Provide employees a workplace free from

rights under the law, including raising a

with OSHA, or reporting a work-related

Comply with all applicable OSHA standards.

fatalities within 8 hours, and all inpatient

hospitalizations, amputations and losses

Provide required training to all workers

Prominently display this poster in the

FREE ASSISTANCE to identify and correct

through OSHA-supported consultation

programs in every state.

hazards is available to small and medium-

sized employers, without citation or penalty,

in a language and vocabulary they can

Report to OSHA all work-related

of an eye within 24 hours.

health and safety concern with you or

recognized hazards. It is illegal to retaliate

against an employee for using any of their

OSHA Job Safety and Health

IT'S THE LAW!

Employers must:

injury or illness.

understand.

workplace.

Beginning July 1, 2008, employers must pay employees at least \$7.25 per hour.

minimum wage rate and must keep accurate records of employees' tips.

-The birth of a son or daughter of the employee

Required Minimum Wage Rates -

Beginning January 1, 2015, employers must pay employees at least \$8.00 per hour. Beginning January 1, 2016, employers must pay employees at least \$8.75 per hour. **Required Minimum Training Wage Rates**

1. An employer may pay an employee under the age of 20 years, first hired on or after July 1, 2006, a training wage of at least \$5.15 per hour for the first 90

. 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

. Beginning with the 91st day of employment, an employer must pay the employee the required minimum wage rate. Permissible Minimum Wage Credit for Tipped Employees . Beginning January 1, 2015, employers may take up to a 70% credit, or \$5.60 per hour, against the required minimum wage rate for employees who customarily receive tips, resulting in a reduced hourly wage rate of at least \$2.40 per hour.

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

> If you have any questions, please contact the West Virginia Division of Labor State Capitol Complex, Building 6, Room B-749, Charleston, WV 25305

telephone - 304.558.7890 email - wageandhour@wv.gov

Parental Leave Act

PARENTAL LEAVE ACT - (W.Va.Code§21-5D-1,et.seg.). This legislation, enacted in 1989, covers employees of all departments, divisions, boards, bureaus, agencies, commissions or other units of State Government and County Boards of Education. Under this law, an employee shall be entitled to a total of 12 weeks of unpaid Parental Leave following the exhaustion of all his or her annual and personal leave, during any 12 month period. The unpaid leave shall be granted to an employee for any of the following reasons:

-The placement of a son or daughter with the employee for adoption -To care for the employee's son or daughter, spouse, parent, or dependent who has a serious health condition

The statute further states that in the case of a serious health condition, the leave may be taken intermittently when medically necessary. If a leave of absence due to the birth or adoption of a child is foreseeable, the employee shall provide the employer with a two weeks written notice. If a leave of absence is foreseeable due to planned medical treatment or medical supervision, the employee shall make a reasonable effort to schedule the leave of absence so as not to disrupt the operations of the employer, subject to the approval of the health care provider. If an employee requests Parental Leave to care for a family member with a serious health condition, the employer may require the employee to provide certification by a health care provider of the family member's health condition and that the employee's assistance is necessary. The certification shall be sufficient if it contains the following: That the child, dependent, parent, or employee has a serious health condition. The date the serious health condition commenced and its probable duration. The medical facts regarding the serious health condition, upon release by the patient. The position held by an employee immediately before the leave of absence shall be held and the employee shall be returned to that position upon his or her return to work. However, the employer may hire a temporary employee to fill the position for the period of time the employee is off work. No employer may, because an employee received Parental Leave, reduce or deny any employment benefit or seniority which accrued to the employee before his or her leave commenced.

> **WEST VIRGINIA DIVISION OF LABOR** 749-b Building 6, Capitol Complex, Charleston, West Virginia 25305 Phone (304) 558-7890, x I63 Fax (304) 558-3797 www.labor.state.wv.us

Human Rights Act/Fair Housing/Pregnant Workers 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 RACE, RELIGION, COLOR, NATIONAL ORIGIN, ANCESTRY, SEX, BLINDNESS, HANDICAP, OR FAMILIAL STATUS

THE WEST VIRGINIA PREGNANT 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: Phone: 304-558-2616 WV Human Rights

> Commission (Toll Free) 888-676-5546 Fax: 304-558-0085 Room 108 A 1321 Plaza East Website: www.hrc. Charleston, WV 25301-1400

> > **Meal Breaks**

During the course of a workday of six or more hours. All employers shall make available at least twenty minutes for meal breaks, at times reasonably designated by the employer. This provision shall be required in all situations where employees are not afforded necessary breaks and/or permitted to eat while working.

Rest Periods of short duration, running from (5) to (20) minutes, must be counted as hours worked. WAGE PAYMENT AND COLLECTION ACT

Definitions 2.6 "Break Periods and/or Rest Periods" means when authorized by an employer, break periods and/or rest periods which do not exceed (20) minutes duration must be counted as hours worked.

Unemployment Compensation

Notice To Employees — Unemployment Benefits

TOTAL UNEMPLOYMENT 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. 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 immediately 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

Rest Periods:

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 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 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.

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or

WORKFORCE West Virginia

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:

• You have made a claim for benefits at a local unemployment office. 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 doing what a reasonable prudent person in your situation would do to find work.

 You have filed for and served a waiting period of one week during your benefit year. 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 selected

DISQUALIFICATIONS You may be disqualified from drawing benefits: 1. If you leave work voluntarily without good cause involving fault on the part of your employer. The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring 2. If you are discharged for misconduct.

> 3. 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. 4. If you are unemployed due to a labor dispute.

5. For the week for which you receive wages in lieu of notice or Workers' Compensation for temporary total disability. 6. For the week for which you receive unemployment compensation under the laws of another state or of the United States. 7. 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 upcoming seasons.

8. 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

term or after a holiday or vacation period. (EXCEPTION: If you have sufficient nonschool wages in your base period to qualify for benefits based upon the non-school wages only, you may be entitled to benefits during this period.) 9. 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. 10. 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 request or that of your duly-authorized agent for a vacation at a specified time that

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

12. 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 remuneration is less than the unemployment benefits otherwise due you, your unemployment benefits will be reduced by the amount of your annuity, pension, etc. 13. For each week in which and for 52 weeks thereafter, if the commissioner finds that you, within the preceding 24 months, 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 misdemeanor and may be subject to severe penalties.

Neither the full effect nor the duration of a disqualification is given here in detail.

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 pertinent

VOLUNTARY INCOME TAX WITHHOLDING PROGRAM

Unemployment compensation benefits are subject to Federal income tax and there are requirements relating to estimated tax payments. You may choose to

your employer no other alternative but to suspend operations.

have Federal income tax deducted and withheld from any unemployment benefits paid to you.

These FULL-TIME CLAIMS OFFICES are operated Monday through Friday each week:

92 15,850.00 - 15,999.99 168.00 4,368.00

93 16.000.00 - 16.149.99 170.00 4.420.00

94 16,150.00 - 16,299.99 171.00 4,446.00

95 16,300.00 - 16,449.99 173.00 4,498.00

96 16,450.00 - 16,599.99 174.00 4,524.00

97 16,600.00 - 16,749.99 176.00 4,576.00

98 16.750.00 - 16.899.99 177.00 4.602.00

99 16,900.00 - 17,049.99 179.00 4,654.00

100 17,050.00 - 17,199.99 181.00 4,706.00

101 17,200.00 - 17,349.99 182.00 4,732.00

102 17,350.00 - 17,499.99 184.00 4,784.00

103 17.500.00 - 17.649.99 185.00 4.810.00

104 17,650.00 - 17,799.99 187.00 4,862.00

106 17,950.00 - 18,099.99 190.00 4,940.00

107 18.100.00 - 18.249.99 192.00 4.992.00

108 18,250.00 - 18,399.99 193.00 5,018.00

109 18.400.00 - 18.549.99 195.00 5.070.00

110 18,550.00 - 18,699.99 196.00 5,096.00

111 18.700.00 - 18.849.99 198.00 5.148.00

112 18.850.00 - 18.999.99 200.00 5.200.00

113 19,000.00 - 19,149.99 201.00 5,226.00

BECKLEY • CHARLESTON • CLARKSBURG • ELKINS • FAIRMONT • GREENBRIER • VALLEY • HUNTINGTON • LOGAN • MARTINSBURG • MERCER COUNTY • MORGANTOWN • PARKERSBURG • PUTNAM • SOUTH BRANCH • SUMMERSVILLE • WEIRTON • WELCH • WHEELING

Unemployment Compensation Table

179 28.900.00 - 29.049.99 306.00 7.956.00

181 29,200.00 - 29,349.99 309.00 8,034.00

182 29.350.00 - 29.499.99 311.00 8.086.00

183 29,500.00 - 29,649.99 312.00 8,112.00

184 29,650.00 - 29,799.99 314.00 8,164.00

185 29.800.00 - 29.949.99 315.00 8.190.00

186 29,950.00 - 30,099.99 317.00 8,242.00

187 30,100.00 - 30,249.99 319.00 8,294.00

188 30,250.00 - 30,399.99 320.00 8,320.00

189 30.400.00 - 30.549.99 322.00 8.372.00

190 30,550,00 - 30,699,99 323,00 8,398,00

191 30,700.00 - 30,849.99 325.00 8,450.00

256 40,450.00 - 40,599.99 428.00 11,128.00 328 51,250.00 - 51,399.99 542.00 14,092.00

173 28,000.00 - 28,149.99 296.00 7,696.00 174 28.150.00 - 28.299.99 298.00 7.748.00

86 14,950.00 - 15,099.99 158.00 4,108.00

257 40.600.00 - 40.749.99 430.00 11.180.00

87 15.100.00 - 15.249.99 160.00 4.160.00 175 28,300.00 - 28,449.99 300.00 7,800.00 88 15.250.00 - 15.399.99 162.00 4.212.00 258 40,750.00 - 40,899.99 431.00 11,206.00

176 28.450.00 - 28.599.99 301.00 7.826.00 702.00 89 15,400.00 - 15,549.99 163.00 4,238.00 90 15,550.00 - 15,699.99 165.00 4,290.00 77 28,600.00 - 28,749.99 303.00 7,878.00 91 15,700.00 - 15,849.99 166.00 4,316.00 178 28.750.00 - 28.899.99 304.00 7.904.00

2.950.00 - 3.099.99 31.00 3,250.00 - 3,399.99 35.00 3.400.00 - 3.549.99 36.00 3,700.00 - 3,849.99 39.00 1,014.00 3,850.00 - 3,999.99 41.00 4,000.00 - 4,149.99 43.00 4.150.00 - 4.299.99 44.00 1.144.00 4,300.00 - 4,449.99 46.00 4,450.00 - 4,599.99 47.00 4.600.00 - 4.749.99 49.00 1.274.00 4,900.00 - 5,049.99 52.00 5,050.00 - 5,199.99 54.00 1,404.00 5,200.00 - 5,349.99 55.00 On separation from employment, pay an employee the fringe benefits due and payable according to the 5.350.00 - 5.499.99 57.00 5,500.00 - 5,649.99 58.00 1,508.00 5,650.00 - 5,799.99 60.00 5,800.00 - 5,949.99 62.00 5,950.00 - 6,099.99 63.00 1,638.00 6,100.00 - 6,249.99 65.00 6.250.00 - 6.399.99 66.00 1.716.00 6,400.00 - 6,549.99 68.00 5,550.00 - 6,699.99 70.00 1,820.00 6.700.00 - 6.849.99 71.00 6,850.00 - 6,999.99 73.00 7,000.00 - 7,149.99 74.00 1,924.00 7.150.00 - 7.299.99 76.00

7,450.00 - 7,599.99 79.00 2,054.00 7,600.00 - 7,749.99 81.00 2,106.00 7.900.00 - 8.049.99 84.00 2.184.00

Under \$2,200 ineligible \$2,200.00 - 2,349.99 24.00

2,350.00 - 2,499.99 25.00

2,650.00 - 2,799.99 28.00

2,800.00 - 2,949.99 30.00

2.500.00 - 2.649.99 27.00

8,050.00 - 8,199.99 85.00 8,200.00 - 8,349.99 87.00 8,500.00 - 8,649.99 90.00 8,950.00 - 9,099.99 95.00

0.000.00 - 10.149.99 106.00

9,400.00 - 9,549.99 100.00 9.550.00 - 9.699.99 101.00 9,700.00 - 9,849.99 103.00

9.100.00 - 9.249.99 97.00 2.522.00 9,250.00 - 9,399.99 98.00 2,548.00 9,850.00 - 9,999.99 104.00 2,704.00

8.350.00 - 8.499.99 89.00 2.314.00 8,650.00 - 8,799.99 92.00 2,392.00 8.800.00 - 8.949.99 93.00 2.418.00 2.626.00 2,678.00 2,886.00

2,756.00

1.976.00

122 20,350.00 - 20,499.99 216.00 5,616.00 123 20,500.00 - 20,649.99 217.00 5,642.00 124 20,650.00 - 20,799.99 219.00 5,694.00 125 20.800.00 - 20.949.99 220.00 5.720.00 126 20,950.00 - 21,099.99 222.00 5,772.00 127 21,100.00 - 21,249.99 223.00 5,798.00 128 21,250.00 - 21,399.99 225.00 5,850.00 129 21.400.00 - 21.549.99 227.00 5.902.00 130 21,550.00 - 21,699.99 228.00 5,928.00 131 21,700.00 - 21,849.99 230.00 5,980.00 132 21,850.00 - 21,999.99 231.00 6,006.00 133 22.000.00 - 22.149.99 233.00 6.058.00 134 22,150.00 - 22,299.99 235.00 6,110.00 136 22,450.00 - 22,599.99 238.00 6,188.00

115 19,300.00 - 19,449.99 204.00 5,304.00 116 19.450.00 - 19.599.99 206.00 5.356.00 117 19,600.00 - 19,749.99 208.00 5,408.00 118 19,750.00 - 19,899.99 209.00 5,434.00 119 19,900.00 - 20,049.99 211.00 5,486.00 120 20,050.00 - 20,199.99 212.00 5,512.00 121 20.200.00 - 20.349.99 214.00 5.564.00

114 19,150.00 - 19,299.99 203.00 5,278.00

199 31.900.00 - 32.049.99 338.00 8.788.00 200 32,050.00 - 32,199.99 339.00 8,814.00 201 32,200.00 - 32,349.99 341.00 8,866.00 202 32.350.00 - 32.499.99 342.00 8.892.00 203 32,500.00 - 32,649.99 344.00 8,944.00 204 32,650.00 - 32,799.99 346.00 8,996.00 205 32.800.00 - 32.949.99 347.00 9.022.00 206 32,950.00 - 33,099.99 349.00 9,074.00 208 33,250.00 - 33,399.99 352.00 9,152.00 209 33.400.00 - 33.549.99 354.00 9.204.00 210 33.550.00 - 33.699.99 355.00 9.230.00 33,700.00 - 33,849.99 357.00 9,282.00 212 33.850.00 - 33.999.99 358.00 9.308.00 213 34,000.00 - 34,149.99 360.00 9,360.00 214 34,150.00 - 34,299.99 361.00 9,386.00 215 34.300.00 - 34.449.99 363.00 9.438.00 216 34.450.00 - 34.599.99 365.00 9.490.00 34.600.00 - 34.749.99 366.00 9.516.00 218 34,750.00 - 34,899.99 368.00 9,568.00 219 34.900.00 - 35.049.99 369.00 9.594.00 220 35,050.00 - 35,199.99 371.00 9,646.00 221 35,200.00 - 35,349.99 373.00 9,698.00 222 35.350.00 - 35.499.99 374.00 9.724.00 223 35.500.00 - 35.649.99 376.00 9.776.00 224 35,650.00 - 35,799.99 377.00 9,802.00 225 35,800.00 - 35,949.99 379.00 9,854.00

196 31,450.00 - 31,599.99 333.00 8,658.00 31,600.00 - 31,749.99 335.00 8,710.00 198 31,750.00 - 31,899.99 336.00 8,736.00

192 30.850.00 - 30.999.99 327.00 8.502.00 193 31,000.00 - 31,149.99 328.00 8,528.00 194 31,150.00 - 31,299.99 330.00 8,580.00 195 31.300.00 - 31.449.99 331.00 8.606.00

274 43.150.00 - 43.299.99 457.00 11.882.00 275 43,300.00 - 43,449.99 458.00 11,908.00 277 43,600.00 - 43,749.99 461.00 11,986.00 278 43,750.00 - 43,899.99 463.00 12,038.00

259 40.900.00 - 41.049.99 433.00 11.258.00

260 41,050.00 - 41,199.99 434.00 11,284.00

261 41,200.00 - 41,349.99 436.00 11,336.00

262 41,350.00 - 41,499.99 438.00 11,388.00

263 41,500.00 - 41,649.99 439.00 11,414.00

264 41,650.00 - 41,799.99 441.00 11,466.00

265 41.800.00 - 41.949.99 442.00 11.492.00

266 41.950.00 - 42.099.99 444.00 11.544.00

267 42,100.00 - 42,249.99 446.00 11,596.00

268 42,250.00 - 42,399.99 447.00 11,622.00

269 42,400.00 - 42,549.99 449.00 11,674.00

270 42,550.00 - 42,699.99 450.00 11,700.00

271 42,700.00 - 42,849.99 452.00 11,752.00 344 53,650.00 - 53,799.99 568.00 14,768.00 272 42,850.00 - 42,999.99 454.00 11,804.00

345 53,800.00 273 43,000.00 - 43,149.99 455.00 11,830.00 346 53,950.00 - 54,099.99 571.00 14,846.00 347 54,100.00 - 54,249.99 573.00 14,898.00 348 54,250.00 - 54,399.99 574.00 14,924.00 349 54,400.00 - 54,549.99 576.00 14,976.00 350 54.550.00 - 54.699.99 577.00 351 54,700.00 - 54,849.99 579.00 15,054.00

279 43,900.00 - 44,049.99 465.00 12,090.00 352 54,850.00 280 44,050.00 - 44,199.99 466.00 12,116.00 353 55,000.00 - 55,149.99 582.00 15,132.00 281 44,200.00 - 44,349.99 468.00 12,168.00 354 55,150.00 - 55,299.99 584.00 15,184.00 282 44.350.00 - 44.499.99 469.00 12.194.00 355 55,300.00 - 55,449.99 585.00 15,210.00 283 44,500.00 - 44,649.99 471.00 12,246.00 356 55.450.00 - 55.599.99 587.00 15.262.00 284 44,650.00 - 44,799.99 473.00 12,298.00 357 55,600.00 - 55,749.99 588.00 15,288.00 285 44,800.00 - 44,949.99 474.00 12,324.00 358 55,750.00 - 55,899.99 590.00 15,340.00 286 44.950.00 - 45.099.99 476.00 12.376.00 287 45,100.00 - 45,249.99 477.00 12,402.00 288 45,250.00 - 45,399.99 479.00 12,402.00 289 45,400.00 - 45,549.99 480.00 12,480.00 290 45.550.00 - 45.699.99 482.00 12.532.00 291 45,700.00 - 45,849.99 484.00 12,584.00 293 46,000.00 - 46,149.99 487.00 12,662.00 294 46,150.00 - 46,299.99 488.00 12,688.00 295 46,300.00 - 46,449.99 490.00 12,740.00 296 46,450.00 - 46,599.99 492.00 12,792.00 297 46,600.00 - 46,749.99 493.00 12,818.00

298 46,750.00 - 46,899.99 495.00 12,870.00

299 46,900.00 - 47,049.99 496.00 12,896.00 300 47,050.00 - 47,199.99 498.00 12,948.00 301 47,200.00 - 47,349.99 500.00 13,000.00

359 55,900.00 - 56,049.99 592.00 360 56,050.00 - 56,199.99 593.00 15,418.00 361 56,200.00 - 56,349.99 595.00 15,470.00 362 56,350.00 - 56,499.99 596.00 15,496.00 363 56.500.00 - 56.649.99 598.00 15.548.00 364 56.650.00 - 56.799.99 599.00 15.574.00 365 56,800.00 - 56,949.99 601.00 15,626.00 367 57,100.00 - 57,249.99 604.00 15,704.00 368 57,250.00 - 57,399.99 606.00 15,756.00 369 57,400.00 - 57,549.99 607.00 15,782.00 370 57.550.00 - 57.699.99 608.00 15.808.00

371 57,700.00 - 57,849.99 611.00 15,886.00 372 57,850.00 - 57,999.99 612.00 15,912.00 391 60,700.00 -60,849.99 642.00 16,892.00
392 60,850.00 -60,999.99 644.00 16,744.00
393 61,000.00 -61,149.99 645.00 16,770.00
394 61,150.00 -61,299.99 647.00 16,822.00
395 61,300.00 -61,49.99 659.00 16,800.00
397 61,600.00 -61,789.99 650.00 16,900.00
398 61,750.00 -61,899.99 655.00 16,978.00
399 61,900.00 -62,099.99 655.00 17,030.00
400 62,050.00 -62,199.99 657.00 17,030.00
401 62,050.00 -62,349.99 658.00 17,108.00 317 49,600.00 - 49,749.99 525.00 13,650.00 318 49,750.00 - 49,899.99 526.00 13,676.00 319 49,900.00 - 50,049.99 528.00 13,728.00 320 50,050.00 - 50199.99 530.00 13,780.00 321 50,200.00 - 50,349.99 531.00 13,806.00 322 50,350.00 - 50,499.99 533.00 13,858.00 401 62,200.00 -62,349.99 658.00 17,108.00 402 62,350.00 -62,499.99 660.00 17,160.00 323 50,500.00 - 50,649.99 534.00 13,884.00

Pro**Service** Hawaii HR that powers your business TO REORDER, CALL 1-888-488-7678 OR ORDER AT STATEANDFEDERALPOSTER.COM

■ File a complaint with OSHA within Post OSHA citations at or near the 30 days (by phone, online or by mail) place of the alleged violations.

if you have been retaliated against for using your rights. See any OSHA citations issued to your employer.

All workers have the right to:

Raise a safety or health concern with

Receive information and training on

Request an OSHA inspection of your

workplace if you believe there are unsafe

or unhealthy conditions. OSHA will keep

your name confidential. You have the

right to have a representative contact

Participate (or have your representative

participate) in an OSHA inspection and

speak in private to the inspector.

substances in your workplace.

job hazards, including all hazardous

your employer or OSHA, or report a work-

related injury or illness, without being

A safe workplace.

retaliated against.

OSHA on your behalf.

Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

Employers subject to the

state minimum wage law are

Receiving closer parking

Who is Protected?

Staffing agencies

Religion

Disability

National origin

Age (40 and older)

What Organizations are Covered?

State and local governments (as employers)

Educational institutions (as employers)

of your immigration status, on the bases of:

Most private employers

Job applicants

ligated to pay the higher rate

At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

o not equal the minimum hourly wage, the employer must make up the difference.

Contact OSHA. We can help.

Federal Minimum Wage \$7.25 PER HOUR BEGINNING JULY 24, 2009 The law requires employers to display this poster where employees can readily see it.

1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

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 year 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 employees a cas

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, whic 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

itigate 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 provision

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

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 hou

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. 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.

1-866-487-9243 • TTY: 1-877-889-5627 • www.dol.gov/whd

• 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

· Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of

because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not.

Pregnant Workers Fairness Act (PWFA) The Pregnant Workers Fairness Act (PWFA) is a federal law that, starting June 27, 2023, requires covered employers to provide "reasonable accommodations" to a pualified worker's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an "undue hardship." An undue hardship is defined as causing significant difficulty or expense.

"Reasonable accommodations" are changes to the work environment or the way things are usually done at work WHAT ARE SOME POSSIBLE ACCOMMODATIONS FOR PREGNANT WORKERS? Being able to sit or drink water

Receiving appropriately sized uniforms and safety apparel Receiving additional break time to use the bathroom, eat, and rest Taking leave or time off to recover from childbirth Being excused from strenuous activities and/or exposure to chemicals not safe for pregnancy

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

Under the EEOC's laws, an employer may not discriminate against you, regardless

Sex (including pregnancy and related conditions, sexual orientation, or gender

Genetic information (including employer requests for, or purchase, use, or

Retaliation for filing a charge, reasonably opposing discrimination, or participating

Interference, coercion, or threats related to exercising rights regarding disability

Failure to provide reasonable accommodation for a disability or a sincerelyheld

Conduct that might reasonably discourage someone from opposing discrimination.

Conduct that coerces. intimidates, threatens, or interferes with someone exercising

rights, regarding disability discrimination (including accommodation) or pregnancy

Contact the EEOC promptly if you suspect discrimination. Do not delay, because

depending on where you live/work). You can reach the EEOC in any of the following

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

Additional information about the EEOC, including information about filing a charge of

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

The Department of Labor's Office of Federal Contract Compliance Programs

(OFCCP) enforces the nondiscrimination and affirmative action commitments of

there are strict time limits for filing a charge of discrimination (180 or 300 days.

their rights, or someone assisting or encouraging someone else to exercise

disclosure of genetic tests, genetic services, or family medical history)

What Employment Practices can be Challenged as Discriminatory?

Harassment (including unwelcome verbal or physical conduct)

Obtaining or disclosing genetic information of employees

Requesting or disclosing medical information of employees

iling a charge, or participating in an investigation or proceeding.

What can You Do if You Believe Discrimination has Occurred?

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

Union members and applicants for membership in a union

What Types of Employment Discrimination are Illegal?

in a discrimination lawsuit, investigation, or proceeding,

discrimination or pregnancy accommodation

All aspects of employment, including:

Pay (unequal wages or compensation)

religious belief, observance or practice

Discharge, firing, or lay-off

Hiring or promotion

Assianment

Benefits

 Job training Classification Referral

Portal/Login.aspx

1–800–669–6820 (TTY)

E-Mail info@eeoc.gov

1-844-234-5122 (ASL video phone)

discrimination, is available at www.eeoc.gov.

WHAT OTHER FEDERAL EMPLOYMENT LAWS MAY APPLY TO PREGNANT WORKERS? Other laws that apply to workers affected by pregnancy, childbirth, or related medical conditions, include:

Title VII which prohibits employment discrimination based on sex, pregnancy, or other protected categories (enforced by the U.S. Equal Employment Opportunity The ADA which prohibits employment discrimination based on disability (enforced by the EEOC)

The Family and Medical Leave Act which provides unpaid leave for certain workers for pregnancy and to bond with a new child (enforced by the U.S Department of The PUMP Act which provides nursing mothers a time and private place to pump at work (enforced by the U.S. Department of Labor) Learn more at www.EEOC.gov/Pregnancy-Discrimination

Updated 6/2

opportunity in all aspects of employment

200 Constitution Avenue, N.W.

Race, Color, National Origin, Sex

Washington, D.C. 20210

Equal Employment Opportunity Know Your Rights: Workplace Discrimination is Illegal companies doing business with the Federal Government. If you are applying for a The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal job with, or are an employee of, a company with a Federal contract or subcontract, laws that protect you from discrimination in employment. If you believe you've been you are protected under Federal law from discrimination on the following bases: discriminated against at work or in applying for a job, the EEOC may be able to help

> Asking About, Disclosing, or Discussing Pay Executive Order 11246, as amended protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees.

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin

Executive Order 11246, as amended, prohibits employment discrimination by

Federal contractors based on race, color, religion, sex, sexual orientation, gender

identity, or national origin, and requires affirmative action to ensure equality of

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified

individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employmen by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities a all levels of employment, including the executive level.

U.S.C. 4212 prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated 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 Retaliation is prohibited against a person who files a complaint of discrimination.

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38

Federal contractors under these Federal laws. Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately: The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor

1-800-397-6251 (toll-free)

participates in an OFCCP proceeding, or otherwise opposes discrimination by

to access telecommunications relay services. OFCCP may also be contacted by 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 telephone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at https://www.dol.gov/agencies/ofccp/contact. PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1

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 where employment discrimination causes or may cause discrimination in providing service under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance. Individuals with Disabilities Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment

discrimination on the basis of disability in any program or activity which receives

Federal financial assistance. Discrimination is prohibited in all aspects of

In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended

employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the iob. 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 agency providing such assistance.

Payday Notice ■ MONDAY ■ TUESDAY ■ WEDNESDAY ■ THURSDAY ■ FRIDAY ■ SATURDAY ■ SUNDAY

☐ WEEKLY ☐ BI-WEEKLY ☐ SEMI-MONTHLY ☐ MONTHLY ☐ PAYCHECKS ARE ISSUED ON THE ______ AND _____ OF THE MONTH

PAY SCHEDULE IS

Emergency Notice

FIRE-RESCUE:

PHYSICIAN

 TITOIOIAN.
 POLICE:
 HAZARDOUS MATERIAL:

Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period for

by working less hours each day or week. Read Fact Sheet #28M(c) for more informatio

• To care for your spouse, child or parent with a serious mental or physical health condition, and

You have at least 1,250 hours of service for your employer during the 12 months before your leave, and

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

• You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year,

Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and

Your serious mental or physical health condition that makes you unable to work

The birth, adoption or foster placement of a child with you,

You are an **eligible employee if all** of the following apply:
• You work for a covered employer,

You have worked for your employer at least 12 months,

· Give notice at least 30 days before your need for FMLA leave. o

How do I request FMLA leave?

Generally, to request FMLA leave you must

equest certification of a qualifying exigency.

If you are eligible for FMLA leave, your employer must:

About your FMLA rights and responsibilities, and

· Allow you to take job-protected time off work for a qualifying reasor

that you are eligible, your employer must notify you in writing:

the QR code to learn about our WHD complaint process

How much of your requested leave, if any, will be FMLA-protected leave

YOU MAY NEED TO CHECK YOUR WITHHOLDING

Since you last filed Form W-4 with your employer did you...

Your nonwage income (interest, dividend, capital gains, etc.)?

members of the uniformed services, and applicants to the uniformed services.

connection with a proceeding under USERRA, even if that person has no service connection.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

exclusions) except for service-connected illnesses or injuries.

Your family wage income (you or your spouse started or

What does my employer need to do?

Where can I find more information?

Marry or divorce?

ended a job)?

Your tax credits?

Change your name?

Gain or lose a dependent?

Your itemized deductions?

REEMPLOYMENT RIGHTS

or, in some cases, a comparable job.

HEALTH INSURANCE PROTECTION

during the course of employment.

disclosed to unauthorized persons.

WAGE AND HOUR DIVISION

Work hours limited

SUMMER EMPLOYMENT

May not work:

WHILE SCHOOL IS IN SESSION

dispensed and consumed on the premises

requirements of W. Va. Code §21-5-9.

terms or conditions of employment.

§21-5 PREVENTS THE EMPLOYER FROM:

unions, charities, and hospitalization and medical insurance).

retaliation when they, in good faith, report any instances of

WASTE

Substantial abuse, misuse,

destruction, or loss of

UNITED STATES DEPARTMENT OF LABOR

Employment Requirements for 14 & 15 year olds

individuals engaged in national security-related activities.

1-866-487-9243 • TTY: 1-877-889-5627 <u>www.dol.gov/whd</u>

Were there major changes to...

Family Medical Leave Act

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

What is FMLA leave?: 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

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 for the

fou 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

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 FMLA leave

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.

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 mus<mark>t also</mark> inform your employer if FMLA leave was previously taken or approved for the same reason when requesting additional leave. Your employer may request certification from a health care provider to verify medical leave and may

may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress.

• 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

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

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

For additional information: 1-866-4-USWAGE (1-866-487-9243)

TTY: 1-877-889-5627 www.dol.gov/whd

IRS Withholding

USERRA

• FOR USE BY PRIVATE SECTOR AND STATE GOVERNMENT EMPLOYERS •

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

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or

• you ensure that your employer receives advance written or verbal notice of your service: • you have five years or less of cumulative service in the uniformed services while with that particular employer; • you return to work or apply for reemployment in a timely manner after conclusion of service; and

If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service

If you: • are a past or present member of the uniformed service; • have applied for membership in the uniformed service; or • are obligated to serve in the

uniformed service; then an employer may not deny you: • initial employment; • reemployment; • retention in employment; • promotion; or • any benefit of

• If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and

your dependents for up to 24 months while in the military. • Even if you don't elect to continue coverage during your military service, you have the right

• The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA

applicable, for representation. • You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.

to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition

violations. • For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at https://

www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be viewed at https://webapps.dol.gov/elaws/vets/userra • If you file a complaint

In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in

with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this

address: https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify employees of their rights under USERRA, and

U.S. Department of Justice Office of Special Counsel

Polygraph Protection

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining,

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

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

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

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a

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

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

Child Labor Law

Age Specific Guidelines for the employment of children in West Virginia

Work Permit Required: Entitled to a 30 minute lunch after five hours of work. Work restricted to **non hazardous occupations. Prohibited from working in a

• more than 3 hrs per day• more than 18 hrs per week • before 7:00 am or after 7:00 pm *without supervision permit • During normal school hours

•prohibited from occupations involving the serving or dispensing of alcohol while working in an establishment (other than a bar) where alcohol is served,

for additional information contact

The West Virginia Division of Labor

Capitol Complex Building 6, Room 749B

Charleston, WV 25305

(304) 558-7890, Ext. 163

• an age certificate may re required by the employer as proof of age • work hours unrestricted • may participate in volunteer fire activities

work limited to age appropriate non hazardous occupations** regardless of whether or not an age certificate has been obtained

13 Year olds may Baby sit, Engage in agricultural activities, Deliver Newspapers, Be an actor or performer, Work for parents in their solely, owned business

or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers.

bar or other establishment where the primary business activity involves the consumption of alcoholic beverages

more than 8 hrs per day • more than 40 hrs per week • before 7:00 am or after 9:00 pm *without supervision permit

• may participate in fighting forest fires (as part of junior forest fire crew) • prohibited from working in a bar

Wage Payment & Collection Act

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

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

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

time, terms, and conditions of an employer-employee agreement, whether verbal or written, if any.

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

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

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

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

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

Notify employees in writing at the time of hire, or by a posted notice that is accessible to all employees,

Home schooled children are also restricted from working during normal school hours.

• may not drive a motor vehicle as a principal part of their employment or for delivery purposes

Age Certificates may be required by employer-Not a requirement of law.

* call for eligibility requirements ** as determined by the Commissioner of Labor

workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer.

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and:

you have not been separated from service with a disqualifying discharge or under other than honorable conditions.

If you can answer "yes"...

on the IRS website.

information on this subject.

To any of these or you owed extra tax when you filed your last return, you

may need to file a new Form W-4. See your employer for a copy of Form

withholding. For more details, get Publication 919, How Do I Adjust My Tax

Withholding?, or use the Withholding Calculator at www.irs.gov/individuals

W-4 or call the IRS at 1-800-829-3676. Now is the time to check your

Employer: Please poster or publish this Bulletin Board Poster so that

your employees will see it. Please indicate where they can get forms and

the public interest

Non-technical violations

of any statute, regulation,

To report any instance of waste or wrongdoing, as defined above, contact the appropriate supervisory personnel in your office or agency, or other appropriate official.

publicfunds or resources ethics designed to protect

ordinance, or code of

3 13,000.00 - 13,149.99 138.00 3,588.00 3 13.450.00 - 13.599.99 143.00 3.718.00 78 13,750.00 - 13,899.99 146.00 3,796.00 0 14,050.00 - 14,199.99 149.00 3,874.00 1 14.200.00 - 14.349.99 150.00 3.900.00

13,150.00 - 13,299.99 139.00 3,614.00 13,300.00 - 13,449.99 141.00 3,666.00 13.600.00 - 13.749.99 144.00 3.744.00 13,900.00 - 14,049.99 147.00 3,822.00

156 25,450.00 - 25,599.99 269.00 6,994.00 157 25.600.00 - 25.749.99 271.00 7.046.00 158 25,750.00 - 25,899.99 273.00 7,098.00 159 25.900.00 - 26.049.99 274.00 7.124.00 160 26.050.00 - 26.199.99 276.00 7.176.00 161 26,200.00 - 26,349.99 277.00 7,202.00 162 26,350.00 - 26,499.99 279.00 7,254.00 163 26.500.00 - 26.649.99 281.00 7.306.00 164 26.650.00 - 26.799.99 282.00 7.332.00

245 38,800.00 - 38,949.99 411.00 10,686.00 246 38,950.00 - 39,099.99 412.00 10,712.00 247 39,100.00 - 39,249.99 414.00 10,764.00 248 39,250.00 - 39,399.99 415.00 10,790.00 249 39.400.00 - 39.549.99 417.00 10.842.00 250 39.550.00 - 39.699.99 419.00 10.894.00 251 39,700.00 - 39,849.99 420.00 10,920.00 252 39.850.00 - 39.999.99 422.00 10.972.00 253 40.000.00 - 40.149.99 423.00 10.998.00

329 51.400.00 - 51.549.99 544.00 14.144.00

330 51,550.00 - 51,699.99 546.00 14,196.00

333 52.000.00 - 52.149.99 550.00 14.300.00

334 52,150.00 - 52,299.99 552.00 14,352.00

335 52,300.00 - 52,449.99 553.00 14.378.00

336 52.450.00 - 52.599.99 555.00 14.430.00

337 52,600.00 - 52,749.99 557.00 14,482.00

339 52,900.00 - 53,049.99 560.00 14,560.00

340 53,050.00 - 53,199.99 561.00 14,586.00

341 53.200.00 - 53.349.99 563.00 14.638.00

342 53,350.00 - 53,499.99 565.00 14,690.00

343 53.500.00 - 53.649.99 566.00 14.716.00

- 53,949.99 569.00

- 54,999.99 580.00

- 52,899.99 558.00

338 52,750.00

1 51,700.00 - 51,849.99 547.00 14,222.00

404 62,650.00 - and above 662.00 17,212.00 WVUC-B-59, effective July 1, 2023

137 22 600 00 - 22 749 99 239 00 6 214 00 Refusing to pay wages owed, up to \$800.00, to the relatives of a deceased employee. 226 35.950.00 - 36.099.99 381.00 9.906.00 374 58,150.00 - 58,299.99 615.00 15,990.00 138 22,750.00 - 22,899.99 241.00 6,266.00 10.300.00 - 10.449.99 109.00 2.834.00 227 36,100.00 - 36,249.99 382.00 9,932.00 139 22,900.00 - 23,049.99 243.00 6,318.00 375 58,300.00 - 58,449.99 617.00 16,042.00 10,450.00 - 10,599.99 111.00 302 47,350.00 - 47,499.99 501.00 13,026.00 140 23,050.00 - 23,199.99 244.00 6,344.00 376 58,450.00 - 58,599.99 619.00 16,094.00 229 36,400.00 - 36,549.99 385.00 10,010.00 303 47,500.00 - 47,649.99 503.00 13,078.00 141 23,200.00 - 23,349.99 246.00 6,396.00 10.750.00 -10.899.99 114.00 2.964.00 377 58.600.00 - 58.749.99 620.00 16.120.00 230 36.550.00 - 36.699.99 387.00 10.062.00 304 47,650.00 - 47,799.99 504.00 13,104.00 10,900.00 - 11,049.99 116.00 142 23.350.00 - 23.499.99 247.00 6.422.00 **Whistle Blower** 231 36,700.00 - 36,849.99 388.00 10,088.00 378 58,750.00 - 58,899.99 622.00 16,172.00 143 23,500.00 - 23,649.99 249.00 6,474.00 305 47,800.00 - 47,949.99 506.00 13,156.00 1,050.00 - 11,199.99 117.00 232 36,850.00 - 36,999.99 390.00 10,140,00 379 58,900.00 - 59,049.99 623.00 16,198.00 144 23,650.00 - 23,799.99 250.00 6,500.00 306 47,950.00 - 48,099.99 507.00 13,182.00 11,200.00 - 11,349.99 119.00 3,094.00 233 37.000.00 - 37.149.99 392.00 10.192.00 380 59.050.00 - 59.199.99 625.00 16.250.00 145 23,800.00 - 23,949.99 252.00 6,552.00 307 48,100.00 - 48,249.99 509.00 13,234.00 234 37,150.00 - 37,299.99 393.00 10,218.00 381 59,200.00 - 59,349.99 626.00 16,276.00 11.500.00 - 11.649.99 122.00 146 23.950.00 - 24.099.99 254.00 6.604.00 308 48,250.00 - 48,399.99 511.00 13,286.00 147 24,100.00 - 24.249.99 255.00 6.630.00 382 59,350.00 - 59,499.99 628.00 16,328.00 236 37,450.00 - 37,599.99 396.00 10,296.00 309 48,400.00 - 48,549.99 512.00 13,312.00 11,800.00 - 11,949.99 125.00 3,250.00 148 24,250.00 - 24,399.99 257.00 6,682.00 383 59.500.00 - 59.649.99 630.00 16.380.00 The West Virginia Whistle-blower Law protects public employees against discharge, discrimination, or 237 37.600.00 - 37.749.99 398.00 10.348.00 0 48.550.00 - 48.699.99 514.00 13.364.00 238 37,750.00 - 37,899.99 400.00 10,400.0 59,650.00 - 59,799,99 631,00 16,406.0 385 59,800.00 -59,949.99 633.00 16,458.00 386 59,950.00 -60,099.99 634.00 16,484.00 387 60,100.00 -60,249.99 636.00 16,536.00 12.100.00 - 12.249.99 128.00 3.328.00 150 24.550.00 - 24.699.99 260.00 6.760.00 311 48,700.00 - 48,849.99 515.00 13,390.00 239 37.900.00 - 38.049.99 401.00 10.426.00 12,250.00 - 12,399.99 130.00 3,380.00 151 24,700.00 - 24,849.99 262.00 6,812.00 312 48,850.00 - 48,999.99 517.00 13,442.00 240 38.050.00 - 38.199.99 403.00 10.478.00 12,400.00 - 12,549.99 131.00 3,408.00 152 24,850.00 - 24,999.99 263.00 6,838.00 313 49,000.00 - 49,149.99 519.00 13,494.00 388 60,250.00 - 60,399.99 638.00 16,588.00 389 60,400.00 - 60,549.99 639.00 16,614.00 390 60,550.00 - 60,699.99 641.00 16,666.00 391 60,700.00 - 60,849.99 642.00 16,692.00 12,550.00 - 12,699.99 133.00 3,458.00 153 25,000.00 - 25,149.99 265.00 6,890.00 242 38.350.00 - 38.499.99 406.00 10.556.00 314 49,150.00 - 49,299.99 520.00 13,520.00 12.700.00 - 12.849.99 135.00 3.510.00 154 25,150.00 - 25,299.99 266.00 6,916.00 **WRONGDOING** 243 38.500.00 - 38.649.99 408.00 10.608.00 315 49.300.00 - 49.449.99 522.00 13.572.00 12.850.00 - 12.999.99 136.00 3.536.00 155 25.300.00 - 25.449.99 268.00 6.968.00 244 38,650.00 - 38,799.99 409.00 10,634.00 316 49,450.00 - 49,599.99 523.00 13,598.00

324 50,650.00 - 50,799.99 536.00 13,936.00 403 62,500.00 - 62,649.99 661.00 17,186.00 165 26,800.00 - 26,949.99 284.00 7,384.00 2 14.350.00 - 14.499.99 152.00 3.952.00 325 50.800.00 - 50.949.99 538.00 13.988.00 255 40,300.00 - 40,449.99 427.00 11,102.00 3 14,500.00 - 14,649.99 154.00 4.004.00 166 26,950.00 - 27,099.99 285.00 7,410.00 167 27,100.00 - 27,249.99 287.00 7,462.00 256 40,450.00 - 40,599.99 428.00 11,128.00 326 50,950.00 - 51,099.99 539.00 14,014.00 14,650.00 - 14,799.99 155.00 4,030.00 14,800.00 - 14,949.99 157.00 4,082.00 168 27,250.00 - 27,399.99 289.00 7,514.00 257 40,600.00 - 40,749.99 430.00 11,180.00 327 51,100.00 - 51,249.99 541.00 14,066.00 MAKING UNAUTHORIZED COPIES IS AGAINST THE LAW AND MAY SUBJECT YOU TO CIVIL AND CRIMINAL LIABILITY ALL RIGHTS RESERVED. COPYRIGHT BY STATE AND FEDERAL POSTER. INC.