

EEOC - EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW
EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW
PRIVATE EMPLOYERS, STATE AND LOCAL GOVERNMENTS, EDUCATIONAL INSTITUTIONS, EMPLOYMENT AGENCIES AND LABOR ORGANIZATIONS

WISCONSIN MINIMUM WAGE
Wisconsin Minimum Wage Rates Effective July 24, 2009 (Wis. Stat. ch. 104)
General Minimum Wage Rates
Non-Opportunity Employees: \$7.25 Per Hour
Opportunity Employees: \$5.90 Per Hour

FMLA - FAMILY AND MEDICAL LEAVE ACT
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:

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS
Applicants to and employees of companies with a Federal government contract or subcontract are protected under the Federal law from discrimination on the following bases:
RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, GENDER IDENTITY, PROTECTED VETERANS

WISCONSIN MAXIMUM ALLOWANCES FOR BOARD AND LODGING
Effective July 24, 2009
Non-Opportunity Employees Opportunity Employees
Meals \$87.00 Per Week \$70.80 Per Week
Lodging \$58.00 Per Week \$47.20 Per Week

ANTI-DISCRIMINATION NOTICE
It is illegal to discriminate against work authorized individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.

CHILD LABOR LAWS
Hours and Times of Day Minors may Work in Wisconsin
State and federal law do not limit the hours that minors 16 years of age or over may work, except that they may not be employed or permitted to work during hours of required school attendance under Wis. Stat. § 118.15.

PAYDAY NOTICE
Regular Paydays for Employees of (Company Name) Shall be as follows:
Weekly Bi-Weekly Monthly Other

RETALIATION PROTECTION FOR HEALTH CARE WORKERS
Retaliation Protection for Health Care Workers in Wisconsin
Any facility, as defined in s. 647.01 (4), or any hospital, nursing home, community based residential facility, county home, county infirmary, county hospital, county mental health complex or other place licensed or approved by the department of health and family services must display this poster in one or more conspicuous places where notices to employees are customarily posted.

Table with 3 columns: Maximum Hours of Work for 14 & 15 Year-old minors, After Labor Day through May 31, June 1 through Labor Day. Rows include Daily Hours, Non-School Days, School Days, Weekly Hours, Non-School Weeks, School Weeks, Permitted Time of Day.

WITHHOLDING STATUS
YOU MAY NEED TO CHECK YOUR WITHHOLDING
Since you last filed Form W-4 with your employer did you...
- Marry or divorce?
- Gain or lose a dependent?
- Change your name?
- Were there major changes to...
- Your nonwage income (interest, dividends, capital gains, etc.)?
- Your family wage income (you or your spouse started or ended a job)?
- Your itemized deductions?
- Single tax credits?

STATE OF WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT EQUAL RIGHTS DIVISION
201 E WASHINGTON AVE, ROOM A100 MADISON WI 53708
819 N 6TH ST, ROOM 723 MILWAUKEE WI 53203
Telephone: (608) 266-6860 Website: https://dwd.wisconsin.gov/er

DEPARTMENT OF WORKFORCE DEVELOPMENT - EQUAL RIGHTS DIVISION
DWD is an equal opportunity employer and service provider. If you have a disability and need assistance with this information, please call (608) 266-6861.
DWD is an equal opportunity employer and service provider. If you have a disability and need assistance with this information, please call (608) 266-6861 to request information in an alternate format, including translated to another language.

BUSINESS CLOSING/MASS LAYOFF NOTIFICATION
Employee Rights under Wisconsin's Business Closing/Mass Layoff Notification Law
Under Wisconsin law, employers have certain rights and employers have certain obligations to give proper notice to their employees and others before taking certain actions.

UNEMPLOYMENT INSURANCE
Notice to Employees About Applying for Wisconsin Unemployment Benefits
When To Apply
- You are totally unemployed.
- You are partially unemployed (your weekly earnings are reduced), or
- You expect to be laid off within the next 13 weeks and would like to start your benefit year early

EMPLOYEE POLYGRAPH PROTECTION ACT
EMPLOYEE RIGHTS | 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.

STATE OF WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT EQUAL RIGHTS DIVISION
201 E WASHINGTON AVE, ROOM A100 MADISON WI 53708
819 N 6TH ST, ROOM 723 MILWAUKEE WI 53203
Telephone: (608) 266-6860 Website: https://dwd.wisconsin.gov/er

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT
YOUR RIGHTS UNDER USERRA
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 discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

RIGHT TO KNOW ACT
Hazardous Chemicals in the Workplace?
You as a public employee have the right, under the Wisconsin public employees' right-to-know law, to be informed about hazardous chemicals and substances in the workplace.\*

PUBLIC EMPLOYEE SAFETY & HEALTH
PUBLIC EMPLOYEE SAFETY AND HEALTH
Authority Wisconsin statute section 10.055 requires the Wisconsin Department of Safety and Professional Services to adopt and enforce safety and health standards that will provide protection to public employees at least equal to that provided to private sector employees under standards promulgated by the Occupational Safety and Health Administration (OSHA).

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT
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 work-related injury or illness, without being retaliated against.

WISCONSIN BONE MARROW AND ORGAN DONATION LEAVE ACT
WISCONSIN BONE MARROW AND ORGAN DONATION LEAVE ACT
Section 103.11, Wisconsin Statutes, requires all employers with 50 or more employees to display a copy of this poster in the workplace. Employees with 25 or more employees are required to post their particular leave policies.

WISCONSIN FAMILY & MEDICAL LEAVE ACT
WISCONSIN FAMILY AND MEDICAL LEAVE ACT
Section 103.10, Wisconsin Statutes, requires that all employers with 50 or more employees display a copy of this poster in the workplace. Employees with 25 or more employees are required to post their particular leave policies.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT
Job Safety and Health IT'S THE LAW!
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.

DISCRIMINATION
WISCONSIN FAIR EMPLOYMENT LAW
EMPLOYEE EMPLOYMENT LAW
An employer based on the results. Employees may not be harassed in the workplace based on their protected status or retaliation against filing a complaint or assisting with a complaint for opposing discrimination in the workplace. There is a 300-day time limit for filing a discrimination claim. For more information or a copy of the law and the administrative rules contact:

WISCONSIN FAMILY & MEDICAL LEAVE ACT
WISCONSIN FAMILY AND MEDICAL LEAVE ACT
Section 103.10, Wisconsin Statutes, requires that all employers with 50 or more employees display a copy of this poster in the workplace. Employees with 25 or more employees are required to post their particular leave policies.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT
Job Safety and Health IT'S THE LAW!
Employers must:
- 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.

FEDERAL MINIMUM WAGE
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 1 1/2 times your regular rate of pay for all hours worked over 40 in a week.

WISCONSIN FAMILY & MEDICAL LEAVE ACT
WISCONSIN FAMILY AND MEDICAL LEAVE ACT
Section 103.10, Wisconsin Statutes, requires that all employers with 50 or more employees display a copy of this poster in the workplace. Employees with 25 or more employees are required to post their particular leave policies.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT
Job Safety and Health IT'S THE LAW!
Employers must:
- 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.

FEDERAL MINIMUM WAGE
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 1 1/2 times your regular rate of pay for all hours worked over 40 in a week.

WISCONSIN FAMILY & MEDICAL LEAVE ACT
WISCONSIN FAMILY AND MEDICAL LEAVE ACT
Section 103.10, Wisconsin Statutes, requires that all employers with 50 or more employees display a copy of this poster in the workplace. Employees with 25 or more employees are required to post their particular leave policies.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT
Job Safety and Health IT'S THE LAW!
Employers must:
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

FEDERAL MINIMUM WAGE
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 1 1/2 times your regular rate of pay for all hours worked over 40 in a week.

WISCONSIN FAMILY & MEDICAL LEAVE ACT
WISCONSIN FAMILY AND MEDICAL LEAVE ACT
Section 103.10, Wisconsin Statutes, requires that all employers with 50 or more employees display a copy of this poster in the workplace. Employees with 25 or more employees are required to post their particular leave policies.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT
Job Safety and Health IT'S THE LAW!
Employers must:
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.

FEDERAL MINIMUM WAGE
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 1 1/2 times your regular rate of pay for all hours worked over 40 in a week.

WISCONSIN FAMILY & MEDICAL LEAVE ACT
WISCONSIN FAMILY AND MEDICAL LEAVE ACT
Section 103.10, Wisconsin Statutes, requires that all employers with 50 or more employees display a copy of this poster in the workplace. Employees with 25 or more employees are required to post their particular leave policies.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT
Job Safety and Health IT'S THE LAW!
Employers must:
- See any OSHA citations issued to your employer.