Your Employee Rights Under the	TO BE POSTED BY EMPLOYER POLICY NUMBER	EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT
Family and Medical Leave Act What is FMLA leave?	NOTICE TO EMPLOYEES RE: ARIZONA WORKERS' COMPENSATION LAW All employees are hereby notified that this employer has complied with the provisions of the Arizona Workers' Compensation Law (Title 23, Chapter 6, Arizona Revised Statutes) as amended, and all the rules and regulations of The Industrial Commission of Arizona made in pursuance thereof, and has secured the payment of	FEDERAL MINIMUM WAGE \$7.25 PER HOUR
 requirements. 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. Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period for: The birth, adoption or foster placement of a child with you, Y. 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 nad Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember. An eligible employee who is the spouse, child, parent or next of kin of the servicemember with a serious in upro of lines may take up to 26 workweeks of FMLA leave in a single 12-month period to care for the servicemember with is metioal in necessary or otherwise permitted, you may take FMLA You have the right to use FMLA leave in one block of time. When it is medical necessary or otherwise permitted, you may take FMLA You have the right to use FMLA leave in one block of time. When it is medical necessary or otherwise permitted, you may take FMLA You have the right to use FMLA leave in one block of time. When it is medical processary or otherwise permitted, you may take FMLA You have the right to use FMLA leave in one block of time. When it is medical processary or otherwise permitted, you may take FMLA You have the right to use FMLA leave in one block of time. When it is medical processary or otherwise permitted, you may take FMLA You have the right to use FMLA leave in one block of time. When it is medical processary or otherwise permitted, you may take FMLA You have the right to use FMLA leave in one block of time. When it is medical processary or otherwise permitted in the f	compensation to employees by insuring the payment of such compensation with:	Description Description <thdescription< th=""> <thdescription< th=""></thdescription<></thdescription<>
 leave intermittently in separate blocks of time, or on a reduced schedule by working less hours each day or week. Read Fact Shet #28M(c) for more information. 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 is 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 50 employees within 75 miles of your work location. 	A todos los empleados se les notifica por este medio que este patron ha cumplido con las provisiones de la Ley de Compensacion para los Trabajadores de Arizona (Titulo 23, Capitulo 6, Estatutos Enmendados de Arizona) tal como han sido enmendados, y con todas las reglas y ordenanzas de La Comision Industrial de Arizona hechas en cumplimiento de esta, y ha asegurado el pago de compensacion a los empleados garantizando el pago de dicha compensacion por medio de:	
Ref.: 29 CFR §825.300 WH1420 REV 04/23	* * * * * * * * * * * * * * * * * * *	Effective January 1, 2024, Arizona's Minimum Wage Is: \$14.35 per hour
EMPLOYER RIGHTS EMPLOYER POLYCIAL ACTION OF A CONTROL OF	THE FAIR WAGES AND HEALTHY FAMILIES ACT Earned Paid Sick Time	EXEMPTIONS: The Fair Wages and Healthy Families Act (the "Act") does not apply to any person who is employed by a parent or a sibling; any person who is employed performing babysitting services in the employer's home on a casual basis; any person employed by the State of Arizona or the United States government; or any person employed in a small business that grosses less than \$500,000 in annual revenue, if that small business is exempt from having to pay a minimum wage under section 206(a) of title 29 of the United States Code.
PROHIBITIONS 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. EXEMPTIONS Exemptions <th>EXEMPTIONS:The Fair Wages and Healthy Families Act (the "Act") does not apply to any person who is employed by a parent or a sibling; any person who is employed performing babysitting services in the employer's home on a casual basis; or any person employed by the State of Arizona or the United States government.ENTITLEMENT AND AMOUNT:Beginning July 1, 2017, employees are entitled to earned paid sick time and accrue a minimum of one hour of earned paid sick time for every 30 hours worked, subject to the following limitations: Employees whose employers have less than 15 employees may only</th> <th>TIPS AND GRATUITIES: For any employee who customarily and regularly receives tips or gratuities, an employer may pay tipped employees a maximum of \$3.00 per hour less than the minimum wage if the employer can establish by its records that for each week, when adding tips received to wages paid, the employee received not less than the minimum wage for all hours worked. Certain other conditions must be met.</th>	EXEMPTIONS:The Fair Wages and Healthy Families Act (the "Act") does not apply to any person who is employed by a parent or a sibling; any person who is employed performing babysitting services in the employer's home on a casual basis; or any person employed by the State of Arizona or the United States government.ENTITLEMENT AND AMOUNT:Beginning July 1, 2017, employees are entitled to earned paid sick time and accrue a minimum of one hour of earned paid sick time for every 30 hours worked, subject to the following limitations: Employees whose employers have less than 15 employees may only	TIPS AND GRATUITIES: For any employee who customarily and regularly receives tips or gratuities, an employer may pay tipped employees a maximum of \$3.00 per hour less than the minimum wage if the employer can establish by its records that for each week, when adding tips received to wages paid, the employee received not less than the minimum wage for all hours worked. Certain other conditions must be met.
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. The Act also permits polygraph testing, subject to restrictions, of certain	 Employees whose employees have loss than 15 employees may only accrue or use 24 hours of earned paid sick time per year. Employees whose employers have 15 or more employees may only accrue or use 40 hours of earned paid sick time per year. Employers are permitted to select higher accrual and use limits. 	RETALIATION & DISCRIMINATION PROHIBITED: Employers are prohibited from discriminating against or subjecting any person to retaliation for: (1) asserting any claim or right under the Act; (2) assisting any person in doing so; or (3) informing any person of their rights under the Act.

employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests



WORK EXPOSURE TO BODILY FLUIDS

NOTICE TO EMPLOYEES

Re: Human Immunodeficiency Virus (HIV), Acquired Immune Deficiency Syndrome (AIDS) & Hepatitis C

Employees are notified that a claim may be made for a condition, infection, disease, or disability involving or related to the Human Immunodeficiency Virus (HIV), Acquired Immune Deficiency Syndrome (AIDS), or Hepatitis C within the provisions of the Arizona Workers' Compensation Law, and the rules of The Industrial Commission of Arizona. Such a claim shall include the occurrence of a significant exposure at work, which generally means contact of an employee's ruptured or broken skin or mucous membrane with a person's blood, semen, vaginal fluid, surgical fluid(s) or any other fluid(s) containing blood. AN EMPLOYEE MUST CONSULT A PHYSICIAN TO SUPPORT A CLAIM. Claims cannot arise from sexual activity or illegal drug use.

Certain classes of employees may more easily establish a claim related to HIV, AIDS, or Hepatitis C if they meet the following requirements:

1. The employee's regular course of employment involves handling or exposure to blood, semen, vaginal fluid, surgical fluid(s) or any other fluid(s) containing blood. Included in this category are health care providers, forensic laboratory workers, law enforcement officers, fire fighters, emergency medical technicians, paramedics and correctional officers.

2. NO LATER THAN TEN (10) CALENDAR DAYS after a possible significant exposure which arises out of and in the course of employment, the employee reports in writing to the employer the details of the exposure as provided by Commission rules. Reporting forms are available at the office of this employer or from the Industrial Commission of Arizona, 800 W. Washington, Phoenix, Arizona 85007, (602) 542-4661 or 2675 E. Broadway, Tucson, Arizona 85716, (520) 628-5181. If an employee chooses not to complete the reporting form, that employee may be at risk of losing a prima facie claim.

3. NO LATER THAN TEN (10) CALENDAR DAYS after the possible significant exposure the employee has blood drawn, and NO LATER THAN THIRTY (30) CALENDAR DAYS the blood is tested for HIV OR HEPATITIS C by antibody testing and the test results are negative.

4. NO LATER THAN EIGHTEEN (18) MONTHS after the date of the possible significant exposure at work, the employee is retested and the results of the test are HIV positive or the employee has been diagnosed as positive for the presence of HIV, or **NO LATER THAN SEVEN (7) MONTHS** after the date of the possible significant exposure at work, the employee is retested and the results of the test are positive for the presence of Hepatitis C or the employee has been diagnosed as positive for the presence of Hepatitis C.

> **KEEP POSTED IN CONSPICUOUS PLACE** NEXT TO WORKERS' COMPENSATION NOTICE TO EMPLOYEES

> > THIS NOTICE APPROVED BY THE INDUSTRIAL COMMISSION OF ARIZONA FOR CARRIER USE

Ref.: ARS 23-1043.02, 03

ICA Form 04-615-01

ARIZONA CONSTRUCTIVE DISCHARGE NOTICE NOTICE TO EMPLOYEES

An Employee is encouraged to communicate to the employer whenever the employee believes working conditions may become intolerable to the employee and may cause the employee to resign. Under Section 23-1502, Arizona Revised Statutes, an employee may be required to notify an appropriate representative of the employer in writing that a working condition exists that the employee believes is intolerable, that will compel the employee to resign or that constitutes a constructive discharge, if the employee wants to preserve the right to bring a claim against the employer alleging that the working condition forced the employee to resign.

Under the law, an employee may be required to wait for fifteen calendar days after providing written notice before the employee may resign if the employee desires to preserve the right to bring a constructive discharge claim against the employer. An employee may be entitled to paid or unpaid leave of absence of up to fifteen calendar days while waiting for the employer to respond to the employee's written communication about the employee's working condition.

TERMS OF USE: Earned paid sick time may be used for the following purposes: (1) medical care or mental or physical illness, injury, or health condition; or (2) a public health emergency; and (3) absence due to domestic violence, sexual violence, abuse, or stalking. Employees may use earned paid sick time for themselves or for family members. See Arizona Revised Statutes § 23-373 for more information

RETALIATION & Employers are prohibited from discriminating against or subjecting any person DISCRIMINATION to retaliation for: (1) asserting any claim or right under the Act, including requesting or using earned paid sick time; (2) assisting any person in doing so **PROHIBITED:** or (3) informing any person of their rights under the Act.

- ENFORCEMENT: Each employee has the right to file a complaint with the Industrial Commission's Labor Department alleging that an employer has violated the Act. Certain time limits apply. A civil action may also be filed as provided in the Act. Violations of the Act may result in penalties.
- **INFORMATION:** For additional information regarding the Act, you may refer to the Industrial Commission's website at www.azica.gov or contact the Industrial Commission's Labor Department: 800 W. Washington, Phoenix, Arizona 85007-2022; (602) 542-4515.

THIS POSTER MUST BE CONSPICUOUSLY POSTED IN A PLACE THAT IS ACCESSIBLE TO EMPLOYEES

Ref.: ARS Ch. 2 Article 8 23-364



Know Your Rights: Norkplace Discrimination is Illegal What can You Do if You Believ Commissi protect yo If you beli against at EEOC may

protect you from discrimination in employment.	Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/ work). You can reach the EEOC in any of the		The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires afiirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years of discharce or release from active duty).
If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.			
Who is Protected?			
Employees (current and former), including	following v	ways:	active duty wartime or campaign badge veterans,
 managers and temporary employees Job applicants 	Submit	an inquiry through the EEOC's public portal: https://publicportal.eeoc.	or Armed Forces service medal veterans.
 Union members and applicants for membership in a union 		gov/Portal/Login.aspx	Retaliation
What Organizations are Covered?	Call	1–800–669–4000 (toll free) 1–800–669–6820 (TTY) 1–844–234–5122 (ASL video phone)	Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes
Most private employers		1-044-234-3122 (ASE video priorie)	discrimination by Federal contractors under these
 State and local governments (as employers) 	Visit	an EEOC field office (information at	Federal laws.

THIS POSTER MUST BE CONSPICUOUSLY DISPLAYED IN A PLACE THAT IS **ACCESSIBLE TO EMPLOYEES**

the Act. Violations of the Act may result in penalties.

85007-2022; (602) 542-4515.

ARIZONA LAW PROHIBITS DISCRIMINATION IN EMPLOYMENT

Any person or organization may file a complaint with the Industrial

Commission's website at www.azica.gov or contact the Industrial

Commission's Labor Department alleging that an employer has violated the

Act. Certain time limits apply. A civil action may also be filed as provided in

For additional information regarding the Act, you may refer to the Industrial

Commission's Labor Department: 800 W. Washington, Phoenix, Arizona

ON THE BASIS OF: Race, Color Religion, Sex, Age (40+), National Origin, Disability, or Results of Genetic Testing.

BY: Employers, Employment Agencies, or Labor Unions.

WITH RESPECT TO: Hiring, Promotion, Transfer, Termination, Salary or Benefits, Lay-Off, Apprenticeship and Training Programs, Job Referrals, or Union Membership.

REMEDY MAY INCLUDE: Employment, Reinstatement, Back Pay, Promotion, or Lost Benefits.

*Intake form available online at www.azag.gov

LA LEY DE ARIZONA PROHIBE **DISCRIMINACION EN EL EMPLEO**

POR RAZONES DE: Raza, Color, Religion, Sexo, Edad(40+), Origen Nacional, Incapacidad, o Resultados de Pruebas Geneticas.

POR PARTE DE: Empleador, Agencias de Empleo, o Sindicatos.

CON RESPECTO A: Ocupacion, Ascenso, Transferencia, Terminacion, Salarios o Beneficios, Despido, Aprendizaje de Trabajo, Referencias de Trabajo, o Miembrecia en Sindícatos.

LOS REMEDIOS PUEDEN INCLUIR: Empleo, Re-Empleo Sueldo Atrasado, Ascenso, o Beneficios Perdidos.

> *Formulario de cuestionario esta disponible en nuestro sitio de web: www.azag.gov

Phoenix Office

ENFORCEMENT:

INFORMATION:

Ref.: ARS Ch. 2 Article 8 23-364

Ref.: ARS 23-1502

83703

012024

EMPLOYEE SAFETY AND HEALTH PROTECTION

The Arizona Occupational Safety and Health Act of 1972 (Act), provides safety and health protection for employees in Arizona. The Act requires each employer to furnish his employees with a place of employment free from recognized hazards that might cause serious injury or death. The Act further requires that employers and employees comply with all workplace safety and health standards, rules and regulations promulgated by the Industrial Commission. The Arizona Division of Occupational Safety and Health (ADOSH), a division of the Industrial Commission of Arizona, administers and enforces the requirements of the Act.

As an employee, you have the following rights:

You have the right to notify your employer or ADOSH about workplace hazards. You may ask ADOSH to keep your name confidential.

You have the right to request that ADOSH conduct an inspection if you believe there are unsafe and/or unhealthful conditions in your workplace. You or your representative may participate in the inspection.

If you believe you have been discriminated against for making safety and health complaints, or for exercising your rights under the Act, you have a right to file a complaint with ADOSH within 30 days of the discriminatory action. You are also afforded protection from discrimination under the Federal Occupational Safety and Health Act and may file a complaint with the U.S. Secretary of Labor within 30 days of the discriminatory action.

You have the right to see any citations that have been issued to your employer. Your employer must post the citations at or near the location of the alleged violation.

You have the right to protest the time frame given for correction of any violation.

You have the right to obtain 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 Industrial Commission and ADOSH do not cover employers of household domestic labor, those in maritime activities (covered by OSHA), those in atomic energy activities (covered by the Atomic Energy Commission) and those in mining activities (covered by the Arizona Mine Inspector's office). To file a complaint, report an emergency or seek advice and assistance from ADOSH, contact the nearest ADOSH office:

> Phoenix: 800 West Washington Phoenix, AZ. 85007 602-542-5795 Toll free: 855-268-5251

2675 East Broadway Tucson, AZ. 85716 Toll free: 855-268-5251

Tucson:

520-628-5478

Industrial Commission web site: www.ica.state.az.us

Note: Persons wishing to register a complaint alleging inadequacy in the administration of the Arizona Occupational Safety and Health plan may do so at the following address:

> U.S. Department of Labor – OSHA 230 N. 1st Ave., Ste. 202

E-Mail Info@eeoc.gov Additional information about the ECOC, including information about filing a charge of discrimination, is available at www.eeoc.gov. EMPLOYERS HOLDING FEDERAL	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) U.S. Department of Labor 200 Constitution Avenue, N.W.
CONTRACTS OR SUBCONTRACTS The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal Government. If you are applying to ra- low of the contract or subcontract, you are protected under Federal law from discrimination on the following bases: Race, Color, Religion, Sex, Sexual Orientation, Gender Identity.	Washington, D.C. 20210 1–800–397–6251 (toll-free) If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 to access telecommunications relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at https://ofccphelpdesk. dol.gov/s/, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's 'Contact Us'' webpage at https://www.dol.gov/agencies/ofccp/contact. PROGRAMS OR ACTIVITIES
National Origin Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors	RECEIVING FEDERAL FINANCIAL ASSISTANCE
based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.	Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits
Asking About, Disclosing, or Discussing Pay Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees. Disability Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals	discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance. Individuals with Disabilities
promotion, discharge, pay, fringe benefits, job	Section 504 of the Rehabilitation Act of 1973, as
training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.	Section 30-4 of the retraduitation function for 57-57 as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job. If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance. (Revised 6/27/2023)
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EMERGENCY NUMBERS CALL 911 POLICE:

AMBULANCE:

PAY DAY NOTICE

 MONDAY TUESDAY WEDNESDAY THURSDAY 	FRIDAYSATURDAYSUNDAY
PAY SCHEDULE IS: WEEKLY BIWEEKLY	SEMI MONTHLYMONTHLY
•	

PAYCHECKS ARE ISSUED ON THE:

2005 N. Central Avenue 400 West Congress Street **State of Arizona** Phoenix, Arizona 85004 Tucson, Arizona 85701 **Office of the Attorney General** (520) 628-6500 (602) 542-5263 (877) 491-5742 Toll Free (877) 491-5740 Toll Free **Civil Rights Division** (877) 624-8090 TTY Toll Free (877) 624-8090 TTY Toll Free

THIS NOTICE MUST BE POSTED IN A CONSPICUOUS WELL LIGHTED PLACE FREQUENTED BY EMPLOYEES, JOB SEEKERS, APPLICANTS FOR UNION MEMBERSHIP, OR PATRONS.



NOTICE TO EMPLOYEES

YOU ARE COVERED BY UNEMPLOYMENT INSURANCE (UI)

For an explanation of what this insurance means to you, visit our website at <u>www.azui.com</u> for a copy of the pamphlet A Guide to Arizona Benefits. You may obtain additional information from the Unemployment Insurance office by calling (602) 364-2722 in the Phoenix area, (520) 791-2722 in the Tucson area, or toll free at 1-877-600-2722.

IF YOU BECOME UNEMPLOYED, YOU MAY BE ELIGIBLE FOR **UNEMPLOYMENT BENEFITS IF YOU:**

Open or reopen a claim by going on line at www.azui.com. If you do not have internet access, go to your nearest Arizona Department of Economic Security (ADES) Employment Service (ES) office for assistance. Were separated from your last job for a non-disqualifying reason.

Meet the wage requirements established by law.

Ref.: ARS § 23-772(d)

· Are registered for work with Arizona Job Connection - DES will attempt to register you based on the information you provide when your claim is

· Actively seek work and remain available and able to accept suitable employment

Meet all other eligibility requirements.

You may receive partial unemployment insurance payments if your hours and wages are reduced.

Equal Opportunity Employer / Program • Auxiliary aids and services are available upon request to individuals with disabilities • To request this document in alternative format or for further information about this policy. contact the UI Tax Office at 602-771-6606; TTY/TDD Services: 7-1-1 • Disponible en español en línea o en la oficina local.

POU-003 (8-19)

WORK EXPOSURE TO METHICILLIN-RESISTANT STAPHYLOCOCCUS AUREUS (MRSA), SPINAL MENINGITIS, OR TUBERCULOSIS (TB)

Notice to Employees

Employees are notified that a claim may be made for a condition, infection, disease or disability involving or related to MRSA, spinal meningitis, or TB within the provisions of the Arizona Workers' Compensation Law. (A.R.S. § 23-1043.04) Such a claim shall include the occurrence of a significant exposure at work, which is defined to mean an exposure in the course of employment to aerosolized MRSA, spinal meningitis or TB bacteria. Significant exposure also includes exposure in the course of employment to MRSA through bodily fluids or skin.

Certain classes of employees (as defined below) may more easily establish a claim related to MRSA, spinal meningitis or TB by meeting the following requirements:

- The employee's regular course of employment involves handling or exposure to MRSA, spinal meningitis or TB. For purposes of establishing a claim under this section, "employee" is limited to firefighters, law enforcement officers, correction officers, probation officers, emergency medical technicians and paramedics who are not employed by a health care institution;
- No later than thirty (30) calendar days after a possible significant exposure, the employee reports in writing to the employer the details
- For a claim involving MRSA, the employee must be а. diagnosed with MRSA within fifteen (15) days after the employee reports pursuant to Item No. 2 above;
- For a claim involving spinal meningitis, the employee must b. be diagnosed with spinal meningitis within two (2) to eighteen (18) days of the possible significant exposure; and
- For a claim involving TB, the employee is diagnosed with TB C. within twelve (12) weeks of the possible significant exposure.

Expenses for post-exposure evaluation and follow-up, including reasonably required prophylactic treatment for MRSA, spinal meningitis, and TB is considered a medical benefit under the Arizona Workers' Compensation Act for any significant exposure that arises out of and in the course of employment if the employee files a claim for the significant exposure or the employee reports in writing the details of the exposure. Providing post-exposure evaluation and follow-up, including prophylactic treatment, does not, however, constitute acceptance of a claim for a condition, infection, disease or disability involving or related to a significant exposure.

FIRE DEPARTMENT: POISON CONTROL: OSHA: PAY DAY IS ON

PHYSICIAN: HOSPITAL:





