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 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:

lef.: 29 CFR §825.300

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

You work for a **covered employer** if **one** of the following applies:

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

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

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

· 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.

 Allow you to take job-protected time off work for a qualifying You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar on the same basis as if you had not taken leave, and 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 the same pay, benefits and other working conditions, including

> 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

shift and location, at the end of your leave

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



WH1420 REV 04/23

SCAN ME

If you are eligible for FMLA leave, your **employer** <u>must</u>: 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 Continue your group health plan coverage while you are on leave state minimum wage law, §21-5C.

Required Minimum Wage Rate

• Beginning January 1, 2016, employers must pay employees at least \$8.75 per hour.

Required Minimum Training Wage Rate

Telephone: (304)558-7890

• 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.

WEST VIRGINIA DIVISION OF LABOR

1900 Kanawha Boulevard East - State Capitol Complex – Building 3, Room 200 - Charleston, WV 25305

MINIMUM WAGE REQUIREMENTS

Fax: (304)558-3797

Beginning with the 91st day of employment, an employer must pay the employee the required minimum

Permissible Minimum Wage Credit for Tipped Employees

- 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.
- 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.

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

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

EXAMINEE

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.



WEST VIRGINIA DIVISION OF LABOR

1900 Kanawha Boulevard East - State Capitol Complex - Building 3, Room 200 - Charleston, WV 25305 Telephone: (304)558-7890

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

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

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

§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

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

FAIR HOUSING

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

National Origin

- Color Disability
- Ancestry
- Blindness Familial Status (Children)

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



Room 108 A 1321 Plaza East Charleston, WV 25301-1400

WV Human Rights Commission

Phone: **Toll Free:** Fax:

304-558-2616 888-676-5546 304-558-0085 hrc.wv.gov

Revised 02/20/2018



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

NOTICE

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

THE WEST VIRGINIA FAIR HOUSING ACT **Prohibits Discrimination in Housing Based On:** Race, Religion, Color, National Origin, Ancestry, Sex, Blindness, Disability, or Familial Status

THE WEST VIRGINIA PREGNANT **WORKERS' FAIRNESS ACT Prohibits Discrimination in Employment Based On:**

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



Charleston, WV 25301-1400 Phone: Toll Free:

304-558-2616 888-676-5546 hrc.wv.gov



PAY DAY IS ON:

☐ MONDAY ☐ TUESDAY ■ WEDNESDAY

☐ THURSDAY

□ WEEKLY **□** BIWEEKLY

W. Va. Code §21-5-9

HOSPITAL:

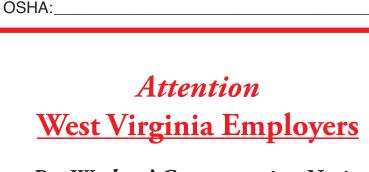
FIRE DEPARTMENT:

POISON CONTROL:

OF THE MONTH

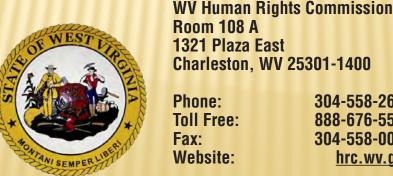
CALL 911

POLICE: AMBULANCE:



"Every employer shall continuously post a questions about a claim".

Pregnancy, Childbirth or Related Medical Conditions



304-558-0085 Revised 02/20/2018



PAY DAY NOTICE

☐ FRIDAY ☐ SATURDAY □ SUNDAY

PAY SCHEDULE IS:

☐ SEMI MONTHLY

EMPLOYER'S WORK WEEK IS:

PAYCHECKS ARE ISSUED ON THE:

EMERGENCY NUMBERS

PHYSICIAN:

Re: Workers' Compensation Notice

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 the insurer and of the person to contact with

o 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 **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

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.

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

INFORMATION

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. Mariana Islands, and the Commonwealth of Puerto Rico.

Special provisions apply to workers in American Samoa, the Commonwealth of the Northern 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

WORKFORCE West Virginia

Notice To Employees — Unemployment Benefits

You are considered totally unemployed during any week in which you are totally separated from your employment, performing no services for which wages or other remuneration were paid to you

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

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

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

You must file your initial claim for total unemployment in person. Since a claim for unemployment compensation is effective the Sunday of the week in which it is filed, you should file your claim immediatley after you are separated from your employment. You will be instructed on filing your continued claim. Your options for filing continued claims will include telephone or web filing. PARTIAL UNEMPLOYMENT You would be considered partially unemployed if you have been

working full-time, but due to business being slow, a breakdown of equipment, or similar reasons, your employer has to reduce your nours 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 for the week, showing your gross wages. You must complete the claims portion of the Low Earnings Report and file it with the local unemployment office as directed on the form.

To be monetarily eligible to receive unemployment benefits you must have earned \$2200 gross wages in covered employment during two or more calendar quarters of your regular base period (first four of the last five completed calendar quarters) or alternative base period (the last four quarters immediately preceding the first day of the individual's benefit year). ELIGIBILITY REQUIREMENTS - OTHER If you are unemployed, you shall be eligible to receive benefits only if:

ELIGIBILITY REQUIREMENTS

vour benefit vear.

You have registered for work with the Job Service Office and continue to report as directed. You are able to work and available for full-time work for which you are fitted by prior training or experience. You are actively seeking full-time work by completing four (4) work search activities each week You are documenting and retaining proof of your four (4) work search activities and providing them to WorkForce WV upon

Under \$2200

\$2,200.00-2,349.99 \$24.00

\$624.00

You have earned gross wages of less than your weekly benefit amount plus \$60 during the week for which you claim benefits. You requalify on a new claim when you had a previous benefit year (must have earned eight times your old weekly benefit amount in covered employment after the beginning of your previous claim.) You must participate in profiling and reemployment services when **DISQUALIFICATIONS**

You may be disqualified from drawing benefits: If you leave work voluntarily without good cause involving fault on the part of your employer. If you are discharged for misconduct If you fail without good cause to apply for available suitable work, to accept suitable work when offered, or to return to your customary self-employment when directed to do so. If you are unemployed due to a labor dispute.

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. For any week you are training, participating, or preparing to participate in sports or athletic events if there is reasonable assurance you will perform such services in the current or If you are an employee of an educational institution or educational service agency, for any week of unemployment which commences during: a paid sabbatical leave; a holiday or vacation period between two academic years or terms, if you perform services in the first academic year or term or prior to the

beginning of a holiday or vacation period and there is a contract or a reasonable assurance that you will perform services in the second academic year or term or after a holiday or vacation You have made a claim for benefits at a local unemployment office. period. (EXCEPTION: if you have sufficient non-school wages in your base period to qualify for benefits based upon the nonschool wages only, you may be entitled to benefits during this period.) For any week on the basis of services performed as an alien,

unless you are lawfully residing in the United States and have a valid permit to work. If you leave work voluntarily to attend school or other educational institution, or are waiting to enter school or an educational institution. For each week in which you are unemployed because of your You have filed for and served a waiting period of one week during 11.

remuneration is less than the unemployment benefits otherwise due you, your unemployment benefits will be reduced by the amount of your annuity, pension, etc. For each week in which and for 52 weeks thereafter, if the commissioner finds that you, within the preceding 24 months,

but to suspend operations.

knowingly made a false statement or failed to reveal a material fact in order to obtain or increase or attempt to obtain or increase a benefit; and you shall be considered guilty of a misdemeano and may be subject to severe penalties. Neither the full effect nor the duration of a disqualification is

a specified time that leaves your employer no other alternative

For the week in which you receive any annuity, pension, or other

retirement pay from a base period employer, or from a fund

towards which a base period employer has contributed. If your

given here in detail. SOCIAL SECURITY NUMBER Bring your Social Security Card with you when you report to the local office. Your Social Security Number will only be printed on the most

VOLUNTARY INCOME TAX WITHHOLDING PROGRAM Unemployment compensation benefits are subject to Federal and State income tax and there are requirements relating to estimated tax payments. You may choose to have Federal and State income tax deducted and withheld from any unemployment benefits paid to you CLAIMS OFFICES These FULL-TIME CLAIMS OFFICES are operated Monday through

Friday each week: SUMMERSVILLE **BECKLEY** LOGAN CHARLESTON MARTINSBURG WEIRTON CLARKSBURG MERCER WELCH COUNTY WHEELING FAIRMONT MORGANTOWN GREENBRIER VALLEY **PARKERSBURG**

42.550.00-42.699.99

452.00

11,752.00

request or that of your duly-authorized agent for a vacation at

270

6,188.00 271 42,700.00-42,849.99

6.136.00

Unemployment Compensation Benefit Rate Table

236.00

238.00

135 22,300.00-22,449.99

136 22,450.00-22,599.99

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4	2,650.00-2,799.99	28.00	728.00	139	22,900.00-23,049.99	243.00	6,318.00	274	43,150.00-43,299.99	457.00	11,882.00
5 6	2,800.00-2,949.99 2,950.00-3,099.99	30.00 31.00	780.00 806.00	140 141	23,050.00-23,199.99 23,200.00-23,349.99	244.00 246.00	6,344.00 6,396.00	275 276	43,300.00-43,449.99 43,450.00-43,599.99	458.00 460.00	11,908.00 11,960.00
7 8	3,100.00-3,249.99 3,250.00-3,399.99	33.00 35.00	858.00 910.00	142 143	23,350.00-23,499.99 23,500.00-23,649.99	247.00 249.00	6,422.00 6,474.00	277 278	43,600.00-43,749.99 43,750.00-43,899.99	461.00 463.00	11,986.00 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 11	3,550.00-3,699.99 3,700.00-3,849.99	38.00 39.00	988.00 1,014.00	145 146	23,800.00-23,949.99 23,950.00-24,099.99	252.00 254.00	6,552.00 6,604.00	280 281	44,050.00-44,199.99 44,200.00-44,349.99	466.00 468.00	12,116.00 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 14	4,000.00-4,149.99 4,150.00-4,299.99	43.00 44.00	1,118.00 1,144.00	148 149	24,250.00-24,399.99 24,400.00-24,549.99	257.00 258.00	6,682.00 6,708.00	283 284	44,500.00-44,649.99 44,650.00-44,799.99	471.00 473.00	12,246.00 12,298.00
15 16	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	474.00 476.00	12,324.00 12,376.00
16 17	4,450.00-4,599.99 4,600.00-4,749.99	47.00 49.00	1,222.00 1,274.00	151 152	24,700.00-24,849.99 24,850.00-24,999.99	262.00 263.00	6,812.00 6,838.00	286 287	44,950.00-45,099.99 45,100.00-45,249.99	476.00 477.00	12,376.00
18 19	4,750.00-4,899.99 4,900.00-5,049.99	51.00 52.00	1,326.00 1,352.00	153 154	25,000.00-25,149.99 25,150.00-25,299.99	265.00 266.00	6,890.00 6,916.00	288 289	45,250.00-45,399.99 45,400.00-45,549.99	479.00 480.00	12,454.00 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 22	5,200.00-5,349.99 5,350.00-5,499.99	55.00 57.00	1,430.00 1,482.00	156 157	25,450.00-25,599.99 25,600.00-25,749.99	269.00 271.00	6,994.00 7,046.00	291 292	45,700.00-45,849.99 45,850.00-45,999.99	484.00 485.00	12,584.00 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 25	5,650.00-5,799.99 5,800.00-5,949.99	60.00 62.00	1,560.00 1,612.00	159 160	25,900.00-26,049.99 26,050.00-26,199.99	274.00 276.00	7,124.00 7,176.00	294 295	46,150.00-46,299.99 46,300.00-46,449.99	488.00 490.00	12,688.00 12,740.00
26 27	5,950.00-6,099.99 6,100.00-6,249.99	63.00 65.00	1,638.00 1,690.00	161 162	26,200.00-26,349.99 26,350.00-26,499.99	277.00 279.00	7,202.00 7,254.00	296 297	46,450.00-46,599.99 46,600.00-46,749.99	492.00 493.00	12,792.00 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 30	6,400.00-6,549.99 6,550.00-6,699.99	68.00 70.00	1,768.00 1,820.00	164 165	26,650.00-26,799.99 26,800.00-26,949.99	282.00 284.00	7,332.00 7,384.00	299 300	46,900.00-47,049.99 47,050.00-47,199.99	496.00 498.00	12,896.00 12,948.00
31	6,700.00-6,849.99	71.00	1,846.00	166	26,950.00-27,099.99	285.00	7,410.00	301	47,200.00-47,349.99	500.00	13,000.00
32 33	6,850.00-6,999.99 7,000.00-7,149.99	73.00 74.00	1,898.00 1,924.00	167 168	27,100.00-27,249.99 27,250.00-27,399.99	287.00 289.00	7,462.00 7,514.00	302	47,350.00-47,499.99 47,500.00-47,649.99	501.00 503.00	13,026.00 13,078.00
34 35	7,150.00-7,299.99 7,300.00-7,449.99	76.00 78.00	1,976.00 2,028.00	169 170	27,400.00-27,549.99 27,550.00-27,699.99	290.00 292.00	7,540.00 7,592.00	304 305	47,650.00-47,799.99 47,800.00-47,949.99	504.00 506.00	13,104.00 13,156.00
36	7,450.00-7,599.99	79.00	2,020.00	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 38	7,600.00-7,749.99 7,750.00-7,899.99	81.00 82.00	2,106.00 2,132.00	172 173	27,850.00-27,999.99 28,000.00-28,149.99	295.00 296.00	7,670.00 7,696.00	307 308	48,100.00-48,249.99 48,250.00-48,399.99	509.00 511.00	13,234.00 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 41	8,050.00-8,199.99 8,200.00-8,349.99	85.00 87.00	2,210.00 2,262.00	175 176	28,300.00-28,449.99 28,450.00-28,599.99	300.00 301.00	7,800.00 7,826.00	310 311	48,550.00-48,699.99 48,700.00-48,849.99	514.00 515.00	13,364.00 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 44	8,500.00-8,649.99 8,650.00-8,799.99	90.00 92.00	2,340.00 2,392.00	178 179	28,750.00-28,899.99 28,900.00-29,049.99	304.00 306.00	7,904.00 7,956.00	313 314	49,000.00-49,149.99 49,150.00-49,299.99	519.00 520.00	13,494.00 13,520.00
45 46	8,800.00-8,949.99 8,950.00-9,099.99	93.00 95.00	2,418.00 2,470.00	180 181	29,050.00-29,199.99 29,200.00-29,349.99	308.00 309.00	8,008.00 8,034.00	315 316	49,300.00-49,449.99 49,450.00-49,599.99	522.00 523.00	13,572.00 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 49	9,250.00-9,399.99 9,400.00-9,549.99	98.00 100.00	2,548.00 2,600.00	183 184	29,500.00-29,649.99 29,650.00-29,799.99	312.00 314.00	8,112.00 8,164.00	318 319	49,750.00-49,899.99 49,900.00-50,049.99	526.00 528.00	13,676.00 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 52	9,700.00-9,849.99 9,850.00-9,999.99	103.00 104.00	2,678.00 2,704.00	186 187	29,950.00-30,099.99 30,100.00-30,249.99	317.00 319.00	8,242.00 8,294.00	321 322	50,200.00-50,349.99 50,350.00-50,499.99	531.00 533.00	13,806.00 13,858.00
53 54	10,000.00-10,149.99 10,150.00-10,299.99	106.00 108.00	2,756.00 2,808.00	188 189	30,250.00-30,399.99 30,400.00-30,549.99	320.00 322.00	8,320.00 8,372.00	323 324	50,500.00-50,649.99 50,650.00-50,799.99	534.00 536.00	13,884.00 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 57	10,450.00-10,599.99 10,600.00-10,749.99	111.00 112.00	2,886.00 2,912.00	191 192	30,700.00-30,849.99 30,850.00-30,999.99	325.00 327.00	8,450.00 8,502.00	326 327	50,950.00-51,099.99 51,100.00-51,249.99	539.00 541.00	14,014.00 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 60	10,900.00-11,049.99 11,050.00-11,199.99	116.00 117.00	3,016.00 3,042.00	194 195	31,150.00-31,299.99 31,300.00-31,449.99	330.00 331.00	8,580.00 8,606.00	329 330	51,400.00-51,549.99 51,550.00-51,699.99	544.00 546.00	14,144.00 14,196.00
61 62	11,200.00-11,349.99 11,350.00-11,499.99	119.00 120.00	3,094.00 3,120.00	196 197	31,450.00-31,599.99 31,600.00-31,749.99	333.00 335.00	8,658.00 8,710.00	331 332	51,700.00-51,849.99 51,850.00-51,999.99	547.00 549.00	14,222.00 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	124.00 125.00	3,224.00 3,250.00	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	52,150.00-52,299.99 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	3,302.00	201	32,200.00-32,349.99	341.00	8,866.00 8,892.00	336	52,450.00-52,599.99	555.00 557.00	14,430.00
67 68	12,100.00-12,249.99 12,250.00-12,399.99	128.00 130.00	3,328.00 3,380.00	202 203	32,350.00-32,499.99 32,500.00-32,649.99	342.00 344.00	8,944.00	337 338	52,600.00-52,749.99 52,750.00-52,899.99	557.00 558.00	14,482.00 14,508.00
69 70	12,400.00-12,549.99 12,550.00-12,699.99	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	560.00 561.00	14,560.00 14,586.00
71	12,700.00-12,849.99	135.00	3,510.00	206	32,950.00-33,099.99	349.00	9,074.00	341	53,200.00-53,349.99	563.00	14,638.00
72 73	12,850.00-12,999.99 13,000.00-13,149.99	136.00 138.00	3,536.00 3,588.00	207	33,100.00-33,249.99 33,250.00-33,399.99	350.00 352.00	9,100.00 9,152.00	342 343	53,350.00-53,499.99 53,500.00-53,649.99	565.00 566.00	14,690.00 14,716.00
74 75	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 76	13,300.00-13,449.99 13,450.00-13,599.99	141.00 143.00	3,666.00 3,718.00	210 211	33,550.00-33,699.99 33,700.00-33,849.99	355.00 357.00	9,230.00 9,282.00	345 346	53,800.00-53,949.99 53,950.00-54,099.99	569.00 571.00	14,794.00 14,846.00
77 78	13,600.00-13,749.99 13,750.00-13,899.99	144.00 146.00	3,744.00 3,796.00	212 213	33,850.00-33,999.99 34,000.00-34,149.99	358.00 360.00	9,308.00 9,360.00	347 348	54,100.00-54,249.99 54,250.00-54,399.99	573.00 574.00	14,898.00 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 81	14,050.00-14,199.99 14,200.00-14,349.99	149.00 150.00	3,874.00 3,900.00	215 216	34,300.00-34,449.99 34,450.00-34,599.99	363.00 365.00	9,438.00 9,490.00	350 351	54,550.00-54,699.99 54,700.00-54,849.99	577.00 579.00	15,002.00 15,054.00
82 83	14,350.00-14,499.99 14,500.00-14,649.99	152.00	3,952.00	217	34,600.00-34,749.99 34,750.00-34,899.99	366.00	9,516.00	352	54,850.00-54,999.99 55,000.00-55,149.99	580.00	15,080.00
83 84	14,650.00-14,799.99	154.00 155.00	4,004.00 4,030.00	218 219	34,900.00-35,049.99	368.00 369.00	9,568.00 9,594.00	353 354	55,150.00-55,299.99	582.00 584.00	15,132.00 15,184.00
85 86	14,800.00-14,949.99 14,950.00-15,099.99	157.00 158.00	4,082.00 4,108.00	220 221	35,050.00-35,199.99 35,200.00-35,349.99	371.00 373.00	9,646.00 9,698.00	355 356	55,300.00-55,449.99 55,450.00-55,599.99	585.00 587.00	15,210.00 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 89	15,250.00-15,399.99 15,400.00-15,549.99	162.00 163.00	4,212.00 4,238.00	223 224	35,500.00-35,649.99 35,650.00-35,799.99	376.00 377.00	9,776.00 9,802.00	358 359	55,750.00-55,899.99 55,900.00-56,049.99	590.00 592.00	15,340.00 15,392.00
90	15,550.00-15,699.99	165.00	4,290.00 4,316.00	225	35,800.00-35,949.99 35,950.00-36,099.99	379.00 381.00	9,854.00	360	56,050.00-56,199.99	593.00	15,418.00
91 92	15,700.00-15,849.99 15,850.00-15,999.99	166.00 168.00	4,368.00	226 227	36,100.00-36,249.99	382.00	9,906.00 9,932.00	361 362	56,200.00-56,349.99 56,350.00-56,499.99	595.00 596.00	15,470.00 15,496.00
93 94	16,000.00-16,149.99 16,150.00-16,299.99	170.00 171.00	4,420.00 4,446.00	228 229	36,250.00-36,399.99 36,400.00-36,549.99	384.00 385.00	9,984.00 10,010.00	363 364	56,500.00-56,649.99 56,650.00-56,799.99	598.00 599.00	15,548.00 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 97	16,450.00-16,599.99 16,600.00-16,749.99	174.00 176.00	4,524.00 4,576.00	231	36,700.00-36,849.99 36,850.00-36,999.99	388.00 390.00	10,088.00 10,140.00	366 367	56,950.00-57,099.99 57,100.00-57,249.99	603.00 604.00	15,678.00 15,704.00
98 99	16,750.00-16,899.99 16,900.00-17,049.99	177.00 179.00	4,602.00 4,654.00	233 234	37,000.00-37,149.99 37,150.00-37,299.99	392.00 393.00	10,192.00 10,218.00	368 369	57,250.00-57,399.99 57,400.00-57,549.99	606.00 607.00	15,756.00 15,782.00
100	17,050.00-17,199.99	181.00	4,706.00	235	37,300.00-37,449.99	395.00	10,270.00	370	57,550.00-57,699.99	608.00	15,808.00
101 102	17,200.00-17,349.99 17,350.00-17,499.99	182.00 184.00	4,732.00 4,784.00	236	37,450.00-37,599.99 37,600.00-37,749.99	396.00 398.00	10,296.00 10,348.00	371 372	57,700.00-57,849.99 57,850.00-57,999.99	611.00 612.00	15,886.00 15,912.00
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
105	17,800.00-17,949.99	189.00	4,914.00	240	38,050.00-38,199.99	403.00	10,478.00	375	58,300.00-58,449.99	617.00	16,042.00
106 107	17,950.00-18,099.99 18,100.00-18,249.99	190.00 192.00	4,940.00 4,992.00	241	38,200.00-38,349.99 38,350.00-38,449.99	404.00 406.00	10,504.00 10,556.00	376 377	58,450.00-58,599.99 58,600.00-58,749.99	619.00 620.00	16,094.00 16,120.00
108	18,250.00-18,399.99	193.00	5,018.00	243	38,500.00-38,649.99	408.00	10,608.00	378	58,750.00-58,899.99	622.00	16,172.00
109 110	18,400.00-18,549.99 18,550.00-18,699.99	195.00 196.00	5,070.00 5,096.00	244 245	38,650.00-38,799.99 38,800.00-38,949.99	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
111 112	18,700.00-18,849.99 18,850.00-18,999.99	198.00 200.00	5,148.00 5,200.00	246 247	38,950.00-39,099.99 39,100.00-39,249.99	412.00 414.00	10,712.00 10,764.00	381 382	59,200.00-59,349.99 59,350.00-59,499.99	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	415.00	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	203.00 204.00	5,278.00 5,304.00	249 250	39,400.00-39,549.99 39,550.00-39,699.99	417.00 419.00	10,842.00 10,894.00	384 385	59,650.00-59,799.99 59,800.00-59,949.99	631.00 633.00	16,406.00 16,458.00
116	19,450.00-19,599.99	206.00	5,356.00	251	39,700.00-39,849.99	420.00	10,920.00	386	59,950.00-60,099.99	634.00	16,484.00
117 118	19,600.00-19,749.99 19,750.00-19,899.99	208.00 209.00	5,408.00 5,434.00	252 253	39,850.00-39,999.99 40,000.00-40,149.99	422.00 423.00	10,972.00 10,998.00	387 388	60,100.00-60,249.99 60,250.00-60,399.99	636.00 638.00	16,536.00 16,588.00
119 120	19,900.00-20,049.99 20,050.00-20,199.99	211.00 212.00	5,486.00 5,512.00	254 255	40,150.00-40,299.99 40,300.00-40,449.99	425.00 427.00	11,050.00 11,102.00	389 390	60,400.00-60,549.99 60,550.00-60,699.99	639.00 641.00	16,614.00 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
122 123	20,350.00-20,499.99 20,500.00-20,649.99	216.00 217.00	5,616.00 5,642.00	257 258	40,600.00-40,749.99 40,750.00-40,899.99	430.00 431.00	11,180.00 11,206.00	392 393	60,850.00-60,999.99 61,000.00-61,149.99	644.00 645.00	16,744.00 16,770.00
124 125	20,650.00-20,799.99 20,800.00-20,949.99	219.00 220.00	5,694.00 5,720.00	259 260	40,900.00-41,049.99	433.00 434.00	11,258.00 11,284.00	394 395	61,150.00-61,299.99 61,300.00-61,449.99	647.00 649.00	16,822.00 16,874.00
126	20,950.00-21,099.99	222.00	5,772.00	261	41,050.00-41,199.99 41,200.00-41,349.99	436.00	11,336.00	396	61,450.00-61,599.99	650.00	16,900.00
127 128	21,100.00-21,249.99 21,250.00-21,399.99	223.00 225.00	5,798.00 5,850.00	262 263	41,350.00-41,499.99 41,500.00-41,649.99	438.00 439.00	11,388.00 11,414.00	397 398	61,600.00-61,749.99 61,750.00-61,899.99	652.00 653.00	16,952.00 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
130 131	21,550.00-21,699.99 21,700.00-21,849.99	228.00 230.00	5,928.00 5,980.00	265 266	41,800.00-41,949.99 41,950.00-42,099.99	442.00 444.00	11,492.00 11,544.00	400 401	62,050.00-62,199.99 62,200.00-62,349.99	657.00 658.00	17.082.00 17,108.00
132 133	21,850.00-21,999.99 22,000.00-22,149.99	231.00 233.00	6,006.00 6,058.00	267 268	42,100.00-42,249.99 42,250.00-42,399.99	446.00 447.00	11,596.00 11,622.00	402 403	62,350.00-62,499.99 62,500.00-62,649.99	660.00 661.00	17,160.00 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	17,100.00
									110.00	IC-B-E0 -#	tive July 1, 005
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Know Your Rights: Workplace Discrimination is Illegal

Discharge, firing, or lay-off

OR SUBCONTRACTS

PROGRAMS OR ACTIVITIES RECEIVING

EMPLOYERS HOLDING FEDERAL CONTRACTS

FEDERAL FINANCIAL ASSISTANCE

