Your Employee Rights Under the **Family and Medical Leave Act**

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

- The birth, adoption or foster placement of a child with you. 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, and
- 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 a covered servicemember with a serious injury or illness **may** take up

to 26 workweeks of FMLA leave in a single 12-month period to care You have the right to use FMLA leave in one block of time. When it is medically necessary or otherwise permitted, you may take FMLA

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's paid leave policy covers the reason for which you need

leave intermittently in separate blocks of time, or on a reduced

schedule by working less hours each day or week. Read Fact Sheet

Am I eligible to take FMLA leave?

- You are an **eligible employee** if **all** of the following apply:
- You have worked for your employer at least 12 months, You have at least 1,250 hours of service for your employer during the 12 months before your leave, and Your employer has at least 50 employees within 75 miles of your

Generally, to request FMLA leave you must:

Follow your employer's normal policies for requesting leave.

You do not have to share a medical diagnosis but must provide

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective

bargaining agreement that provides greater family or medical leave

State employees may be subject to certain limitations in pursuit of

direct lawsuits regarding leave for their own serious health conditions

Most federal and certain congressional employees are also covered

by the law but are subject to the jurisdiction of the U.S. Office of

Personnel Management or Congress.

· Give notice at least 30 days before your need for FMLA leave, or If advance notice is not possible, give notice as soon as possible.

- You work for a **covered employer** if **one** of the following applies: You work for a private employer that had at least 50 employees
- during at least 20 workweeks in the current or previous calendar You work for an elementary or public or private secondary school, Allow you to return to the same job, or a virtually identical job with You work for a public agency, such as a local, state or federal shift and location, at the end of your leave government agency. Most federal employees are covered by

Your employer cannot interfere with your FMLA rights or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation

About your FMLA rights and responsibilities, and

If you are eligible for FMLA leave, your employer must:

After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your employer must confirm whether you are eligible or not eligible for FMLA leave. If your employer determines that you are eligible, your employer must notify you in

How much of your requested leave, if any, will be FMLA-protected

enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You must also inform your employer if FMLA leave was previously taken or approved for the Where can I find more information? same reason when requesting additional leave.

Call 1-866-487-9243 or visit dol.gov/fmla to learn more. Your employer may request certification from a health care provide to verify medical leave and may request certification of a qualifying If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. Scan the QR code to learn about our WHD



UNITED STATES DEPARTMENT OF LABOR



WH1420 REV 04/23

lef.: 29 CFR §825.300

Title II of the FMLA, administered by the Office of Personnel How do I request FMLA leave?

· Allow you to take job-protected time off work for a qualifying Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and

the same pay, benefits and other working conditions, including Honesty tests can be used by law enforcement agencies and certain businesses engaged in providing security services, alarm systems, and who manufacture, distribute or sell controlled substances.

Employee & Applicant Rights Any legally permitted honesty test is subject to strict safeguards, including an examinee's right to proper notice, the right to discontinue a test at any time and the right to advance written notice of the questions to be asked.

Victims of unlawful honesty testing may file a complaint within 300 days after the date the unfair honesty testing occurred, at one of the offices below

a test or objects to its use.

STATE OF WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT **EQUAL RIGHTS DIVISION**

STREET ADDRESS: 201 E WASHINGTON AVE ROOM A100 819 N 6th ST ROOM 723 MADISON WI 53703 MILWAUKEE WI 53203

MAILING ADDRESS PO BOX 8928 MADISON, WI 53708-8928 Telephone: (608) 266-6860

notices to employees are customarily posted.

loss or injury to a business if the employee is a reasonable suspect.

Telephone: (414) 227-4384

Website: https://dwd.wisconsin.gov/er/

Employee Protections Against Use of Honesty

Testing Devices (Wis. Stat. § 111.37)

Employers who use honesty testing must display this poster in one or more conspicuous places where

Under Wisconsin law, requiring or requesting that an employee or applicant take an honesty test (lie detector) is unlawful or heavily regulated. Further, employers may not discriminate against a person who refuses to take

Exceptions

An employer may request that an employee take a test in connection with an investigation involving economic

The Department of Workforce Development is an equal opportunity employer and service provider. If you have a

isability and need to access this information in an alternate format or need it translated to another language, pleas

ERD-10861-P (R. 06/2020)

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.

PROHIBITIONS

EXEMPTIONS

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.

Federal, State and local governments are not affected by the law. Also, the

law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities. 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 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

EXAMINEE RIGHTS

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.

ENFORCEMENT

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.



Hours and Times of Day Minors May Work in Wisconsin

or permitted to work during hours of required school attendance under Wis. Stat. § 118.15. State and federal laws also permit minors under 16 to work up to seven days per week in the delivery of newspapers and agriculture. In most other types of labor, minors under 16 may only work six days a week. Most employers must obtain work permits for minors under 16 before permitting them to work. For further information, see the Wisconsin Employment of Minors Guide (ERD-4758-P).

State and federal laws do not limit the hours that minors 16 years of age or over may work, except that they may not be employed

Maximum Hours of Work for 14 & 15 year-old minors	After Labor Day through May 31	June 1 through Labor Day
Daily Hours		
Non-School Days	8 hours	8 hours
School Days	3 hours	3 hours
Weekly Hours		
Non-School Weeks	40 hours	40 hours
School Weeks	18 hours	18 hours
Permitted Time of Day	7am-7pm	7am-9pm

Employers subject to both federal and state laws must comply with the more stringent section of the two laws. State child labor laws prohibit work during times that minors are required to be in school, except for students participating in work

experience and career exploration programs operated by the school. Minors under 16 years of age are limited to the maximum hours and time of day restrictions even though they may work for

Minors under 14 years of age are allowed to work in certain occupations (e.g., street trades, agriculture, and work in school lunch programs. See the Wisconsin Employment of Minors Guide, ERD-4758-P, for more detail). These minors are subject to the same hourly and time of day restrictions as minors who are 14 or 15 years of age.

Minors under 18 years of age may not work more than 6 consecutive hours without having a 30-minute, duty free meal period. Minors 16 & 17 years of age who are employed after 11:00 pm must have 8 hours of rest between the end of one shift and the Minimum Wage for minors is \$7.25 per hour. Employers may pay an "Opportunity Wage" of \$5.90 per hour for the first 90 days

For further information about the federal child labor laws call (608) 441-5221, or write to U.S. Department of Labor, Wage & Hour, 740 Regent Street, Suite 102, Madison, WI 53715.

For further information about the state child labor laws, call the Equal Rights Division in Madison (608) 266-6860 or Milwaukee (414) 227-4384.

> DEPARTMENT OF WORKFORCE DEVELOPMENT - EQUAL RIGHTS DIVISION PO BOX 8928 MADISON WI 53708 Telephone: (608) 266-6860

Website: https://dwd.wisconsin.gov/er/ DWD is an equal opportunity employer and service provider. If you have a disability and need assistance with this

information. Please contact the Equal Rights Division at (608) 266-6861 to request information in an alternate format, including translated to another language.

ERD-9212-P (R. 06/2020)



more than one employer during the same day or week.

of employment. On the 91st day, the wage must increase to \$7.25 per hour.

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 workrelated injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- 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.
- Participate (or have your representative) participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

This poster is available free from OSHA.

Contact OSHA. We can help.

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.
- Comply with all applicable OSHA standards.
- 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.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

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.** Employers with 25 or more employees are required to post their particular leave policies.

Under state law all employers with 50 or more permanent employees must allow employees of

• Up to six (6) weeks leave in a 12-month period for the purpose of serving as a bone marrow or organ donor, provided that the employee provides his or her employer with written verification that the employee is to serve as a bone marrow or organ donor and so long as the leave is only for the period necessary for the employee to undergo the bone marrow or organ donation procedure and to recover from the procedure.

This law applies only to an employee who has worked for the employer more than 52 consecutive weeks and for at least 1000 hours during that 52-week period. The law also requires that employees be allowed to substitute paid or unpaid leave provided by the employer for Wisconsin Bone Marrow or Organ Donation Leave. Employers may have leave policies, which are more generous than leaves required by the law.

A complaint concerning a denial of rights under this law must be filed within 30 days after the violation

occurs or the employee should have reasonably known that the violation occurred, whichever is later. For answers to questions about the law, a complete copy of the law, or to make a complaint

about a denial of rights under the law contact: STATE OF WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT **EQUAL RIGHTS DIVISION**

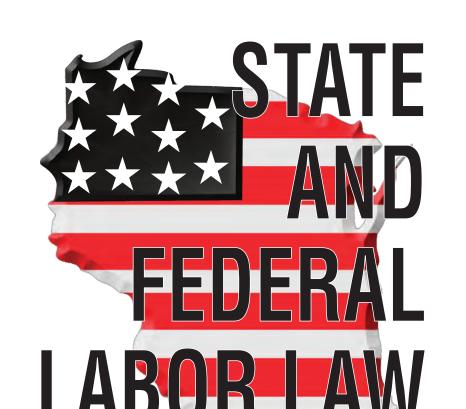
PO BOX 8928 MADISON WI 53708 Telephone: (608) 266-6860

ERD-18114-E-P (06/2020)

819 N 6TH ST, ROOM 723 MILWAUKEE WI 53203 Telephone: (414) 227-4384

Website: https://dwd.wisconsin.gov/er/

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Wisconsin Fair Employment Law

Section 111.31-111.395 Wisconsin Statutes and DWD 218 Wisconsin Administrative Code requires that all employers prominently display this Poster in all places of employment. It is unlawful to discriminate against employees and job applicants because of their:

- Use of Lawful Products Arrest or Conviction Honesty Testing

Sexual Orientation

- Ancestry Disability National Origin Marital Status Pregnancy or Childbirth
- Race
- Genetic Testing Military Service • Declining to Attend a Meeting or Participate in any Communication About
- Religious or Political Matters This law applies to employers, employment agencies, labor unions and licensing agencies.

Employers may not require certain types of honesty testing or genetic testing as a condition of employment, nor discipline an employee because of the results.

Employees may not be harassed in the workplace based on their protected status nor retaliated against for filing a complaint, for assisting with a complaint, or for opposing discrimination in the

There is a 300-day time limit for filing a discrimination complaint. For more information or a copy of the law and the administrative rules contact:

STATE OF WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT **EQUAL RIGHTS DIVISION** 201 E WASHINGTON AVE ROOM A100 **ROOM 723** PO BOX 8928

MILWAUKEE WI 53203 MADISON WI 53708 Telephone: (608) 266-6860 Telephone: (414) 227-4384 Website: https://dwd.wisconsin.gov/er/

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Employee Rights under Wisconsin's Business Closing/Mass Layoff Notification Law

Under Wisconsin law, employees have certain rights and employers have certain obligations to give proper

notice to their employees and others before taking certain actions. What is a "business closing" or "mass layoff?"

A "business closing" requires notice if there is a permanent or temporary shutdown of an employment site or of one or more facilities or operating units at an employment site or within a single municipality that affects 25 or more employees (no A "mass layoff" requires notice if there is a reduction in the workforce that is not a "business closing" and which affects the following number of employees (excluding new or low hour employees) at an employment site or within a single municipality: At least 25% of the employer's workforce or 25 employees, whichever is greater or At least 500 employees

Employees are counted if their employment is terminated (not including discharges for cause, voluntary departures, or retirements), if they are laid off for more than 6 months, or if their hours are reduced more than 50 percent during each month of any 6-month period, as the result of a business closing or mass layoff. New or low-hour employees - who have been imployed for fewer than 6 of the 12 months preceding the date on which a notice is required or who average fewer than 20 With certain exceptions, businesses employing 50 or more persons in the State of Wisconsin must provide written notice 60

days before implementing a "business closing" or "mass layoff" in this state. The federal or state government (and their olitical subdivisions), charitable or tax exempt institutions and organizations, and independent contractors are not covered under this law and do not have to provide notice. Additional exceptions exist in various situations involving strikes or lockouts, sales, relocations, temporary or seasonal employment, unforeseeable circumstances, natural or man-made disasters, temporary cessation in operations, or businesses in financial trouble What employees are entitled to receive notice? Employees are entitled to receive notice if they are counted as part of "business closing" or "mass layoff." New or low-hour

What can employees recover if notice is required and not given? If an employer implements a "business closing" or "mass layoff" without providing required notice, an affected employee may recover back pay and benefits for each day that required notice was not provided (up to a maximum of 60 days). An affected employee may also recover attorney fees and costs in a lawsuit.

employees may also be entitled to receive notice in situations where there is a "business closing" or "mass layoff."

If you have questions regarding this law or wish to file a complaint, call or write us at: STATE OF WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT

EQUAL RIGHTS DIVISION

sability and need to access this information in an alternate format or need it translated to another language,

201 E WASHINGTON AVE ROOM A100 PO BOX 8928 MADISON WI 53708 MILWAUKEE WI 53203 Telephone: (414) 227-4384 Website: https://dwd.wisconsin.gov/er/

ERD-9006-P (R. 06/2020)

EMPLOYEE RIGHTS

UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

The law requires employers to display this poster where employees can readily see it.

civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA. Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to the pump at work requirements. INFORMATION

Special provisions apply to workers in American Samoa, the Comm Mariana Islands, and the Commonwealth of Puerto Rico. Some state laws provide greater employee protections; employers must comply with both. Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime Certain full-time students, student learners, apprentices, and workers with disabilities may be

Wisconsin Minimum Wage Rates Effective July 24, 2009 (Wis. Stat. ch. 104)

OVERTIME PAY At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work

in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old mawork outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit

of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an

based on tips received by their employees. Employers must pay tipped employees a cash wage

employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equa

breast milk for their nursing child for one year after the child's birth each time the employee needs

o express breast milk. Employers must provide a place, other than a bathroom, that is shielded

in instances of minimum wage, overtime, and other violations. The Department may litigate and/

or recommend criminal prosecution. Employers may be assessed civil money penalties for each

willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money

from view and free from intrusion from coworkers and the public, which may be used by the

certain work hours restrictions. Different rules apply in agricultural employment.

PUMP AT WORK The FLSA requires employers to provide reasonable break time for a nursing employee to express

ENFORCEMENT The Department has authority to recover back wages and an equal amount in liquidated damages

the minimum hourly wage, the employer must make up the difference

General Minimum Wage Rates Non-Opportunity Employees: **Opportunity Employees** \$7.25 per Hour \$5.90 per Hou Minimum Wage Rates for Tipped Employees

Opportunity Employees:

\$2.33 per Hour \$2.13 per Hour Note: "Opportunity employee" means an employee who is not yet 20 years old and who has been in employmen status with a particular employer for 90 or fewer consecutive calendar days from the date of initial employment.

Non-Opportunity Employees:

Minimum Wage Rates for All Agricultural Employees \$7.25 per Hou \$7.25 per Hou Minimum Rates for Caddies 9 Holes 18 Holes \$10.50 For more information contact

DEPARTMENT OF WORKFORCE DEVELOPMENT EOUAL RIGHTS DIVISION 201 E WASHINGTON AVE. ROOM A100 819 N 6TH ST ROOM 723 MADISON WI 53703 MILWAUKEE WI 53203 MADISON WI 53708-8928 Telephone: (414) 227-4384 Telephone: (608) 266-6860

Website: https://dwd.wisconsin.gov/er/

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STATE OF WISCONSIN

ERD-9247-P (R. 06/2020)

ease contact us

Wisconsin Maximum Allowances for Board and Lodging

Effective July 24, 2009

Non-Agricultural Employment Non-Opportunity Employees Opportunity Employees \$87.00 Per Week \$70.80 Per Weel \$4.15 Per Meal \$3.35 Per Meal \$58.00 Per Week \$47.20 Per Week Lodging

\$6.75 Per Day

Agricultural Employment All Employees

\$8.30 Per Day

\$87.00 Per Week \$4.15 Per Meal

\$58.00 Per Week Lodging \$8.30 Per Day

Camp Counselor Employment

When board or lodging provided by an employer is accepted and received by an employee, the employer is

permitted to deduct up to the above amounts from the worker's paycheck. The amounts deducted are used

to determine if the employee is receiving the required minimum wage rates.

Weekly Salary for All Employees [Adults and Minors] Board & Lodging **Board Only** No Board or Lodging \$210.00 \$265.00 \$350.00

Notice to Employees About Applying for WISCONSIN UNEMPLOYMENT BENEFITS dwd.wisconsin.gov/uiben/handbook/apply.htm

How To Apply When To Apply You are totally unemployed, Go to my.unemployment.wisconsin.gov Your weekly earnings are reduced, Read and accept terms and conditions You expect to be laid off within the next 13 weeks, or

Unsure if you will qualify? Apply to find out if you are eligible. Only DWD can determine if **IMPORTANT:** You must file an initial claim application within seven days of the end of the calendar week in which you want to receive a UI benefit payment. Available 24 Hours Monday - Friday Midnight – 3:00 PM **Information You Need To Apply**

☐ A valid email address or mobile phone number ☐ Your current address. ☐ Your social security numbe ☐ Your Wisconsin driver license or identification number (if you have one). ☐ Your work history for the last 18 months, including

☐ A username and password (for filing online)

 Employers' business names Employers' addresses (including zip code) Employers' phone number. First and last dates of work with each employer.

You are participating in the Trade Adjustment Assistance (TAA) program.

 Reason for no longer working with each employer ☐ If you are not a U.S. citizen, your alien registration number, document number and ☐ If you served in the military in the last 18 months, Form DD-214

☐ If you are a union member, the name and local number of your union hall.

☐ If you are a federal civilian employee, Form SF-50 or SF-8.

DWD is an equal opportunity employer and service provider. If you have a disability and need assistance with this information, please dial 7-1-1 for Wisconsin Relay Service. Please contact the Unemployment Insurance Division at (414) 435-7069 or toll-free at (844) 910-3661 to request information in an alternate format, including translated to another language.

☐ If you want UI benefit payments by direct deposit, your bank's routing number and

Create a username and password. Note: When you authorize to use online services, you may be mailed an identity verification letter with a code that **must** be entered within seven days. Log on to access your claimant portal. Complete your initial claim application. Apply online during these times: 9:00 AM - Midnight

For access to a computer and workforce services: Visit your closest Job Center wisconsinjobcenter.org/directory For help using online services or if you are unable to go online: Call Unemployment Insurance (UI) at (414) 435-7069 or toll-free

Need Help?

(844) 910-3661 during business hours. STATE OF WISCONSIN

social security number, we cannot take your claim.

employee. For additional copies, visit: dwd.wisconsin.gov/dwd/publications/ui/notice.htm or call (414) Notice to Employees: The federal Social Security Act requires that you give us your social security number. It will be used to verify your identity and determine your eligibility. If you do not provide your

UCB-7-P (R. 01/04/2024)

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. Employers with 25 or more employees are required to post their particular leave policy.

Under state law all employers with 50 or more permanent employees must allow employees of either sex:

Up to six (6) weeks leave in a calendar year for the birth or adoption of the employee's child, providing the leave begins within sixteen (16) weeks of the birth or placement of that child. Up to two (2) weeks of leave in a calendar year for the care of a child, spouse, domestic partner, as defined in § 40.02(21c) or 770.01(1) or parent or a parent of a domestic partner with a serious health condition. Up to two (2) weeks leave in a calendar year for the employee's own

serious health condition. This law only applies to an employee who has worked for the employer more than 52 consecutive weeks and for at least 1000 hours during that 52-week period. The law also requires that employees be allowed to substitute paid or unpaid leave

provided by the employer for Wisconsin Family and Medical Leave. Employers may have leave policies, which are more generous than leaves required by the law. A complaint concerning a denial of rights under this law **must be filed within 30** days after the violation occurs or the employee should have reasonably known that

For answers to questions about the law, a complete copy of the law, or to

make a complaint about a denial of rights under the law contact:

the violation occurred, whichever is later.

ERD-7983-P (R-06/2020)

DEVELOPMENT **EQUAL RIGHTS DIVISION**

201 E WASHINGTON AVE, ROOM A100 PO BOX 8928 MADISON WI 53708

ROOM 723 MILWAUKEE WI 53203

Website: https://dwd.wisconsin.gov/er/ The Department of Workforce Development is an

translated to another language, please contact us.

Advance Notice Required When Employers Decide to

Cease Providing a Health Care Benefit Plan Wisconsin law (Wis. Stat. § 109.075) requires employers who plan to discontinue health care benefits to current employees, retirees, and dependents of employees or retirees in some instances to provide the

affected individuals with 60 days' notice of the cessation of benefits.

Which employers must comply with this requirement? An employer who operates a business enterprise in Wisconsin that employs 50 or more persons in the state must provide written notice of its intention to cease providing health care benefits to affected parties

Who is an affected individual entitled to this notice? Employees, any union representing employees of the business, retirees, and dependents of employees and retirees currently covered by the health

care plan are entitled to receive 60 days' written notice that the benefits Why should an affected person file a complaint about not receiving 60 days' notice of the cessation of a health care benefit plan?

the insurance premium(s) for the period without notice or the actual value of medical expenses incurred during the non-notification period (maximum

A person who did not receive proper notice may receive either the value of

If I have questions concerning this requirement or if I wish to file a complaint about not receiving notice, whom should I contact? Contact either the Equal Rights Division in Milwaukee or Madison listed

ERD-11054-P (R. 06/2020)

What Organizations are Covered?

Discharge, firing, or lay-off

What can You Do if You Believe Discrimination has Occurred?

an EEOC field office (information at www.eeoc.gov/field-office)

EMPLOYERS HOLDING FEDERAL CONTRACTS

OR SUBCONTRACTS

Asking About, Disclosing, or Discussing Pay Contact the EEOC promptly if you suspect discrimination. Do not delay, becaus 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

secutive Order 11246, as amended, protects applicants and employees on tractors from discrimination based on inquiring about, disclosing, or diseir compensation or the compensation of other applicants or employees. nuvious win disabilities not not construint of the mine, promotion, is userser given from the ment of the ment of

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE 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 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

83750 012024





TO REORDER CALL: 1-800-817-7678

dwd.wisconsin.gov/ui Notice to Employers: All employers covered by Wisconsin's Unemployment Insurance law are required to prominently display this poster where employees will easily see it. If employers do not have a permanent work site regularly accessed by employees, an individual copy is to be provided to each

> STATE OF WISCONSIN DEPARTMENT OF WORKFORCE

Telephone: (608) 266-6860 819 N 6th ST

Telephone: (414) 227-4384

equal opportunity employer and service provider. If you have a disability and need to access this

information in an alternate format or need it

DEPARTMENT OF WORKFORCE DEVELOPMENT EQUAL RIGHTS DIVISION 201 E WASHINGTON AVE. ROOM A100

STATE OF WISCONSIN

MADISON WI 53708 Telephone: (608) 266-6860

819 N 6th ST

ROOM 723

Website: https://dwd.wisconsin.gov/er/

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