective 01/01/25 \$7.00 per hour Effective 01/01/24 \$6.83 per hour
related to the academic advancement of ENPLOYEES ARE PROTECTED the worker's child, stepchild, toster child or FROM RETALIATION OF ANY KIND	Children Age 16 - 18 An employee must be at least 16 years old to work in most non-farm jobs. No	(Power-Take-Off) horsepower, or connecting or disconnecting implements or parts to such a tractor.	Unwelcome sexual adva Requests for sexual fav	nces • Suggestive or lewd remarks • Unwanted hugs, touches, kisses • ors • Pornographic posters, cartoons, or drawings • Unwelcome sexual	Initial form abuse hearings and neglect or oppiration hearings under when the employee is a plaintiff; or Hearings concerning as order against stalling or sexual assault.	Effective 01/01/23 \$6.59 per hour
ward who lives with the worker's child, or to accompany the worker's child, stapchild, toster child or ward who lives with its more an in ward who lives and the more accompany and who lives	person less than 18 years old may work. In any occupation declared hazardous by the Secretary of the USDOL or the	 Operating or helping to operate Corn picker, cotion picker, grain combine, hay mower, forage 	Conseque	jokes and banter. moes for committing sexual harassment may include: rom a verbal warning to dismissal • Damages and other relief for the entities of up to \$10,000 per violation • Criminal penalties.	While on alleged victim leave, employees may use any accred slick leave, vacation leave, or any effer paid leave. Employees must continue to receive employment benefits while on leave and have the right to return to their some job or a comparable position upon return.	ADDITIONAL INFORMATION Service or Tipped Employees: "A service or tipped employee"
	An employee must be at least 16 years old to servic in most can-ham jobs. No person leas than 16 years old may work in any occupation deviated haranchus by the Sourdshy of the USOCI. or the Commissioner of the Vermoel Departmen of Labor. The Nalewing occupations have been deductor of the Vermoel Departmen rules for additional information;	 contorie, risy mower, rorage harvester, hay baker, potato digger, or mobile pea viner, Feed grinder, crop dryar, forage blower, auger 		enables of up to \$10,000 per violation • Criminal penalties. engaged to perform work or services who believe that they have been	FOR MORE INFORMATION:	means an employee of a hotel, motel, touristplace, or restaurant who customarily and regularly receives more than \$120.00 a
spoze or paretri-li-sive in codine metical or desida appointments: accorpany the worker's parent, spozes, route, and paretri-li-ave to other appointments for professional services validad to Their care and used-level professional services validad to Their care and used-level professional services validad to Their care and used-level professional services validad to Their care to the service services and the services validad to their care to the services validad to Their care			sexually harassed or refa	engaged to perform work or services who believe that they have been liated against for complaining of sexual harassment are encouraged to on as possible to one or more of the following.	VERMONT AT IORNET GENERAL PROMAN RIGHTS CIVIL RIGHTS UNIT COMMISSION 100 State St., Mantpalint, VT 05012 14-16 Baldwin St., 383-745 4705 078 (CO-625-5657 Montpaler, VT 05022	month in tips for direct and personal customer service. <u>Basic Wage Rate:</u> The basic wage rate is the minimum required employer contribution towards the minimum wage for
wheregency incoming the employee's critic, stepchild, toster child or ward who lives with the worker or the employee's parent, workerhildde a compliaint	Manufacturing and storing of explosities, driving a motor withicle and being an outside helper on a motor withicle; coal	Power post-hole digger, power post driver, or norwalking-type rotary tiller, Trencher or	(a) His or her supervis	и;	888-745-0195 08 802-825-2657 Montpeller, VT 05052 A60.0xi/Rights@Vermant.gov 800-416-2110 08 802-826-2460 www.hrc.Vermant.gov	service or tipped employees. If an employee does not receive sufficient tips in the work week to at least achieve the minimum
opportunity solution of the employe's parent, spouse or parent-I-I-Iwa. The worker must you reaction the employe's parent. The worker is logs, an comparint with the Office of the Attorney General at 224-2457, or off post and the worker is logs.	mining, logging and sawmilling, power-driven woodworking machines, exposure to radioactive substances, newsr-driven briefilm encortes	earthmoving equipment; Fork IIIt; Potato combine; or Power-driven circular, band or chainsaw.	(b)			wage for all hours worked that week, the employer must make up the difference.
space approx 5 was. The source read to prove the source of the sourc	International coorganisms Manufacturing et oftwing of explosites oftwing an other weakles and being an outdate height on a notwork weakles, could mining, logging and searching, exposer-driven model-interning, provid- oftwing internet in and and and and and and prover driven model-interning, puzzles, and manning models and and and and proceeding including the two of proceeding two of proceeding the two of proceeding two	 Working on a farm in a yard, pen, or stall occupied by Bull, boar, or stud horse for breeding, or Sow 	(the head of this or (c) The person who is	panization); designated to receive such complaints and reports:	Accommodations for	Vermont Department of Labor Wage & Hour Division 63 Pearl Street, Burlington, Vermont 05401
er adoption. If serious lines is claimed, the may investigate year comparant employer may require carbination from a and bring adoption in court to physician. For short-larm family leave, a enforce this law.	processing (including the use of power-driven meat slicing machines), power-driven bekery machines,	with sucking pigs, or cow with newborn calf with umbilical cord present.	Name and Title:		Pregnant Employees	63 Pean Scheer, Burnington, Vermont US401 Labot: WageHour®vermont.pov Phone: (802) 951-4083 Fax: (902) 865-7655 Labor.Vermont.pov/Bights-and-Wages
worker must give notice as early as possible, at least seven days before the leave is to be taken unless working seven days could have a timeticant deverse incret on the annihave.	power-driven paper-product machines, manufacturing brick, tile, and related products, power-driven circular saws, band saws, and guillotine shears,	 Loading, unixeding, foiling, budding, or addding timber with a buff, large end) diameter of more than 6 inches. 	Name and Title: _		In Vermont	
at association of the provided as a service to the service of the	band saws, and guillotine sheers, wrecking, demofilion, and shipbreaking operations, roofing operations, or excavation operations. There are some	 Working from a ladder or scaffold 	Address and Teleph The above-named i	one Number	Notice of Employee Rights WHAT IS THE LAW?	Notice to Employers / Employees Your state has its own minimum wage law which requires posting a ordine requires the second of thirt law. Employees are still require
vacation leave, or any other accrued paid leave time during the leave, up to ack weeks. The employee may not require the weeker to so. Use of paid leave does not extend the producer to a second paid leave does not paid	energibins for apprentice/student-learner programs in some of these lazardous occupations.	at a height of over 20 feet. • Driving a bus, truck, or automobile whee transperting passengers, or	The employer will prom	harassment policy. ptly investigate and respond to all reports and knowledge of	An employee with a programcy-related condition has a right to reasonable accommodations in the workplace to perform her job. A pregnancy-related constition is one caused by programs, childbirth, or a medical condition related to programcy or childbirth. The law applies to all Nermetr workplaces	notice regarding the aspects of that law. Employees are still required to post the Federal Minimum Wage notice from the U.S. Dept. of Labor Fair Labor Standards Act in addition to this state posting. According
central leave time to which the worker is individuals with cleabilities, and	A person must be at least 18 to work in any of the hazardous non-ferm jobs	 Uning a bos, truck, or automotion when transporting passengers, or riding on a tractor as a passenger or helper. 	sexual harassment.	State of Vermont Attorney General's Office 100 State Street	condition is one caused by preprintly, childbirth, or a medical condition related to pregnancy or childbirth. The law applies to all Vermont workplaces and all pregnant employees.	to the Dept. of Labor; where Federal and state law have different minimum wage rates, the higher standard applies. This Posting is for Informational Purposes Only
worker benefits unchanged during the leave period but may require the worker to contribute to the cost at the existing rate of the dispute set of the sociality rate of the dispute set of the sociality rate of the dispute set of the sociality rate of the sociality of the sociality of the socialities of the sociality rate of the sociality of the sociality of the socialities of the sociality rate of the sociality of the sociality of the sociality of the socialities of the social the	Equal Opportunity is the Law	DEPARTMENT OF LABOR	ago.civilrights@vermont.	1/1888-745-9195 (Toll Free VT) or 802-828-3857; ggr. If you work for an employer with at least 15 employees, you may		
Upon return from leave, a worker must be (Vermont Department of Labor).			also contact the Equal Er		WHEN DOES IT BECOME EFFECTIVE?	
	Applications from women, individuals will cultural beckgrounds are encouraged. A	anity/Attimative Action Employer. In disabilities, and people from diverse atiliary aids and services are available upon	475 Government Center, Rights Commission, 14-	gaz, E. you work for an employer with an iteast 1-b employees, you may playment Opportunitly Commission, John F. Kannoly Federal Building, Sedon, MA 02203 (617-685-3196); You may also contact the Human 16 Baldwin Street, Micropeller, VT 05633-6301 (800-416-2010 (Tol Free man.https://www.ncbi.gov/19.00004/for also for all proc.	January 1, 2018 WHAT ARE THE EMPLOYER'S OBLIGATIONS?	
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comparable one at equal pay, brendfix, seniority, and other terms and conditions. DEPARTMENT OF LABOR (00/19)			475 Government Center, Rights Commission, 14 VT) or 802-828-2480; <u>hu</u>	polyment Opportunity Commission, John F. Konnedy Federal Buildon, 2005, MA 02230 (2017) 565-3198 (I): wur salva contact for Human 16 Baktwin Street, Montpolier, VT 05833-6301 (800-416-2010 (fol Free man.fghtsDwermant.gev) if you work for a Vermont State Agency. Effective Jay 1, 2223	January 1, 2019 WHAT ARE THE EMPLOYER'S OBLIGATIONS? What remains ensured a massanalal assummability professional paragrams, the employer about the time to work with the employer to but the request, learning request, molitating parallel, of first the employer requesting a maximable accommodian could expose the employer to durange and off unversities.	VERMONT NOTICE Worker's Compensation
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The Vermont Occupational Safety and Health Administration (VOSHA), in the Vermont Department of Labor, has the primary responsibility for administering the OSH Act in Vermont: To file a compatibility, terport energency, or seek VOSHA advice or assistance call +200:257-2785. Under a plan approved October 1, 1973. by the US. Department of Labor, Occupational Safety and Health Administration (OSHA), the Stat of Vermont is providing job safety and health protein for workers throughout the State. OSHA will monitor the operation of this plan to assure that continued approval B method. Administration of this plan of the Occupational Safety and Health Administration. Oth F. Konnegy

SIS-9960. ASSISTANCE AND INFORMATION: The plan provides that employers and employees may request volumery compliance consultative or training estimations, which

> 1-800-287-2765 www.labor.vermont.gov

> > ALLC 20250124

nt 05601-0488 AFE-YES 723-3937.

VERMONT

Compliance Date January 2025

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UNEMPLOYMENT BENEFITS Call the Vermont Department of Labor 1-877-214-3330 (toll free) TTY/Relay Service at 711 TDD services at 1:800-650-4152



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