

Rhode Island & Federal Employment Notices
OSHA Job Safety and Health IT'S THE LAW!

Family Medical Leave Act
EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

Unemployment Insurance and Disability
Temporary Disability Insurance Benefits

All workers have the right to:
A safe workplace.
Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.

What is FMLA? 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.
Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period.

Pay Equity Act
RHODE ISLAND DEPARTMENT OF LABOR AND TRAINING
NOTICE TO ALL EMPLOYEES - INFORMATION EMPLOYERS MUST POST

FREE ASSISTANCE to identify and correct hazards is available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

USERRA
YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

Pay Differentials for Comparable Work
An employer may not pay an employee a lower rate of pay than an employee performing substantially similar work.

1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov
Federal Minimum Wage
EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

Sexual Harassment
SEXUAL HARASSMENT IS AGAINST THE LAW
The harasser can be:
• a supervisor - an agent of the employer • a supervisor in another area
• a co-worker • a non-employee • the same sex as the victim

Healthy and Safe Families and Workplaces Act
Pursuant to RI General Law §28-57, you are entitled to sick and safe leave to address your own health and safety needs as well as those of your family.

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Right to Know
The Rhode Island Right-to-Know Law
Your employer must provide you with the above information. If he or she has not, make sure you ask about it. Your company representative is:

Pregnant Workers Fairness Act (PWFA)
WHAT IS PWFA?
The Pregnant Workers Fairness Act (PWFA) is a federal law that, starting June 27, 2023, requires covered employers to provide reasonable accommodations

Polygraph Protection
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.

Whistleblowers' Protection Act
CHAPTER 28-56
The Rhode Island Whistleblowers' Protection Act

Equal Employment Opportunity
Know Your Rights: Workplace Discrimination is Illegal
The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in the workplace.

State Minimum Wage
The Rhode Island Minimum Wage Law
Lifts your 14 and 15 jobs with a special permit issued by local school officials.

Workers' Compensation
This employer is subject to the provisions of the WORKERS' COMPENSATION ACT of the State of Rhode Island

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IRS Withholding
You may NEED TO CHECK YOUR WITHHOLDING
Since you filed Form W-4 with your employer did you...
Gain or lose a dependent?
Change your name?

No Smoking
IT IS ILLEGAL TO SMOKE IN THIS ESTABLISHMENT
Pursuant to R.I. GEN. LAWS § 23-20.10-7
To report a violation call Rhode Island Department of Health: 401-222-3203

Prevailing Wage
Notice to Employees
Working on State or Municipal Financial Contract Projects?

Payday Notice
PAYDAY IS ON
MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY SUNDAY
PAY SCHEDULE IS
WEEKLY ○ BI-WEEKLY ○ SEMI-MONTHLY ○ MONTHLY ○
PAYCHECKS ARE ISSUED ON THE \_\_\_\_\_ AND \_\_\_\_\_ OF THE MONTH

Ban the Box
Rhode Island Parental & Family Medical Leave Act
entitled to 10 hours of leave during any 12 month period to attend school conferences or other school-related activities for a child of whom the employee is the parent, foster parent, or guardian.

Prevailing Wage
Notice to Employees
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