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

during at least 20 workweeks in the current or previous calendar

You work for an elementary or public or private secondary school,

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

Follow your employer's normal policies for requesting leave.

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

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

Your employer may request certification from a health care provided

to verify medical leave and may request certification of a qualifying

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

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

direct lawsuits regarding leave for their own serious health conditions

Most federal and certain congressional employees are also covered

· 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

How do I request FMLA leave?

Generally, to request FMLA leave you must:

same reason when requesting additional leave.

Personnel Management or Congress.

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

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

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

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

- If you are eligible for FMLA leave, your **employer** <u>must</u>: You work for a **covered employer** if **one** of the following applies: Allow you to take job-protected time off work for a qualifying You work for a private employer that had at least 50 employees
 - Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and 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

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 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 About your FMLA rights and responsibilities, and How much of your requested leave, if any, will be FMLA-protected

Where can I find more information? Call 1-866-487-9243 or visit dol.gov/fmla to learn more.

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





lef.: 29 CFR §825.300

WH1420 REV 04/23

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.

EMPLOYEE RIGHTS

EMPLOYEE POLYGRAPH PROTECTION ACT

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

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

pharmaceutical manufacturers, distributors and dispensers.

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

ENFORCEMENT

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.

The Secretary of Labor may bring court actions to restrain violations and

assess civil penalties against violators. Employees or job applicants may

Where polygraph tests are permitted, they are subject to numerous strict

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

also bring their own court actions.



SEX DISCRIMINATION

Sexual Harassment

Sexual harassment is unwelcome sexual conduct that is severe enough, or occurs often enough, to interfere with an employee's ability to do his or her job. Sexual harassment takes many forms, such as touching, sexual comments, or jokes, displays of pornographic materials, indecent exposure, assault, or even rape. Sexual harassment occurs in many different work environments and victimizes both men and women. The harasser may be a person of the opposite sex or the same sex. It is the effect of the sexual conduct, not the harasser's intent that determines whether the law has been violated. Victims of sexual harassment should not try to ignore it or assume it is a joke or an accident. Sexual harassment is a wrongful use of power. Experience shows that harassment will continue or increase if it is ignored.

Employers may be liable for sexual harassment whether it comes from a supervisor, a co-worker, or even from non-employees, such as customers or contractors.

Job Assignments

Even though jobs usually are no longer advertised as "male jobs" or "female jobs," some employers still maintain informal job segregation. Often this is based on stereotyped ideas of "appropriate" work for men and women. Such stereotypes include, for example, that men are less capable of assembling intricate equipment or that women are less capable of selling construction tools or automobile parts. Sometimes job segregation is based on habit or just the way the work has been done in the past. The principle of nondiscrimination requires that persons be considered for jobs based on individual capacities and not because of any characteristics generally attributed to their sex.

The refusal to hire an individual because of the preferences of coworkers, the employer, clients or customers is a form of illegal sex discrimination. There are a very few instances in which sex will be recognized as a bona fide occupational qualification (BFOQ).

Equal Pay

State and federal anti-discrimination statutes and equal pay laws require that men and women be given equal pay for equal work. To determine whether two jobs should be paid equally, the jobs need not be identical, but they must be substantially equal. It is job content, not job titles, that determines whether jobs are substantially equal. Wage differences based on seniority, merit, quantity, or quality of production or other factors other than sex are permitted

Pregnancy Discrimination

There is one simple rule employers should follow in dealing with pregnant employees: treat women affected by pregnancy or related medical conditions the same way you treat others with temporary disabilities.

The term "maternity leave" often is used to describe disability or sick leave due to pregnancy as well as leave to recuperate from childbirth. If an employer allows leave for temporary disabilities not related to pregnancy, it may not deny leave for pregnancy-related disabilities or apply different terms or conditions to such leave. An employer may not specify the time that maternity leave commences - such as six weeks before delivery, or when the pregnancy "shows." An employer must use the same procedures to determine a pregnant employee's ability to work as it uses to determine any other temporarily disabled employee's ability

Parental Leave

Parental leave is leave to care for a child of any age, to develop a healthy parent-child relationship, or to help a family adjust to the presence of a newborn or adopted child. It is distinguished from maternity leave discussed above, which is a form of medical leave allowed to female employees who cannot work temporarily because of pregnancy or related medical conditions. If an employer chooses to grant paid or unpaid parental leave, the same leave benefits must be provided to male and female employees.

Fetal Protection Policies Fetal protection policies sometimes exclude "all women," "all women of

childbearing capacity," "all women of childbearing age" or "all pregnant women" from a work site containing hazards to a fetus. Any policy that excludes members of one sex from a workplace for the purpose of protecting fetuses cannot be justified under the laws prohibiting sex discrimination. Individuals who can perform the essential functions of a job must be considered eligible for employment, regardless of the presence of workplace hazards to fetuses.

Retaliation against an individual who has engaged in a protected activity is unlawful. "Protected activity" means opposing conduct which a person, in good faith, reasonably believes to be unlawful under the anti-discrimination statutes or participating in Commission proceedings, which are set up for the enforcement of the anti-discrimination statutes.

Idaho Commission on Human Rights 317 West Main Street Second Floor Boise, ID 83735-0660

Ph: (208) 334-2873 Toll Free: (888) 249-7025 FAX: (208) 334-2664

HRC.Inquiry@labor.idaho.gov

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.
- job hazards, including all hazardous substances in your workplace. Request a confidential OSHA inspection

Receive information and training on

- 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.

83712

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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



IDAHO HUMAN RIGHTS COMMISSION 317 W. Main St. Boise, ID 83735 t: 208.334.2873 f: 208.334.2664 w: humanrights.idaho.gc

IDAHO LAW PROHIBITS DISCRIMINATION IN **EMPLOYMENT**

based on religion, race, color, sex, age (40+), disability and national origin. The law also prohibits retaliation against individuals who exercise their rights under Idaho's antidiscrimination laws.

The Commission also offers educational programs for businesses, human resource organizations and other agencies free of charge.



IDAHO HUMAN RIGHTS COMMISSION 317 W. Main St. Boise, ID 83735

LA LEY DE IDAHO PROHÍBE DISCRIMINACIÓN EN EL EMPLEO

por causa de incapacidad, religión, raza, color, sexo, origen nacional o edad. La ley también prohíbe represalias contra individuos que ejercen sus derechos bajo las leyes contra discriminación en Idaho.

La Comisión también ofrece programas educativos para negocios, organizaciones de recursos humanos, y otras agencias sin costo.



Attention

Re: Workers' Compensation poster

In accordance with Idaho Code, Title 72, Ch. 3, Sec. 312, employers are required to post and keep the Workers' Compensation poster displayed conspicuously to be in complete compliance. Employers shall obtain this poster from your workers' compensation insurance carrier.

EMERGENCY NUMBERS

CALL 911

PAY DAY NOTICE

☐ FRIDAY

□ SATURDAY

■ SEMI MONTHLY

□ SUNDAY

☐ MONTHLY

Ref.: Idaho Code, Title 72, Ch. 3, Sec. 312

POLICE:

AMBULANCE:

PHYSICIAN:

HOSPITAL:

OSHA:

FIRE DEPARTMENT:

POISON CONTROL:

PAY DAY IS ON:

■ WEDNESDAY

PAY SCHEDULE IS:

PAYCHECKS ARE ISSUED ON THE:

☐ THURSDAY

■ WEEKLY

□ BIWEEKLY

■ MONDAY

☐ TUESDAY

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

\$7.25 PER HOUR

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

OVERTIME PAY At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek 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 may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions.

Different rules apply in agricultural employment. Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped TIP CREDIT employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

PUMP AT WORK The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child's birth each time the employee needs 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. 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 law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened 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.

ADDITIONAL · Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to the pump at **INFORMATION** Special provisions apply to workers in American Samoa, the Commonwealth of the Northern 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 pay protections and correctly classified independent





DAHO DEPT. OF LABOR

NOTICE: ALL EMPLOYEES



All employees, except those specifically exempt, are insured for

compensation during periods of involuntary unemployment.

Unemployment insurance

CHILD LABOR

- An **INSURANCE** paid from the Employment Security Trust Fund, a fund derived from taxation against the company or employer.
- NO PORTION OF THE COST OF THIS PROGRAM IS DEDUCTIBLE FROM YOUR EARNINGS.
- Claims for unemployment insurance must be filed online at labor.idaho.gov/claimantportal.
- Navigators are available to help understand and correctly file for unemployment insurance in person at any of the department's offices. Find locations at labor.idaho.gov/officedirectory.
- Don't delay or you could lose your benefits.
- Claims should be filed immediately after separation.

Idaho Department of Labor 317 W. Main St., Boise, ID 83735-0910 (208) 332-8942 labor.idaho.gov

The Idaho Department of Labor's unemployment insurance programs are funded by the U.S. Department of Labor for SFY25 as part of the A proud partner of the american **job** center Employment and Training Administration grants (93%) and state/nonfederal (7%) totaling \$22,800,000. The Idaho Department of Labor is an equal opportunity employer and service provider. Reasonable accommodations are available upon request. Dial 711 for Idaho Relay Service

Ref.: Idaho Code, Title 72, Ch. 13

AVISO: A TODOS LOS EMPLEADOS

BENEFICIOS DE SEGURO DE DESEMPLEO Esta empresa está sujeta a la Ley de Seguridad de Empleo del estado

de Idaho.

asegurados para recibir compensación durante los períodos de desempleo

- Un **SEGURO** pagado por el Fondo Fiduciario de Seguridad de Empleo, un fondo derivado de impuestos pagados por la compañía o empleador.
- NINGUNA PORCIÓN DEL COSTO DE ESTE PROGRAMA ES DEDUCIDA DE SUS INGRESOS.
- Hay orientadores disponibles para ayudarlo a entender y solicitar el seguro de desempleo en cualquier oficina del departamento de Trabajo
- de Idaho. Busque ubicaciones en labor.idaho.gov/officedirectory. • No se demore en archivar su reclamo o podría perder sus beneficios.

Departamento de Trabajo de Idaho 317 W. Main St., Boise, ID 83735-0910

Los programas del seguro de desempleo del Departamento de Trabajo de Idaho están financiados por el Departamento de Trabajo de

ondos estatales/no federales (7%) por un total de \$22,800,000. Un empleador y proveedor de servicios con igualdad de

Estados Unidos para el año fiscal estatal 2025 como parte de las subvenciones de la Administración de Empleo y Capacitación (93%) y american job center

oportunidades. Acomodaciones razonables disponibles al pedirlas. Llame el 711 para el servicio relevo (Relay) de Idaho. Ref.: Idaho Code, Title 72, Ch. 13

IDAHO

separación laboral.

IDAHO MINIMUM WAGE LAW

AS OF JULY 24, 2009 TIPPED EMPLOYEES: Any employee engaged in an occupation in which he customarily and regularly receives more than thirty dollars (\$30.00) a month in tips will be paid a minimum of \$3.35 per hour. If an employee's tips combined with the employer's cash wage do not equal the minimum hourly wage, the employer must make up the

OPPORTUNITY WAGE: Employees under 20 years of age may be paid \$4.25 per hour during their first 90 consecutive calendar days of employment with an employer.

SECTION 44-1504, IDAHO CODE, EXEMPTIONS FROM MINIMUM WAGE: The provisions of this act shall not apply to any employee employed in a bona fide executive, administrative, or professional capacity; to anyone engaged in domestic service; to any individual employed as an outside salesperson; to seasonal employees of a non-profit camping program; or to any child under the age of sixteen (16) years working part-time or at odd jobs not exceeding a total of four (4) hours per day with any one (1) employer; or any individual employed in agriculture if; such employee is the parent, spouse, child or other member of his employer's immediate family; or such employee is older than sixteen (16) years of age and is employed as a harvest laborer and is paid on a piece-rate basis in an operation which has been, and is customarily and generally recognized as having been paid on a piece-rate basis in the region of employment, and commutes daily from his permanent residence to the farm on which he is so employed, and has been employed in agriculture less than thirteen (13) weeks during the preceding calendar year; rate basis in an operation which has been, and is customarily and generally recognized as having been paid on a piece-rate basis in the region of employment, and is employed on the same farm as his parent or person standing in

SECTION 45-606, IDAHO CODE: All wages due to a separated employee must be paid the earlier of the next regularly scheduled payday or within 10 days of separation, weekends and holidays excluded. If the separated employee makes a written request for earlier payment, all wages then due must be paid within 48 hours, weekends

The Wage and Hour Section of the Idaho Department of Labor is responsible for the administration of the Idaho Minimum Wage and the Wage Payment Act.

For more information, view the department's "Guide to Idaho labor laws" available online at https:// www.labor.idaho.gov/wp-content/uploads/2024/10/Guide-to-Idaho-labor-laws_2024.pdf (English) and https:// www.labor.idaho.gov/wp-content/uploads/2024/10/Guia-acerca-de-las-leyes-de-trabajo-de-ldaho_2024.pdf (Spanish), or at any local office; otherwise, call Post Falls (208) 457-8789; Boise (208) 332-3575, Pocatello (208) 236-6710; or Burley (208) 678-5518. Dial 711 for Idaho Relay Service.

ANY PERSON SUBJECT TO THE ACT IS EMPLOYED, OR IN A PLACE ACCESSIBLE TO EMPLOYEES (SECTION

The Idaho Department of Labor is an equal opportunity employer and service provider. Reasonable accommodation is available upon request. Dial

Commission (EEOC) enforces Federal laws that

If you believe you've been discriminated against

at work or in applying for a job, the EEOC may be

protect you from discrimination in employment

Employees (current and former), including managers and temporary employees

What Types of Employment Discrimination

 National origin Sex (including pregnancy, childbirth, and related medical

conditions, sexual orientation, or gender identity)

services, or family medical history) nvestigation, or proceeding

What Employment Practices can be Challenged as Discriminatory?

disability; pregnancy, childbirth, or related medical condition; or a sincerely-held religious belief, observance Job training

rights, regarding disability discrimination (including

accommodation) or pregnancy accommodation

· Failure to provide reasonable accommodation for a

· Conduct that might reasonably discourage someon from opposing discrimination, filing a charge, or participating in an investigation or proceeding Conduct that coerces, intimidates, threatens, or inte with someone exercising their rights, or someone assisting or encouraging someone else to exercise

Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending of where you live/work). You can reach the EEOC in any of

an inquiry through the EEOC's public portal https://publicportal.eeoc.gov/Portal/Login. 1-800-669-4000 (toll free) 1-800-669-6820 (TTY)

www.eeoc.gov/field-office) ional information about the EEOC, including information about filing a charge of discrimination, is available at

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS **Protected Veteran Status** The Vietnam Era Veterans' Readiustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits

affirmative action to recruit, employ, and advance in veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge

veterans, or Armed Forces service medal veterans. nondiscrimination and affirmative action commitments of Retaliation is prohibited against a person who files a companies doing business with the Federal Government. complaint of discrimination, participates in an OFCCP

agency providing such assistance.

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STATE OF IDAHO 317 W. Main St. Boise, ID 83735-0910

SECTION 44-1502, IDAHO CODE: Except as hereinafter otherwise provided, no employer shall pay to any of his employees any wages computed at a rate of less than:

\$7.25 PER HOUR

the place of his parent, and is paid at the same piece-rate basis as employees over the age of sixteen (16) years are paid on the same farm; or such employee is principally engaged in the range production of livestock.

THIS OFFICIAL NOTICE MUST BE POSTED IN A CONSPICUOUS PLACE, IN OR ABOUT THE PREMISES WHERE

EMPLOYMENT OF WORKERS WITH DISABILITIES OR APPRENTICES MUST BE IN CONFORMANCE WITH SECTION 44-1505 AND 44-1506, IDAHO CODE, FOR ADDITIONAL INFORMATION, PLEASE CONTACT THE ADDRESS STATED ON THIS BULLETIN OR

Ref.: Idaho Code, Title 44, Ch. 15, Sec. 1507

Union members and applicants for membership What Organizations are Covered? State and local governments (as employers) Educational institutions (as employers)

> Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the

Age (40 and older) Genetic information (including employer requests for Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsui Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy

Discharge, firing, or lay-off

or physical conduct)

Hiring or promotio

Obtaining or disclosing genetic information Requesting or disclosing medical information

Pay (unequal wages or compensation)

What can You Do if You Believe Discrimination has Occurred? Contact the EEOC promptly if you suspect discriminati

1–844–234–5122 (ASL video phone)

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the

Retaliation

If you are applying for a job with, or are an employee of, a proceeding, or otherwise opposes discrimination by

TO REORDER CALL: 1-800-817-7678

- Los reclamos del seguro de desempleo deben ser archivados por el Portal del Reclamante en labor.idaho.gov/claimantportal.
- Los reclamos deben ser archivados inmediatamente después de su

(208) 332-8942 labor.idaho.gov

ESTADO DE IDAHO

LEY DEL SALARIO MÍNIMO DE IDAHO

pagará a sus empleados ningún sueldo calculado a una taza menor de: **\$7.25 POR HORA**

SECCIÓN 44-1502 DEL CÓDIGO DE IDAHO: Con la excepción de lo que se especifique aquí, ningún empleador les

24 DE JULIO DE 2009

reciban más de treinta dólares (\$30.00) mensuales de propina, recibirán un sueldo mínimo de \$3.35 por hora. Si las

EMPLEADOS CON PROPINA: Los empleados que tengan una ocupación en la que por costumbre o normalmente

propinas de un empleado sumadas al salario en efectivo del empleador no equivalen al salario mínimo por hora, el

<u>SUELDO DE OPORTUNIDAD:</u> A los empleados menores de 20 años de edad se les puede pagar \$4.25 por hora durante los primeros 90 días consecutivos (hábiles y no hábiles) en los que han trabajado para un empleador. SECCIÓN 44-1504 DEL CÓDIGO DE IDAHO, EXCEPCIONES DEL SALARIO MÍNIMO: Las provisiones de esta acta no se aplicarán a ningún empleado en una auténtica capacidad ejecutiva, administrativa, o profesional, empleados de servicio doméstico, a cualquier persona empleada como vendedor particular, empleados por temporada de un programa de campamento sin fines de lucro, o cualquier joven menor de dieciséis (16) años que trabaje medio tiempo o realice trabajos variados que no excedan un total de cuatro (4) horas al día para un (1) empleador en particular; o cualquier persona que trabaja en agricultura sí; dicho trabajador agrícola es el padre o madre, esposo/a, niño/a o otro miembro

familiar inmediato del empleador; o dicho empleado tiene más de dieciséis (16) años de edad y es trabajador de

una donde se paga por contrato en la región de trabajo y donde el empleado viene a diario de una residencia

temporada de cosecha pagado por contrato en una operación que generalmente y por costumbre es reconocida como

permanente y trabaja menos de 13 semanas durante el año de calendario anterior; o dicho trabajador tiene 16 años o menos y; trabaja como un trabajador de temporada de cosecha y se le paga por contrato en una operación que empleado en el mismo rancho que sus padres o persona que está en lugar de sus padres, y se le paga igual como a trabajadores mayores de 16 años de edad que trabajan en el mismo rancho; o es un empleado que participa en la ganadería de terreno abierto (ganado y borregos).

SECCIÓN 45-606 DEL CÓDIGO DE IDAHO: Todo sueldo que se le deba a un empleado que salió del trabajo se debe

pagar el día de pago más cercano o dentro de los 10 primeros días después que haya salido, excluyendo los fines de semana y días de fiesta. Si el empleado que salió lo pide por escrito, se le debe pagar dentro de las próximas 48 horas,

excluyendo los fines de semana y días feriados. La División de Horas y Salarios del Departamento del Trabajo de Idaho es responsable por la administración del Acta de salario mínimo y pago de sueldo de Idaho. Para más información, se encuentra la "Guía de las Leves del Trabajo de Idaho" del departamento disponible en línea en labor.idaho.gov/wp-content/uploads/2024/10/Guide-to-Idaho-labor-laws 2024.pdf (inglés) y labor.idaho.gov/wp-content/

uploads/2024/10/guia-acerca-de-las-leyes-de-trabajo-de-ldaho_2024.pdf (español), o en una de las oficinas locales; también

puede llamar al (208) 457-8799 en Post Falls, al (208) 332-3575 en Boise, al (208) 236-6710 en Pocatello o al (208) 678-5518

AVISO A LOS EMPLEADORES: ESTE AVISO OFICIAL DEBE SER COLOCADO EN UN LUGAR VISIBLE. EN O CERCA DEL LUGAR DE TRABAJO DE CUALQUIER PERSONA A LA QUE SE APLIQUE ESTA ACTA O EN UN LUGAR ACCESIBLE A SUS EMPLEADOS (SECCIÓN 44-1507, DEL CÓDIGO DE IDAHO). EL EMPLEO DE PERSONAS CON INCAPACIDADES O APRENDICES DEBE SER CONFORME CON SECCIÓN

PARA OBTENER MÁS INFORMACIÓN O HOJAS ADICIONALES. COMUNIQUESE A LA DIRECCIÓN EN ESTE

El Departamento de Trabajo de Idaho provee servicios y oportunidades de empleo equitativas. Acomodaciones razonables disponibles al pedirlas. Llame al 711 para o el servicio relevo (Relav) de Idaho.

Ref.: Idaho Code, Title 44, Ch. 15, Sec. 1507

company with a Federal contract or subcontract, you are

Asking About, Disclosing, or

Executive Order 11246, as amended, protects applicants

based on inquiring about, disclosing, or discussing their

Section 503 of the Rehabilitation Act of 1973, as

accommodation to the known physical or mental

limitations of an otherwise qualified individual with a

and advance in employment qualified individuals with isabilities at all levels of employment, including the

hardship to the employer. Section 503 also requires that

from discrimination in hiring, promotion, discharge, par

fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasona

Discussing Pay

en Burley. Llame al 711 para el servicio relevo de Idaho.

44-1505 Y 44-1507, DEL CÓDIGO DE IDAHO.

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Know Your Rights: Workplace Discrimination is Illegal

OFCCP's authorities should contact immediately Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, The Office of Federal Contract Compliance Program **National Origin** U.S. Department of Labor Executive Order 11246, as amended, prohibits 200 Constitution Avenue, N.W. employment discrimination by Federal contractors based Washington, D.C. 20210 on race, color, religion, sex, sexual orientation, gender 1-800-397-6251 (toll-free) action to ensure equality of opportunity in all aspects of If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunic relay services. OFCCP may also be contacted by

and on OFCCP's "Contact Us" webpage at and employees of Federal contractors from discriminatio https://www.dol.gov/agencies/ofccp/contact **PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE** Race, Color, National Origin, Sex

Any person who believes a contractor has violated

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 telephon directories under U.S. Government, Department of Labo

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

mination is covered by Title VI if the primary object

1964, as amended, prohibits discrimination on the basis

receiving Federal financial assistance. Employment

of the financial assistance is provision of employment

its nondiscrimination or affirmative action obligations unde

or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 phibits employment discrimination on the basis of sex educational programs or activities which receive Federal Individuals with Disabilities

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

n the essential functions of the job.

amended, prohibits employment discrimination on the basis of disability in any program or activity which receive

all aspects of employment against persons with disabilities

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