

Parental Leave, Family Leave, and Short-Term Family Leave

Parental Leave: Family Leave Law allows employees with 10 or more employees who have been employed for at least 12 weeks prior to the date of leave.

Family Leave: Family Leave Law, which includes Short-Term Family Leave, allows employees with 10 or more employees who have been employed for at least 12 weeks prior to the date of leave.

A leave may be taken for a covered employee for an average of 10 weeks a year for a year to be used to care for their child. During the 12 month period, a worker is entitled to 12 weeks of unpaid leave.

Parental Leave: During the 12 month period, a worker is entitled to 12 weeks of unpaid leave.

Family Leave: During the 12 month period, a worker is entitled to 12 weeks of unpaid leave.

Short-Term Family Leave: In particular, an employee is entitled to a leave of absence for the duration of the leave. The leave is to be used to care for their child. During the 12 month period, a worker is entitled to 12 weeks of unpaid leave.

Family Leave: During the 12 month period, a worker is entitled to 12 weeks of unpaid leave.

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CHILD LABOR POSTER

NON-AGRICULTURAL EMPLOYMENT: Children Ages 14 and 15 MAY NOT work in any of the hazardous occupations listed and may not work in any of the hazardous occupations listed.

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Example of prohibited job: A 14-year-old child is not allowed to work in a hazardous occupation.

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NOTICE SEXUAL HARASSMENT IS ILLEGAL

Under Vermont Law, sexual harassment is illegal and is prohibited by the Vermont Fair Employment Practices and Act (VFEPA), Title 21, Chapter 5, Subchapter 1 of the Vermont Statutes and Title VII of the Civil Rights Act of 1964 of the United States (enacted 2006 or later).

Sexual Harassment: Sexual harassment is a form of sexual discrimination and includes unwelcome sexual advances, requests for sexual favors, and other verbal, physical, visual, auditory, or visual conduct of a sexual nature which:

Examples of sexual harassment include:

- Requests for sexual favors in exchange for employment or benefits.
- Unwelcome sexual advances, requests for sexual favors, or other verbal, physical, visual, auditory, or visual conduct of a sexual nature which is unwelcome.

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Employment Protections for Victims of Crime

Notice of Employee Rights

WHAT IS THE LAW?

WHAT IS AN ALIEN WORKER?

EMPLOYEE RIGHTS:

FOR MORE INFORMATION:

Accommodations for Pregnant Employees in Vermont

Notice of Employee Rights

WHAT IS THE LAW?

WHAT ARE THE EMPLOYEE'S OBLIGATIONS?

FOR MORE INFORMATION:

Employer's Liability and Workers' Compensation

NOTICE TO EMPLOYEES

NOTICE TO EMPLOYEES

POSTING OF SAFETY RECORDS

NOTICE TO EMPLOYEES

NOTICE TO EMPLOYEES

NOTICE TO EMPLOYEES

NOTICE TO EMPLOYEES

NOTICE TO EMPLOYEES

NOTICE MINIMUM WAGE

FOR VERMONT EMPLOYERS AND WORKERS

MINIMUM WAGE RATE

BASIC WAGE RATE (TIPPED EMPLOYEES)

MAXIMUM TIP CREDIT ALLOWED

ADDITIONAL INFORMATION:

Notice to Employers / Employees

NOTICE

Worker's Compensation Reinstatement Rights

VERMONT LABOR RIGHTS POSTING OF THIS NOTICE

NOTICE TO EMPLOYEES

FOR FURTHER INFORMATION CONTACT:

NOTICE TO EMPLOYEES

POSTING OF SAFETY RECORDS

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Safety and Health Protection on the Job

The Vermont Occupational Safety and Health Code (Title 21 V.S.A., Chapter 3, Sub-Chapter 4 and 5, and the rules adopted (therein) provides job safety and health protection for workers.

The purpose of the law is to ensure safe and healthful working conditions throughout the State.

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

You have the right to request a VOSH inspection if you believe that there are unsafe and unhealthful conditions in your workplace.

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You have a right to a safe and healthy workplace.

IT'S THE LAW!

VERMONT DEPARTMENT OF LABOR

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Vermont's Earned Sick Time Act Notice of Employee Rights

HOW IS SICK TIME EARNED?

HOW CAN SICK TIME BE USED?

WHEN DOES ACCRUAL BEGIN?

IS THERE AN EXCEPTION FOR SMALL BUSINESSES?

WHEN WILL PAID SICK TIME BE AVAILABLE TO USE?

ARE ALL EMPLOYEES ENTITLED TO SICK TIME?

FOR MORE INFORMATION:

UNEMPLOYMENT INSURANCE

UNEMPLOYMENT BENEFITS

UNEMPLOYMENT BENEFITS

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