Your Emplo	yee Rights	Under the	WEST VIRGINIA DIVISION OF LABOR         1900 Kanawha Boulevard East - State Capitol Complex – Building 3, Room 200 - Charleston, WV 25305         Telephone: (304)558-7890       labor.wv.gov       Fax: (304)558-3797	EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT
Family and	<b>Medical Le</b>	ave Act	(Viv)	FEDERAL MINIMUM WAGE
What is FMLA leave?	irline flight crew employees have different "hours of service" equirements.	What does my employer need to do?	MINIMUM WAGE REQUIREMENTS	\$7.25 PER HOUR BEGINNING JULY 24, 2009
<ul> <li>Indicate englobe employees with jop-protected leave for qualifying amily and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees.</li> <li>Eligible employees can take up to 12 workweeks of FMLA leave in a 2-month period for: <ul> <li>The birth, adoption or foster placement of a child with you,</li> <li>Your serious mental or physical health condition that makes you unable to work,</li> <li>To care for your spouse, child or parent with a serious mental or physical health condition, and</li> <li>Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember.</li> </ul> </li> </ul>	<ul> <li>You work for a covered employer if <u>one</u> of the following applies:</li> <li>You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year,</li> <li>You work for an elementary or public or private secondary school, or</li> <li>You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel Management.</li> </ul>	<ul> <li>If you are eligible for FMLA leave, your employer must:</li> <li>Allow you to take job-protected time off work for a qualifying reason,</li> <li>Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and</li> <li>Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave.</li> <li>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.</li> </ul>	An employer employing 6 or more employees in any one separate, 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, §21-5C.  Required Minimum Wage Rate  Beginning January 1, 2016, employers must pay employees at least \$8.75 per hour.	Displayers
An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness <u>may</u> take up o 26 workweeks of FMLA leave in a single 12-month period to care or the servicemember. You have the right to use FMLA leave in <b>one block of time</b> . When it is medically necessary or otherwise permitted, you may take FMLA eave intermittently in separate blocks of time, or on a reduced ichedule by working less hours each day or week. Read Fact Sheet 28M(c) for more information.	<ul> <li>Follow your employer's normal policies for requesting leave,</li> <li>Give notice at least 30 days before your need for FMLA leave, or</li> <li>If advance notice is not possible, give notice as soon as possible.</li> </ul> You do not have to share a medical diagnosis but must provide nough information to your employer so they can determine whether ne leave qualifies for FMLA protection. You must also inform your mployer if FMLA leave was previously taken or approved for the ame reason when requesting additional leave.	<ul> <li>may qualify under the FMLÅ, your employer <u>must</u> confirm whether you are eligible or not eligible for FMLA leave. If your employer determines that you are eligible, your employer <u>must</u> notify you in writing:</li> <li>About your FMLA rights and responsibilities, and</li> <li>How much of your requested leave, if any, will be FMLA-protected leave.</li> </ul>	<ul> <li>Required Minimum Training Wage Rate</li> <li>An employer may pay an employee under the age of 20 years, first hired on or after January 1, 2015, a training wage of at least \$6.40 per hour for the first 90 days of employment.</li> <li>Beginning with the 91<sup>st</sup> day of employment, an employer must pay the employee the required minimum wage rate.</li> </ul>	to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk. ENFORCEMENT The Department has authority to recover back wages and an equal amount in liquidated damages 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 FLSA's child labor provisions. Heightened
<ul> <li>MLA leave is not paid leave, but you may choose, or be required y your employer, to use any employer-provided paid leave if your imployer's paid leave policy covers the reason for which you need to version the additional sector of the sector of</li></ul>	Your <b>employer may request certification</b> from a health care provider o verify medical leave and may request certification of a qualifying xigency. The FMLA does not affect any federal or state law prohibiting iscrimination or supersede any state or local law or collective argaining agreement that provides greater family or medical leave ghts. That employees may be subject to certain limitations in pursuit of irect lawsuits regarding leave for their own serious health conditions. Tost federal and certain congressional employees are also covered y the law but are subject to the jurisdiction of the U.S. Office of tersonnel Management or Congress.	<text><text><image/><image/><image/></text></text>	<ul> <li>Permissible Minimum Wage Credit for Tipped Employees</li> <li>Beginning January 1, 2016, employers may take up to a 70% credit, or \$6.13 per hour, against the required minimum wage rate for employees who customarily receive tips, resulting in a reduced hourly wage rate of at least \$2.62 per hour.</li> <li>To qualify for the credit, employers must ensure that the employees' tips and the reduced hourly wage rate equal at least the required minimum wage rate and must keep accurate records of employees' tips.</li> </ul>	<section-header><section-header><section-header><section-header><text><text><text><text><text><list-item><list-item><text><text><text><list-item><list-item><list-item><text><text><text></text></text></text></list-item></list-item></list-item></text></text></text></list-item></list-item></text></text></text></text></text></section-header></section-header></section-header></section-header>
		ЭТГ		<ul> <li>equipment, or similar reasons, your employer has to reduce your hours during the week. You may be entitled to partial unemployment benefits during this week if you earned less than what your weekly unemployment benefit amount would be plus \$60. Under these conditions, your employer should issue a Low Earnings Report</li> <li>5. For the week for which you receive wages in lieu of notice or Workers' Compensation for temporary total disability. For the week for which you receive unemployment compensation under the laws of another state or of the United States.</li> <li>7. For any week you are training, participating, or preparing to pretinent documents.</li> </ul>
EMPLOYEE POI The Employee Polygraph Protection Ad	Act prohibits most private employers from the course of examples of examples of the course of the course of examples of the course of	DTECTION ACT	<section-header><section-header><section-header><text><text><text><text></text></text></text></text></section-header></section-header></section-header>	<ul> <li>for the week, showing your gross wages. You must complete the claims portion of the Low Earnings Report and life it with the local animation association the efficient of the current of the low Earning Report and life it with the local association barefits are subject to Federal income tax deducted and withheld from any unemployment tompersation barefits are subject to Federal income tax deducted and withheld from any unemployment tompersation barefits are subject to Federal income tax deducted and withheld from any unemployment tompersation barefits are subject to Federal income tax deducted and withheld from any unemployment tompersation barefits are subject to Federal income tax deducted and withheld from any unemployment tompersation barefits are subject to Federal income tax deducted and withheld from any unemployment tompersation barefits are subject to Federal income tax deducted and withheld from any unemployment tompersation barefits are subject to Federal income tax deducted and withheld from any unemployment tompersation barefits are subject to Federal income tax deducted and withheld from any unemployment tompersation barefits are subject to Federal income tax deducted and withheld from any unemployment tompersation barefits are subject to Federal income tax deducted and withheld from any unemployment tompersation barefits are subject to Federal income tax deducted and withheld from any unemployment tompersation barefits are subject to Federal income tax deducted and withheld from any unemployment tompersation barefits are subject to Federal income tax deducted and withheld from any unemployment tompersation barefits are a contract to full time work for which you and prevends to the first academic year or term or after a holiday or vacation are subject to Federal income tax deducted and withheld from any unemployment tompersation.</li> <li>You have need subject full-time work for which you are subject to Federal income tax deducted and witheld from any unemployment tompersation.</li> <li>You</li></ul>

**Unemployment Compensation Benefit Rate Table** 

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



### WEST VIRGINIA DIVISION OF LABOR

1900 Kanawha Boulevard East - State Capitol Complex - Building 3, Room 200 - Charleston, WV 25305 Telephone: (304)558-7890 labor.wv.gov Fax: (304)558-3797



### 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 §21-5-9.

#### §21-5 REQUIRES THE EMPLOYER TO:

Pay employee wages at least twice a month, with no more than 19 days between paydays.

Compensate employees for services rendered by cash, check, direct deposit, or money order, and make arrangements with a bank convenient to the place of employment for employees to have immediate access to their wages

When an employee is discharged, quits, resigns, is laid off, or is on strike, pay the employee on or before the next regularly scheduled payday for all work he or she performed prior to his or her separation from employment

On separation from employment, pay an employee the fringe benefits due and payable according to the time, terms, and conditions of an employer-employee agreement, whether verbal or written, if any.

Notify employees in writing at the time of hire, or by a posted notice that is accessible to all employees, identifying the employer's established work week, pay periods, regularly scheduled pay days, and employment practices and policies regarding vacation, sick leave and other fringe benefits, if any.

Provide employees with at least 1 full pay period's written notice before making any changes to an

employee's rate of pay, fringe benefits, the time and place for meeting payroll, or any other existing terms or conditions of employmen

Furnish each employee with a written itemized statement of deductions withheld from his or her wages each pay period.

#### §21-5 PREVENTS THE EMPLOYER FROM:

Selling goods or supplies to employees at prices higher than the current market value.

Deducting more than 25% of an employee's net earnings under a wage assignment (excluding amounts required by law to be withheld or paid for union or club dues, pension plans, payroll savings plans, credit unions, charities, and hospitalization and medical insurance).

Accepting a wage assignment that does not contain the employee's notarized signature, specify the total amount due and the amount to be deducted, and state that 75% of the employee's net wages are exempt

from assignment Refusing to pay wages owed, up to \$800.00, to the relatives of a deceased employee.

Revised January 2018

# FAIR HOUSING

Religion

# Your Basic Right—Right Now! If you feel you have been discriminated against in the rental, sale or mortgage financing of housing because of:

- Race
- Color
- Disability
- Ancestry •
- Blindness
- Sex
- Familial Status (Children)

National Origin

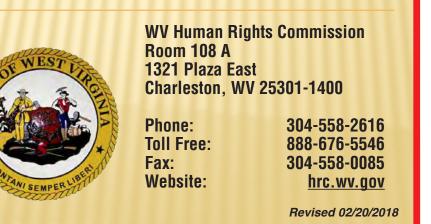
### Visit, Call or Write to the WV Human Rights Commission at:



### WORKERS' FAIRNESS ACT **Prohibits Discrimination in Employment Based On:** Pregnancy, Childbirth or Related Medical Conditions

For Further Information or to File a Complaint, Visit, Call or Write to the WV Human Rights Commission at:

THE WEST VIRGINIA PREGNANT





# PAY DAY NOTICE

### PAY DAY IS ON:

TIME:

W. Va. Code §21-5-9

OSHA:

□ MONDAY Given Friday □ TUESDAY □ SATURDAY U WEDNESDAY SUNDAY □ THURSDAY

Wage		Weekly	Maximum	Wag		Weekly	Maximum	Wag	e Wages In	Weekly	Maximum
Class		weekiy Benefit Rate	Maximum Benefit Rate	Wag Clas		weekly nefit Rate	Benefit Rate	Class		enefit Rate	Maximum Benefit Rate
1	Under \$2200 \$2,200.00-2,349.99	ineligible \$24.00	\$624.00	135 136	22,300.00-22,449.99 22,450.00-22,599.99	236.00 238.00	6,136.00 6,188.00	270 271	42,550.00-42,699.99 42,700.00-42,849.99	450.00 452.00	11,700.00 11,752.00
2	2,350.00-2,499.99 2,500.00-2,649.99	25.00 27.00	650.00 702.00	137 138	22,600.00-22,749.99 22,750.00-22,899.99	239.00 239.00 241.00	6,214.00 6,266.00	272 273	42,850.00-42,999.99 43,000.00-43,149.99	454.00 455.00	11,804.00 11,830.00
4	2,500.00-2,649.99 2,650.00-2,799.99 2,800.00-2,949.99	27.00 28.00 30.00	702.00 728.00 780.00	138 139 140	22,750.00-22,899.99 22,900.00-23,049.99 23,050.00-23,199.99	241.00 243.00 244.00	6,318.00 6,344.00	273 274 275	43,150.00-43,149.99 43,150.00-43,299.99 43,300.00-43,449.99	455.00 457.00 458.00	11,830.00 11,882.00 11,908.00
6	2,950.00-3,099.99	31.00	806.00	141	23,200.00-23,349.99	246.00	6,396.00	276	43,450.00-43,599.99	460.00	11,960.00
7	3,100.00-3,249.99	33.00	858.00	142	23,350.00-23,499.99	247.00	6,422.00	277	43,600.00-43,749.99	461.00	11,986.00
	3,250.00-3,399.99	35.00	910.00	143	23,500.00-23,649.99	249.00	6,474.00	278	43,750.00-43,899.99	463.00	12,038.00
9	3,400.00-3,549.99	36.00	936.00	144	23,650.00-23,799.99	250.00	6,500.00	279	43,900.00-44,049.99	465.00	12,090.00
10	3,550.00-3,699.99	38.00	988.00	145	23,800.00-23,949.99	252.00	6,552.00	280	44,050.00-44,199.99	466.00	12,116.00
11	3,700.00-3,849.99	39.00	1,014.00	146	23,950.00-24,099.99	254.00	6,604.00	281	44,200.00-44,349.99	468.00	12,168.00
12	3,850.00-3,999.99	41.00	1,066.00	147	24,100.00-24,249.99	255.00	6,630.00	282	44,350.00-44,499.99	469.00	12,194.00
13	4,000.00-4,149.99	43.00	1,118.00	148	24,250.00-24,399.99	257.00	6,682.00	283	44,500.00-44,649.99	471.00	12,246.00
14	4,150.00-4,299.99	44.00	1,144.00	149	24,400.00-24,549.99	258.00	6,708.00	284	44,650.00-44,799.99	473.00	12,298.00
15	4,300.00-4,449.99	46.00	1,196.00	150	24,550.00-24,699.99	260.00	6,760.00	285	44,800.00-44,949.99	474.00	12,324.00
16	4,450.00-4,599.99	47.00	1,222.00	151	24,700.00-24,849.99	262.00	6,812.00	286	44,950.00-45,099.99	476.00	12,376.00
17	4,600.00-4,749.99	49.00	1,274.00	152	24,850.00-24,999.99	263.00	6,838.00	287	45,100.00-45,249.99	477.00	12,402.00
18	4,750.00-4,899.99	51.00	1,326.00	153	25,000.00-25,149.99	265.00	6,890.00	288	45,250.00-45,399.99	479.00	12,454.00
19	4,900.00-5,049.99	52.00	1,352.00	154	25,150.00-25,299.99	266.00	6,916.00	289	45,400.00-45,549.99	480.00	12,480.00
20	5,050.00-5,199.99	54.00	1,404.00	155	25,300.00-25,449.99	268.00	6,968.00	290	45,550.00-45,699.99	482.00	12,532.00
21	5,200.00-5,349.99	55.00	1,430.00	156	25,450.00-25,599.99	269.00	6,994.00	291	45,700.00-45,849.99	484.00	12,584.00
22	5,350.00-5,499.99	57.00	1,482.00	157	25,600.00-25,749.99	271.00	7,046.00	292	45,850.00-45,999.99	485.00	12,610.00
23	5,500.00-5,649.99	58.00	1,508.00	158	25,750.00-25,899.99	273.00	7,098.00	293	46,000.00-46,149.99	487.00	12,662.00
24	5,650.00-5,799.99	60.00	1,560.00	159	25,900.00-26,049.99	274.00	7,124.00	294	46,150.00-46,299.99	488.00	12,688.00
25	5,800.00-5,949.99	62.00	1,612.00	160	26,050.00-26,199.99	276.00	7,176.00	295	46,300.00-46,449.99	490.00	12,740.00
26	5,950.00-6,099.99	63.00	1,638.00	161	26,200.00-26,349.99	277.00	7,202.00	296	46,450.00-46,599.99	492.00	12,792.00
27	6,100.00-6,249.99	65.00	1,690.00	162	26,350.00-26,499.99	279.00	7,254.00	297	46,600.00-46,749.99	493.00	12,818.00
28	6,250.00-6,399.99	66.00	1,716.00	163	26,500.00-26,649.99	281.00	7,306.00	298	46,750.00-46,899.99	495.00	12,870.00
29	6,400.00-6,549.99	68.00	1,768.00	164	26,650.00-26,799.99	282.00	7,332.00	299	46,900.00-47,049.99	496.00	12,896.00
30	6,550.00-6,699.99	70.00	1,820.00	165	26,800.00-26,949.99	284.00	7,384.00	300	47,050.00-47,199.99	498.00	12,948.00
31 32	6,700.00-6,849.99 6,850.00-6,999.99	71.00 73.00	1,846.00	166 166 167	26,950.00-27,099.99 27,100.00-27,249.99	285.00 287.00	7,410.00 7,462.00	301 302	47,200.00-47,349.99 47,350.00-47,499.99	500.00 501.00	13,000.00 13,026.00
33 34	7,000.00-7,149.99 7,150.00-7,299.99	74.00 76.00	1,924.00 1,976.00	168 169	27,250.00-27,399.99 27,400.00-27,549.99	289.00 290.00	7,514.00 7,540.00	303 304	47,500.00-47,649.99 47,500.00-47,649.99 47.650.00-47,799.99	503.00 504.00	13,078.00 13,104.00
35	7,300.00-7,449.99	78.00	2,028.00	170	27,550.00-27,699.99	292.00	7,592.00	305	47,800.00-47,949.99	506.00	13,156.00
36	7,450.00-7,599.99	79.00	2,054.00	171	27,700.00-27,849.99	293.00	7,618.00	306	47,950.00-48,099.99	507.00	13,182.00
37	7,600.00-7,749.99	81.00	2,106.00	172	27,850.00-27,999.99	295.00	7,670.00	307	48,100.00-48,249.99	509.00	13,234.00
38	7,750.00-7,899.99	82.00	2,132.00	173	28,000.00-28,149.99	296.00	7,696.00	308	48,250.00-48,399.99	511.00	13,286.00
39	7,900.00-8,049.99	84.00	2,184.00	174	28,150.00-28,299.99	298.00	7,748.00	309	48,400.00-48,549.99	512.00	13,312.00
40	8,050.00-8,199.99	85.00	2,210.00	175	28,300.00-28,449.99	300.00	7,800.00	310	48,550.00-48,699.99	514.00	13,364.00
	8,200.00-8,349.99	87.00	2,262.00	176	28,450.00-28,599.99	301.00	7,826.00	311	48,700.00-48,849.99	515.00	13,390.00
42	8,350.00-8,499.99	89.00	2,314.00	177	28,600.00-28,749.99	303.00	7,878.00	312	48,850.00-48,999.99	517.00	13,442.00
43	8,500.00-8,649.99	90.00	2,340.00	178	28,750.00-28,899.99	304.00	7,904.00	313	49,000.00-49,149.99	519.00	13,494.00
44	8,650.00-8,799.99	92.00	2,392.00	179	28,900.00-29,049.99	306.00	7,956.00	314	49,150.00-49,299.99	520.00	13,520.00
45	8,800.00-8,949.99	93.00	2,418.00	180	29,050.00-29,199.99	308.00	8,008.00	315	49,300.00-49,449.99	522.00	13,572.00
46	8,950.00-9,099.99	95.00	2,470.00	181	29,200.00-29,349.99	309.00	8,034.00	316	49,450.00-49,599.99	523.00	13,598.00
47	9,100.00-9,249.99	97.00	2,522.00	182	29,350.00-29,499.99	311.00	8,086.00	317	49,600.00-49,749.99	525.00	13,650.00
48	9,250.00-9,399.99	98.00	2,548.00	183	29,500.00-29,649.99	312.00	8,112.00	318	49,750.00-49,899.99	526.00	13,676.00
49	9,400.00-9,549.99	100.00	2,600.00	184	29,650.00-29,799.99	314.00	8,164.00	319	49,900.00-50,049.99	528.00	13,728.00
50	9,550.00-9,699.99	101.00	2,626.00	185	29,800.00-29,949.99	315.00	8,190.00	320	50,050.00-50,199.99	530.00	13,780.00
51	9,700.00-9,849.99	103.00	2,678.00	186	29,950.00-30,099.99	317.00	8,242.00	321	50,200.00-50,349.99	531.00	13,806.00
52	9,850.00-9,999.99	104.00	2,704.00	187	30,100.00-30,249.99	319.00	8,294.00	322	50,350.00-50,499.99	533.00	13,858.00
53	10,000.00-10,149.99	106.00	2,756.00	188	30,250.00-30,399.99	320.00	8,320.00	323	50,500.00-50,649.99	534.00	13,884.00
54	10,150.00-10,299.99	108.00	2,808.00	189	30,400.00-30,549.99	322.00	8,372.00	324	50,650.00-50,799.99	536.00	13,936.00
55	10,300.00-10,449.99	109.00	2,834.00	190	30,550.00-30,699.99	323.00	8,398.00	325	50,800.00-50,949.99	538.00	13,988.00
56	10,450.00-10,599.99	111.00	2,886.00	191	30,700.00-30,849.99	325.00	8,450.00	326	50,950.00-51,099.99	539.00	14,014.00
57	10,600.00-10,749.99	112.00	2,912.00	192	30,850.00-30,999.99	327.00	8,502.00	327	51,100.00-51,249.99	541.00	14,066.00
58	10,750.00-10,899.99	114.00	2,964.00	193	31,000.00-31,149.99	328.00	8,528.00	328	51,250.00-51,399.99	542.00	14,092.00
59		116.00	3,016.00	194	31,150.00-31,299.99	330.00	8,580.00	329	51,400.00-51,549.99	544.00	14,144.00
60	11,050.00-11,199.99	117.00	3,042.00	195	31,300.00-31,449.99	331.00	8,606.00	330	51,550.00-51,699.99	546.00	14,196.00
61	11,200.00-11,349.99	119.00	3,094.00	196	31,450.00-31,599.99	333.00	8,658.00	331	51,700.00-51,849.99	547.00	14,222.00
62	11,350.00-11,499.99	120.00	3,120.00	197	31,600.00-31,749.99	335.00	8,710.00	332	51,850.00-51,999.99	549.00	14,274.00
63	11,500.00-11,649.99	122.00	3,172.00	198	31,750.00-31,899.99	336.00	8,736.00	333	52,000.00-52,149.99	550.00	14,300.00
64 65	11,650.00-11,799.99 11,800.00-11,949.99	122.00 124.00 125.00	3,224.00 3,250.00	198 199 200	31,900.00-32,049.99 32,050.00-32,199.99	338.00 339.00	8,788.00 8,814.00	334 335	52,000.00-52,149.99 52,150.00-52,299.99 52,300.00-52,449.99	552.00 553.00	14,352.00 14,378.00
66 67	11,950.00-12,099.99	127.00	3,250.00 3,302.00 3,328.00	201	32,050.00-32,199.99 32,200.00-32,349.99 32,350.00-32,499.99	339.00 341.00 342.00	8,866.00 8,892.00	336	52,450.00-52,449.99 52,450.00-52,599.99 52,600.00-52,749.99	555.00 555.00 557.00	14,430.00
68	12,100.00-12,249.99 12,250.00-12,399.99 12,400.00-12,549.99	128.00 130.00 131.00	3,380.00	202 203 204	32,500.00-32,649.99	344.00	8,944.00	337 338 339	52,750.00-52,899.99	558.00	14,482.00 14,508.00 14,560.00
69 70 71	12,400.00-12,549.99 12,550.00-12,699.99 12,700.00.12,840.00	131.00 133.00	3,406.00 3,458.00	204 205	32,650.00-32,799.99 32,800.00-32,949.99	346.00 347.00	8,996.00 9,022.00	339 340	52,900.00-53,049.99 53,050.00-53,199.99 53,200.00 53,240.00	560.00 561.00	14,560.00 14,586.00
71	12,700.00-12,849.99 12,850.00-12,999.99	135.00 136.00	3,510.00 3,536.00	206 207	32,950.00-33,099.99 33,100.00-33,249.99	349.00 350.00	9,074.00 9,100.00	341 342	53,200.00-53,349.99 53,350.00-53,499.99 53,500.00 53,640.00	563.00 565.00	14,638.00 14,690.00
73	13,000.00-13,149.99	138.00	3,588.00	208	33,250.00-33,399.99	352.00	9,152.00	343	53,500.00-53,649.99	566.00	14,716.00
	13,150.00-13,299.99	139.00	3,614.00	209	33,400.00-33,549.99	354.00	9,204.00	344	53,650.00-53,799.99	568.00	14,768.00
75	13,300.00-13,449.99	141.00	3,666.00	210	33,550.00-33,699.99	355.00	9,230.00	345	53,800.00-53,949.99	569.00	14,794.00
	13,450.00-13,599.99	143.00	3,718.00	211	33,700.00-33,849.99	357.00	9,282.00	346	53,950.00-54,099.99	571.00	14,846.00
77	13,600.00-13,749.99	144.00	3,744.00	212	33,850.00-33,999.99	358.00	9,308.00	347	54,100.00-54,249.99	573.00	14,898.00
	13,750.00-13,899.99	146.00	3,796.00	213	34,000.00-34,149.99	360.00	9,360.00	348	54,250.00-54,399.99	574.00	14,924.00
79	13,900.00-14,049.99	147.00	3,822.00	214	34,150.00-34,299.99	361.00	9,386.00	349	54,400.00-54,549.99	576.00	14,926.00
80	14,050.00-14,199.99	149.00	3,874.00	215	34,300.00-34,449.99	363.00	9,438.00	350	54,550.00-54,699.99	577.00	15,002.00
81	14,200.00-14,349.99	150.00	3,900.00	216	34,450.00-34,599.99	365.00	9,490.00	351	54,700.00-54,849.99	579.00	15,054.00
82	14,350.00-14,499.99	152.00	3,952.00	217	34,600.00-34,749.99	366.00	9,516.00	352	54,850.00-54,999.99	580.00	15,080.00
83	14,500.00-14,649.99	154.00	4,004.00	218	34,750.00-34,899.99	368.00	9,568.00	353	55,000.00-55,149.99	582.00	15,132.00
84	14,650.00-14,799.99	155.00	4,030.00	219	34,900.00-35,049.99	369.00	9,594.00	354	55,150.00-55,299.99	584.00	15,184.00
85	14,800.00-14,949.99	157.00	4,082.00	220	35,050.00-35,199.99	371.00	9,646.00	355	55,300.00-55,449.99	585.00	15,210.00
86	14,950.00-15,099.99	158.00	4,108.00	221	35,200.00-35,349.99	373.00	9,698.00	356	55,450.00-55,599.99	587.00	15,262.00
87	15,100.00-15,249.99	160.00	4,160.00	222	35,350.00-35,499.99	374.00	9,724.00	357	55,600.00-55,749.99	588.00	15,288.00
88	15,250.00-15,399.99	162.00	4,212.00	223	35,500.00-35,649.99	376.00	9,776.00	358	55,750.00-55,899.99	590.00	15,340.00
89	15,400.00-15,549.99	163.00	4,238.00	224	35,650.00-35,799.99	377.00	9,802.00	359	55,900.00-56,049.99	592.00	15,392.00
90	15,550.00-15,699.99	165.00	4,290.00	225	35,800.00-35,949.99	379.00	9,854.00	360	56,050.00-56,199.99	593.00	15,418.00
91	15,700.00-15,849.99	166.00	4,316.00	226	35,950.00-36,099.99	381.00	9,906.00	361	56,200.00-56,349.99	595.00	15,470.00
92	15,850.00-15,999.99	168.00	4,368.00	227	36,100.00-36,249.99	382.00	9,932.00	362	56,350.00-56,499.99	596.00	15,496.00
93	16,000.00-16,149.99	170.00	4,420.00	228	36,250.00-36,399.99	384.00	9,984.00	363	56,500.00-56,649.99	598.00	15,548.00
94	16,150.00-16,299.99	171.00	4,446.00	229	36,400.00-36,549.99	385.00	10,010.00	364	56,650.00-56,799.99	599.00	15,574.00
95	16,300.00-16,449.99	173.00	4,498.00	230	36,550.00-36,699.00	387.00	10,062.00	365	56,800.00-56,949.99	601.00	15,626.00
96	16,450.00-16,599.99	174.00	4,524.00	231	36,700.00-36,849.99	388.00	10,088.00	366	56,950.00-57,099.99	603.00	15,678.00
97	16,600.00-16,749.99	176.00	4,576.00	232	36,850.00-36,999.99	390.00	10,140.00	367	57,100.00-57,249.99	604.00	15,704.00
98	16,750.00-16,899.99	177.00	4,602.00	233	37,000.00-37,149.99	392.00	10,192.00	368	57,250.00-57,399.99	606.00	15,756.00
99	16,900.00-17,049.99	179.00	4,654.00	234	37,150.00-37,299.99	393.00	10,218.00	369	57,400.00-57,549.99	607.00	15,782.00
100	17,050.00-17,199.99	181.00		235	37,300.00-37,449.99	395.00	10,270.00	370	57,550.00-57,699.99	608.00	15,808.00
101	17,200.00-17,349.99	182.00	4,732.00	236	37,450.00-37,599.99	396.00	10,296.00	371	57,700.00-57,849.99	611.00	15,886.00
	17,350.00-17,499.99	184.00	4,784.00	237	37,600.00-37,749.99	398.00	10,348.00	372	57,850.00-57,999.99	612.00	15,912.00
102 103 104	17,500.00-17,649.99 17,650.00-17,799.99	185.00 187.00	4,810.00 4,862.00	238 239	37,750.00-37,899.99 37,900.00-38,049.99	400.00 401.00	10,400.00 10,426.00	373 374	58,000.00-58,149.99 58,150.00-58,299.99	614.00 615.00	15,964.00 15,990.00
104 105 106	17,800.00-17,949.99 17,950.00-18,099.99	189.00 189.00 190.00	4,914.00 4,940.00	240 241	38,050.00-38,199.99 38,200.00-38,349.99	403.00 404.00	10,478.00 10,504.00	375 376	58,300.00-58,449.99 58,450.00-58,599.99	617.00 619.00	16,042.00 16,094.00
100 107 108	18,100.00-18,249.99 18,250.00-18,399.99	190.00 192.00 193.00	4,992.00 5,018.00	241 242 243	38,350.00-38,449.99 38,500.00-38,649.99	404.00 406.00 408.00	10,556.00 10,608.00	377 378	58,600.00-58,749.99 58,750.00-58,899.99	620.00 622.00	16,120.00 16,172.00
108 109 110	18,400.00-18,549.99 18,550.00-18,699.99	195.00 195.00 196.00	5,070.00 5,096.00	243 244 245	38,650.00-38,799.99 38,800.00-38,949.99 38,800.00-38,949.99	408.00 409.00 411.00	10,634.00 10,686.00	379 380	58,900.00-59,049.99 59,050.00-59,199.99	623.00 625.00	16,198.00 16,250.00
110 111 112	18,700.00-18,849.99 18,850.00-18,849.99	198.00 198.00 200.00	5,098.00 5,148.00 5,200.00	245 246 247	38,800.00-38,949.99 38,950.00-39,099.99 39,100.00-39,249.99	412.00	10,886.00 10,712.00 10,764.00	380 381 382	59,050.00-59,199.99 59,200.00-59,349.99 59,350.00-59,499.99	625.00 626.00 628.00	16,276.00 16,328.00
113	19,000.00-19,149.99	201.00	5,226.00	248	39,250.00-39,399.99	414.00 415.00 417.00	10,790.00	383	59,500.00-59,649.99	630.00	16,380.00
114 115	19,150.00-19,299.99 19,300.00-19,449.99 19,450.00-19,599.99	203.00 204.00 206.00	5,278.00 5,304.00 5,356.00	249 250 251	39,400.00-39,549.99 39,550.00-39,699.99 39,700.00-39,849.99	417.00 419.00	10,842.00 10,894.00	384 385 386	59,650.00-59,799.99 59,800.00-59,949.99 59,950.00-60.099.99	631.00 633.00 634.00	16,406.00 16,458.00
116	19,450.00-19,599.99 19,600.00-19,749.99	206.00 208.00	5,356.00 5,408.00	251 252	39,700.00-39,849.99 39,850.00-39,999.99 40,000.00,40,140.00	420.00 422.00	10,920.00 10,972.00	386 387	59,950.00-60,099.99 60,100.00-60,249.99 60,250.00 60,200.00	634.00 636.00	16,484.00 16,536.00
118	19,750.00-19,899.99	209.00	5,434.00	253	40,000.00-40,149.99	423.00	10,998.00	388	60,250.00-60,399.99	638.00	16,588.00
	19,900.00-20,049.99	211.00	5,486.00	254	40,150.00-40,299.99	425.00	11,050.00	389	60,400.00-60,549.99	639.00	16,614.00
120	20,050.00-20,199.99	212.00	5,512.00	255	40,300.00-40,449.99	427.00	11,102.00	390	60,550.00-60,699.99	641.00	16,666.00
121	20,200.00-20,349.99	214.00	5,564.00	256	40,450.00-40,599.99	428.00	11,128.00	391	60,700.00-60,849.99	642.00	16,692.00
122	20,350.00-20,499.99	216.00	5,616.00	257	40,600.00-40,749.99	430.00	11,180.00	392	60,850.00-60,999.99	644.00	16,744.00
123	20,500.00-20,649.99	217.00	5,642.00	258	40,750.00-40,899.99	431.00	11,206.00	393	61,000.00-61,149.99	645.00	16,770.00
124	20,650.00-20,799.99	219.00	5,694.00	259	40,900.00-41,049.99	433.00	11,258.00	394	61,150.00-61,299.99	647.00	16,822.00
125	20,800.00-20,949.99	220.00	5,720.00	260	41,050.00-41,199.99	434.00	11,284.00	395	61,300.00-61,449.99	649.00	16,874.00
126	20,950.00-21,099.99	222.00	5,772.00	261	41,200.00-41,349.99	436.00	11,336.00	396	61,450.00-61,599.99	650.00	16,900.00
127	21,100.00-21,249.99	223.00	5,798.00	262	41,350.00-41,499.99	438.00	11,388.00	397	61,600.00-61,749.99	652.00	16,952.00
128	21,250.00-21,399.99	225.00	5,850.00	263	41,500.00-41,649.99	439.00	11,414.00	398	61,750.00-61,899.99	653.00	16,978.00
129	21,400.00-21,549.99	227.00	5,902.00	264	41,650.00-41,799.99	441.00	11,466.00	399	61,900.00-62,049.99	655.00	17,030.00
130	21,550.00-21,699.99	228.00	5,928.00	265	41,800.00-41,949.99	442.00	11,492.00	400	62,050.00-62,199.99	657.00	17.082.00
131	21,700.00-21,849.99	230.00	5,980.00	266	41,950.00-42,099.99	444.00	11,544.00	401	62,200.00-62,349.99	658.00	17,108.00
132	21,850.00-21,999.99	231.00	6,006.00	267	42,100.00-42,249.99	446.00	11,596.00	402	62,350.00-62,499.99	660.00	17,160.00
133	22,000.00-22,149.99	233.00	6,058.00	268	42,250.00-42,399.99	447.00	11,622.00	403	62,500.00-62,649.99	661.00	17,186.00
134	22,150.00-22,299.99	235.00	6,110.00	269	42,400.00-42,549.99	449.00	11,674.00	404	62,650.00-and above	662.00	17,212.00
									wv	UC-B-59, effec	tive July 1, 2023



# **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.

83749

072023

### **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.

PAY SCHEDULE IS WEEKLY BIWEEKLY	SEMI MONTHLY
EMPLOYER'S WO	RK WEEK IS:
	ТО
PAYCHECKS ARE	ISSUED ON THE:
AND	OF THE MONTH
AT:	

**EMERGENCY NUMBERS CALL 911** POLICE: AMBULANCE: PHYSICIAN: HOSPITAL: FIRE DEPARTMENT: POISON CONTROL:

## Attention West Virginia Employers

he U.S. Equal Employment Opp

What Organizations are Covered?

Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity) Age (40 and older) Disability

closure of genetic tests, genetic services, or family medical history staliation for filing a charge, reasonably opposing discrimination, or

ployer requests for, or purchase, use, or

Who is Protected?

Staffing agencies

### Re: Workers' Compensation Notice

"Every employer shall continuously post a notice upon its premises in a conspicuous place identifying its workers' compensation insurer. The notice must include the name, business address, and telephone number of



In addition to the protections of Title VII of the Civil Rights Act of 1964, as amende 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 whose complement discrimination scenae or zong consolicationinghap is provide where employment discrimination causes or may cause discrimi services under such programs. Title IX of the Education Amendr

#### Individuals with Disabilities

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 Section 504 of the Rehabilitation Act of 1973, as amended, prohibits em C. 4212, prohibits employment discrimination against, and requires affirmativ n to recruit, employ, and advance in employ rated veterans (i.e., within three years of di ment, disabled veterans, recently

pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not m organet by Federal contractors. Disability discrimination incle onable accommodation to the known physical or mental limit wrise qualified individual with a disability who is an applican ting undue hardship to the employer. Section 503 also requir employ and advance in emplo ndividuals with disabilities at all levels of employment, including the ex

Protected Veteran Status

思知能得

an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx

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

1-800-669-4000 (toll free)

<u>info@eeoc.gov</u>

1–800–669–6820 (TTY) 1–844–234–5122 (ASL video phone)

Call

|--|



||(

