

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

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS Applicants and employees of companies with a Federal government contract or subcontract are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, GENDER IDENTITY, NATIONAL ORIGIN Executive Order 11246, as amended, prohibits employment discrimination based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action

EMPLOYEE POLYGRAPH PROTECTION ACT EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests to screen applicants or employees during the course of employment.

FEDERAL MINIMUM WAGE EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

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H.B. 4140 MEAL BREAKS ENROLLED - H.B. 4140 (By Delegate S. Cook) - (Passed March 11, 1994; in effect ninety days from passage)

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.

WHISTLE-BLOWERS' PROTECTION ACT NOTICE: WEST VIRGINIA WHISTLE-BLOWER LAW The West Virginia Whistle-Blower Law protects public employees against discharge, discrimination, or retaliation when they, in good faith, report any instances of:

WAGE PAYMENT AND COLLECTION ACT THE WEST VIRGINIA WAGE PAYMENT AND COLLECTION ACT This abstract must be placed in an area accessible to all employees in accordance with the requirements of W.Va. Code § 21-5-19.

WEST VIRGINIA MINIMUM WAGE WEST VIRGINIA MINIMUM WAGE REQUIREMENTS Effective January 1, 2015 An employer employing 6 or more employees in any one calendar year, distinct and permanent location during any calendar week, including the State of West Virginia, and its agencies and departments, must comply with the state minimum wage law.

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

WITHHOLDING STATUS YOU MAY NEED TO CHECK YOUR WITHHOLDING Since you last filed Form W-4 with your employer did you... Many or divorce? Gain or lose a dependent? Change your name? Were there major changes to... Your net income (interest, dividends, capital gains, etc.) Your family wage income (or your spouse started or ended) job? Your retirement deductions? Your tax credits? If you can answer "YES"... If you answered "NO" you owed extra tax when you filed your last return, you may need to file a new Form W-4.

ANTI-DISCRIMINATION NOTICE IT IS ILLEGAL TO DISCRIMINATE AGAINST AUTHORIZED INDIVIDUALS. EMPLOYERS CANNOT SPECIFY WHICH DOCUMENTS THEY WILL ACCEPT FROM AN EMPLOYEE. THE REFUSAL TO HIRE AN INDIVIDUAL BECAUSE THE DOCUMENTS SHOWING YOUR GROSS WAGES IS ILLEGAL DISCRIMINATION.

DISCRIMINATION NOTICE THE WEST VIRGINIA HUMAN RIGHTS ACT Prohibits Discrimination in Employment and Places of Public Accommodations Based On: Race, Religion, Color, National Origin, Ancestry, Sex, Age (40 or above), Blindness, or Disability

WORKERS' COMPENSATION NOTICE TO EMPLOYEES If you are currently receiving Permanent Total Disability benefits, you are hereby notified that it is your responsibility to inform the Workers' Compensation Commission, P. O. Box 431, Charleston, West Virginia 25322-0431, of your employment. In accordance with Section 23-2-5 of the Workers' Compensation statute, your Permanent Total Disability benefits shall be offset as long as you are employed. It is a criminal offense to file a false claim or to furnish false information in support of a claim.

WEST VIRGINIA FAMILY LEAVE ACT WEST VIRGINIA DIVISION OF LABOR PARENTAL LEAVE ACT NOTICE TO ALL EMPLOYEES PARENTAL LEAVE ACT - (W.Va. Code § 21-5-10, et seq.) This legislation, enacted in 1989, covers employees of all departments, divisions, boards, bureaus, agencies, commissions or other units of State Government.

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT USERRA protects the jobs rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Relief Authority. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

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:

CHILD LABOR LAWS AGE SPECIFIC GUIDELINES FOR THE EMPLOYMENT OF CHILDREN IN WEST VIRGINIA 13 year olds may: Baby sit, Engage in agricultural activities, Deliver newspapers, Work for credit unions, Work for parents in their solely owned business. No permits required\* excluded hazardous occupations

UNEMPLOYMENT COMPENSATION NOTICE TO EMPLOYEES - UNEMPLOYMENT BENEFITS times your old weekly benefit amount in covered employment after the beginning of a new benefit period. You must participate in profiling and reemployment services when selected. You may be disqualified from drawing benefits: 1. If you leave work voluntarily without good cause involving fault on the part of your employer.

UNEMPLOYMENT COMPENSATION BENEFIT RATE TABLE Table with 4 columns: Wage Class, Wages in Base Period, Weekly Benefit Rate, Maximum Benefit Rate. Rows 1-85.

UNEMPLOYMENT COMPENSATION BENEFIT RATE TABLE Table with 4 columns: Wage Class, Wages in Base Period, Weekly Benefit Rate, Maximum Benefit Rate. Rows 86-245.