EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

Know Your Rights: Workplace Discrimination is Illegal The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

Who is Protected? • Retaliation for filing a charge, reasonably opposing Employees (current and former), including managers discrimination, or participating in a discrimination lawsuit, investigation, or proceeding and temporary employees • Interference, coercion, or threats related to exercising Job applicants

• Union members and applicants for membership in a union What Organizations are Covered? Most private employers State and local governments (as employers) Educational institutions (as employers)

 Staffing agencies What Types of Employment Discrimination are Illegal? physical conduct) Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of:

 Race Color Religion National origin · Sex (including pregnancy, childbirth, and related Benefits

medical conditions, sexual orientation, or gender identity) Age (40 and older Disability

· Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)

under Federal law from discrimination on the following bases:

other applicants or employee

of employment, including the executive level.

which receive Federal financial assistance.

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

doing business with the Federal Government. If you are applying for a job with, or are

an employee of, a company with a Federal contract or subcontract, you are protected

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

contractors based on race, color, religion, sex, sexual orientation, gender identity, or

national origin, and requires affirmative action to ensure equality of opportunity in all

Asking About, Disclosing, or Discussing Pay Executive Order 11246, as amended,

protects applicants and employees of Federal contractors from discrimination based on

Disability 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 employment

accommodation to the known physical or mental limitations of an otherwise qualified

Rights Act of 1964, as amended, 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

services under such programs. Title IX of the Education Amendments of 1972 prohibits

employment discrimination on the basis of sex in educational programs or activities

by Federal contractors. Disability discrimination includes not making reasonable

inquiring about, disclosing, or discussing their compensation or the compensation of

enforces the nondiscrimination and affirmative action commitments of companies

• Discharge, firing, or lay-off · Harassment (including unwelcome verbal or · Hiring or promotion • Pay (unequal wages or compensation)

rights regarding disability discrimination or pregnancy

What Employment Practices can be Challenged as

All aspects of employment, including:

• Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical condition; or a sincerely-held religious belief, observance or practice

 Job training Classification Referral • Obtaining or disclosing genetic information of employees

• Requesting or disclosing medical information

of employees

it an EEOC field office (information at w.eeoc.gov/field-office)

Aail info@eeoc.gov Visit an EEOC field office (information at www.eeoc.gov/field-office) E-Mail info@eeoc.gov

Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov.

the EEOC in any of the following ways:

Call 1–800–669–4000 (toll free)

1-800-669-6820 (TTY)

• Conduct that might reasonably discourage someone

Conduct that coerces, intimidates, threatens, or interferes

from opposing discrimination, filing a charge, or

with someone exercising their rights, or someone

assisting or encouraging someone else to exercise

rights, regarding disability discrimination (including

What can You Do if You Believe Discrimination has

Occurred? Contact the EEOC promptly if you suspect

limits for filing a charge of discrimination (180 or 300

Submit an inquiry through the EEOC's public portal:

https://publicportal.eeoc.gov/Portal/Login.aspx

days, depending on where you live/work). You can reach

discrimination. Do not delay, because there are strict time

accommodation) or pregnancy accommodation

participating in an investigation or proceeding

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS Protected Veteran Status The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 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 Executive Order 11246, as amended, prohibits employment discrimination by Federal Retaliation Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes

discrimination by 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 200 Constitution Avenue, N.W. Washington, D.C. 20210 1-800-397-6251 (toll-free)

If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 to access telecommunications relay services. OFCCP may also be contacted by submitting a individual with a disability who is an applicant or employee, barring undue hardship to 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. the employer. Section 503 also requires that Federal contractors take affirmative action Government, Department of Labor and on OFCCP's "Contact Us" webpage at to employ and advance in employment qualified individuals with disabilities at all levels https://www.dol.gov/agencies/ofccp/contact.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil

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 employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job. 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. (Revised 6/27/2023)

EMPLOYEE POLYGRAPH PROTECTION ACT

from using lie detector tests either for pre-employment screening or bargaining agreement which is more restrictive with respect to lie detector tests. during the course of employment

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. **EXEMPTIONS** 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 certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer. The law

EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT The Employee Polygraph Protection Act prohibits most private employers does not preempt any provision of any State or local law or any collective

EXAMINEE RIGHTS Where polygraph tests are permitted, they are subject to PROHIBITIONS Employers are generally prohibited from requiring or 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.**



FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009 The law requires employers to display this poster where employees can child labor provisions. Heightened civil money penalties may be assessed for

OVERTIME PAY At least 1 ½ times your 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 nonfarm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours n various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment. TIP CREDIT 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 cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference. **PUMP AT WORK** The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk. **ENFORCEMENT** The Department has authority to recover back wages and ar equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal

prosecution. Employers may be assessed civil money penalties for each willful

or repeated violation of the minimum wage or overtime pay provisions of the

law. Civil money penalties may also be assessed for violations of the FLSA's

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. Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico. Some state laws provide greater employee protections; employers must comply with both. Some employers incorrectly classify workers as "independent contractors"

when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not. 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 Labor.



WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR 1-866-487-9243 www.dol.gov/agencies/whd

H.B. 4140 MEAL BREAKS

ENROLLED - H.B. 4140 (By Delegate S. Cook) - (Passed March 11, 1994; in effect ninety days from passage)

AN ACT to amend three, chapter twenty-one of the code of West Virginia, one thousand nine hundred thirty-one, as amended, by adding thereto a new section, designated section ten-a, relating to the safety and welfare of employees; and establishing a guaranteed meal break for all

employees. Be it enacted by the Legislature of West Virginia: That article three, chapter twenty-one of the code of west Virginia, one thousand nine hundred thirty-one, as amended, be amended by adding thereto a new section, designated section ten-a, to read as follows: **ARTICLE 3. SAFETY AND WELFARE OF EMPLOYEES** §21310a 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.

TITLE 42, SERIES 8: MINIMUM WAGE AND MAXIMUM HOUR

§4289.9 Rest Periods: Rest Periods of short duration, running from (5) to (20) minutes, must be counted as hours worked. TITLE 42, SERIES 5: WAGE PAYMENT AND COLLECTION ACT §4252 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. **ARTICLE 6: CHILD LABOR LAW**

§ 2167 Hours and days of labor by minors.

No child under the age of sixteen years shall be employed or permitted to work for more than five hours continuously without an interval of at least thirty minutes for a lunch period, and no period of less than thirty minutes shall, for the purposes of this section, be deemed to interrupt a continuous

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT



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
- 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.

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

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
- 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 OSHAsupported consultation programs in every



WHISTLE-BLOWERS' PROTECTION ACT

WEST VIRGINIA & FEDERAL LABOR LAW POSTER

NOTICE: WEST VIRGINIA WHISTLE-BLOWER LAW

The West Virginia Whistle-blower Law protects public employees against discharge, discrimination, or retaliation when they, in good faith, report any instances of

Substantial abuse, misuse, destruction,

designed to protect the public interest

WRONGDOING Non-technical violations of any statute, or loss of public funds or resources regulation, ordinance, or code of ethics

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. Published and distributed by the West Virginia Division of Personnel;

WAGE PAYMENT AND 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 Fax: (304)558-3797 labor.wv.gov WEST VIRGINIA WAGE PAYMENT AND COLLECTION ACT

This abstract must be placed in an area accessible to all employees leave and other fringe benefits, if any. 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 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 to their wages. 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 employment.

benefits due and payable according to the time, terms, and conditions of an employer-employee agreement, whether verbal Notify employees in writing at the time of hire, or by a posted notice that is accessible to all employees, identifying the employer's established work week, pay periods, regularly scheduled pay days, and employment practices and policies regarding vacation, sick

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 conditions of employment Furnish each employee with a written itemized statement of

deductions withheld from his or her wages each pay period. **821-5 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 On separation from employment, pay an employee the fringe

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 from assignment.

Refusing to pay wages owed, up to \$800.00, to the relatives of a Revised January 2018

WEST VIRGINIA MINIMUM WAGE

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

MINIMUM WAGE REQUIREMENTS

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 state minimum wage law, §21-5C. **Required Minimum Wage Rate**

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

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

Required Minimum Training Wage Rate · 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, 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

PAYDAY NOTICE

Regular Paydays for Employees of

(Company Name) Shall be as follows:

WITHHOLDING STATUS

YOU MAY NEED TO CHECK YOUR WITHHOLDING

Since you last filed form W-4 with your employer did you... Marry or divorce? Gain or lose a dependent? Change your name? Were there major changes to...

• Your nonwage income (interest, dividends, capital gains, etc.)? • Your family wage income (you or your spouse started or ended · Your itemized deductions? Your tax credits?

your last return, you may need to file a new form W-4.

If you can answer "YES"... To any of these questions or you owed extra tax when you filed

See your employer for a copy of Form W-4 or call the IRS at 1-800-829-3676. Now is the time to check your withholding. For more details,

get Publication 919, How Do I Adjust My Tax Withholding?, or use the Withholding Calculator at www.irs.gov/individuals on the IRS web site. **Employer**: Please post or publish this Bulletin Board Poster so that your employees will see it. Please indicate where they can get forms and information on this subject.

immediately preceding the first day of the Publication 213 ndividual's benefit year). (Rev. 8-2009) Cat. No. 11047P **ELIGIBILITY REQUIREMENTS - OTHER** If you are unemployed, you shall be eligible to

ANTI-DISCRIMINATION NOTICE It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the documents

have a future expiration date may also constitute illegal discrimination. For information, please contact

The Office of Special Counsel for Immigration Related Unfair Employment Practices Office at 800-255-7688.

DISCRIMINATION 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, 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: WV Human Rights Commission Room 108 A, 1321 Plaza East 304-558-2616 www.hrc.wv.gov (Toll Free) 888-676-5546

WORKERS' COMPENSATION

NOTICE TO EMPLOYEES

You are entitled to medical benefits and possibly wage replacement benefits in the event of an occupational injury or disease arising out of employment. When a traumatic injury or death occurs or an occupational disease is contracted in the course of your employment, you must notify your employer immediately. Failure to immediately give notice to your employer of the injury shall weigh against a finding of compensability and will dilute the credibility and reliability of your claim. Notice provided to your employer within two (2) working days of the injury shall be deemed immediate notice. You are responsible for filing the application for workers' compensation benefits within six months from the date of injury. The time limit on occupational pneumoconiosis and disease claims is three years from the date of last exposure. The time limit to file fatal occupational pneumoconiosis/occupational disease claims is one year. For a traumatic death, the claim must be filed within six months of death.

f you are currently receiving Permanent Total Disability benefits, you are hereby notified that it is your responsibility to inform the Workers' Compensation Commission, P. O. Box 431, Charleston, West Virginia 25322-0431, of your employment. In accordance with Section 23-4-25 of the Workers' Compensation statute, your Permanent Total Disability benefits shall be offset as long as you are employed. It is a criminal offense to file a false claim or to furnish false information in support of a claim. Bureau of Employment Program - Charleston, West Virginia 25301

PARENTAL LEAVE ACT

WEST VIRGINIA DIVISION OF LABOR

1900 Kanawha Boulevard East - State Capitol Complex – Building 3, Room 200 - Charleston, WV 25305 Fax: (304)558-3797 Telephone: (304)558-7890 labor.wv.gov

PARENTAL LEAVE ACT PARENTAL LEAVE ACT – (W. Va. Code §21-5D-1, et. seq.). 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 birth of a son or daughter of the employee • 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

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

JSERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

No employer may, because an employee received Parental Leave, reduce or deny any employment benefit or seniority which accrued to



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 certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating

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

 vou return to work or apply for reemployment in a timely manner after conclusion of service; and vou have not been separated from service with a disqualifying discharge or under other than honorable conditions. 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 or, in some cases, a comparable job. RIGHT TO BE FREE FROM DISCRIMINATION AND

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 employment, because of this status In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under

USERRA, even if that person has no service connection.

where they customarily place notices for employees.

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 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 exclusions) except for service-connected illnesses or injuries.

Training Service (VETS) is authorized to investigate and resolve complaints of USERRA 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 f you: • are a past or present member of the uniformed service; at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be viewed at

Compliance Code: WV-0723-F04 • Check Compliance By Scanning Here ▶

FMLA - 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 to your employer so they can determine whether the leave qualifies for FMLA protection. easons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the You must also inform your employer if FMLA leave was previously taken or approved FMLA for most employees ligible employees can take **up to 12 workweeks** of FMLA leave in a 12-month period for:

The birth, adoption or foster placement of a child with you, Your serious mental or physical health condition that makes you unable to work, 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 <u>may</u> take up to 26 workweeks of FMLA leave in a single 12-month period to care for the servicemember. 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

plocks of time, or on a reduced schedule by working less hours each day or week. Read act Sheet #28M(c) for more information. 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 covered employer, 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 employer has at least 50 employees within 75 miles of your work location. rline flight crew employees have different "hours of service" requirements.

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

If advance notice is not possible, give notice as soon as possible

Babv sit

• Engage in agricultural activities

Work for parents in their solely owned business

No permits required *excluded hazardous occupations

business activity involves selling, dispensing or serving alcohol

imployment Requirements for 14 & 15 year olds

Entitled to a 30 minute lunch after five hours of work

Work restricted to non hazardous occupations

Deliver Newspapers

Be an actor or performer

Work Permit Required

Work Hours Limited

• more than 3 hrs per day

more than 18 hrs per week

during normal school hours

TOTAL UNEMPLOYMENT

PARTIAL UNEMPLOYMENT

ELIGIBILITY REQUIREMENTS

receive benefits only if:

unemployment office.

Office and continue to report as directed.

Wages in

Period

Base

\$2,200.00 - 2,349.99

2,350.00 - 2,499.99

2,500.00 - 2,649.99

2,650.00 - 2,799.99

2 800 00 - 2 949 99

2,950.00 - 3,099.99

3,100.00 - 3,249.99

3,250.00 - 3,399.99

3.400.00 - 3.549.99

3,550.00 - 3,699.99

3,700.00 - 3,849.99

3.850.00 - 3.999.99

4.000.00 - 4.149.99

4,150.00 - 4,299.99

4.300.00 - 4.449.99

4,450.00 - 4,599.99

4 600 00 - 4 749 99

4,750.00 - 4,899.99

4,900.00 - 5,049.99

5.050.00 - 5.199.99

5.200.00 - 5.349.99

5,350.00 - 5,499.99

5.500.00 - 5.649.99

5,650.00 - 5,799.99

5.800.00 - 5.949.99

5,950.00 - 6,099.99

6.100.00 - 6.249.99

6.250.00 - 6.399.99

6.400.00 - 6.549.99

6.550.00 - 6.699.99

6.700.00 - 6.849.99

6.850.00 - 6.999.99

7.000.00 - 7.149.99

7,150.00 - 7,299.99

,300.00 - 7,449.99

7,450.00 - 7,599.99

7,600.00 - 7,749.99

7,750.00 - 7,899.99

7,900.00 - 8,049.99

3,050.00 - 8,199.99

8.200.00 - 8.349.99

8,350.00 - 8,499.99

3,500.00 - 8,649.99

8.650.00 - 8.799.99

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145

Class

Revised 06/14/2016

in person. Since a claim for unemployment

compensation is effective the Sunday of the week

n which it is filed, you should file your claim

immediately after you are separated from your

you have been working fulltime, but due to business

Earnings Report for the week, showing your gross

unemployment office as directed on the form.

claims will include telephone or web filing.

May not work:

WHILE SCHOOL IS IN SESSION

workweeks in the current or previous calendar year, You work for an elementary or public or private secondary school, or 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 ow do I request FMLA leave? Generally, to request FMLA leave you must: Follow your employer's normal policies for requesting leave,

You work for a private employer that had at least 50 employees during at least 20

Give notice at least 30 days before your need for FMLA leave, or

Your Employee Rights Under the Family and Medical Leave Act for the same reason when requesting additional leave. Your **employer** may request certification from a health care provider to verify medical leave and may request certification of a qualifying exigency.
The FMLA does not affect any federal or state law prohibiting discrimination or supersede To care for your spouse, child or parent with a serious mental or physical health any state or local law or collective bargaining agreement that provides greater family or nedical leave rights. Certain qualifying reasons related to the foreign deployment of your spouse, child or State employees may be subject to certain limitations in pursuit of direct lawsuits

regarding leave for their own serious health conditions. Most federal and certain ional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress. Vhat does my employer need to do? If you are eligible for FMLA leave, your employer Allow you to take job-protected time off work for a qualifying reason. Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and Allow you to return to the same job, or a virtually identical job with the same pay,

benefits and other working conditions, including shift and location, at the end of your Am I eligible to take FMLA leave? You are an eligible employee if all of the following Your employer cannot interfere with your FMLA rights or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation After becoming aware that your need for leave is for a reason that may qualify under the

FMLA, your **employer** <u>must</u> 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 writing:About your FMLA rights and responsibilities, and

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

Scan the QR code to learn

WAGE AND HOUR DIVISION



LINITED STATES DEPARTMENT OF LABOR WH1420 REV 04/2

CHILD LABOR LAWS

AGE SPECIFIC GUIDELINES FOR THE EMPLOYMENT OF CHILDREN IN WEST VIRGINIA 13 year olds may

complaint process.

SUMMER EMPLOYMENT May not work:

• more than 8 hrs per day · more than 40 hrs per week

• before 7:00 am or after 9:00 pm (without supervision permit) Home schooled children are also restricted from working during normal school

16 & 17 year olds Age certificates may be required by employer, Not a requirement of law

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

Prohibited from working in a bar or other establishment where the primary • may participate in fighting forest fires (as part of junior forest fire crew) • prohibited from working in a bar or other establishment where the primary business activity involves the selling, dispensing or serving of alcohol

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

• work limited to age appropriate non hazardous occupations (as determined by the Commissioner of Labor) before 7:00 am or after 7:00 pm (without supervision permit) For additional information contact: The West Virginia Division of Labor

> Capitol Complex Building 6, Room 749B, Charleston, WV 25305 • (304) 558-7890 UNEMPLOYMENT COMPENSATION

WORKFORCE West Virginia

Notice To Employees — Unemployment Benefits

eight times your old weekly benefit amount in

covered employment after the beginning of your

one week during your benefit year. ou are considered totally unemployed during any • You have earned gross wages of less than your week in which you are totally separated from your weekly benefit amount plus \$60 during the week employment, performing no services for which for which you claim benefits wages or other remuneration were paid to you. You • You requalify on a new claim when you had must file your initial claim for total unemployment

You must participate in profiling and reemployment employment. You will be instructed on filing your services when selected. continued claim. Your options for filing continued You may be disqualified from drawing benefits: 1. If you leave work voluntarily without good cause You would be considered partially unemployed if

2. If you are discharged for misconduct. being slow, a breakdown of equipment, or similar reasons, your employer has to reduce your hours 3. If you fail without good cause to apply for during the week. You may be entitled to partial available suitable work, to accept suitable work unemployment benefits during this week if you when offered, or to return to your customary earned less than what your weekly unemployment selfemployment when directed to do so. penefit amount would be plus \$60. Under these 4. If you are unemployed due to a labor dispute. conditions, your employer should issue a Low

5. For the week for which you receive wages in lieu

involving fault on the part of your employer.

wages. You must complete the claims portion of the total disability Low Earnings Report and file it with the local 6. For the week for which you receive unemployment compensation under the laws of another state or of the United States. To be monetarily eligible to receive unemployment 7. For any week you are training, participating, or benefits you must have earned \$2200 gross wages preparing to participate in sports or athletic events in covered employment during two or more if there is reasonable assurance you will perform calendar quarters of your regular base period (first such services in the current or upcoming seasons. four of the last five completed calendar quarters) or 8. If you are an employee of an educational alternative base period (the last four guarters

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 You have made a claim for benefits at a local contract or a reasonable assurance that you will perform services in the second academic year or You have registered for work with the Job Service term or after a holiday or vacation period. (EXCEPTION: If you have sufficient nonschool You are able to work and available for full-time wages in your base period to qualify for benefits work for which you are fitted by prior training or based upon the non-school wages only, you may be entitled to benefits during this period.) You are doing what a reasonable prudent person 9. For any week on the basis of services performed

10. If you leave work voluntarily to attend school or other educational institution, or are waiting to enter school or an educational institution. 11. For each week in which you are unemployed because of your request or that of your dulya previous benefit year (must have earned authorized agent for a vacation at a specified time that leaves your employer no other

alternative but to suspend operations.

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

and may be subject to severe penalties.

shall be considered guilty of a misdemeanor

of notice or Workers' Compensation for temporary Neither the full effect nor the duration of a disqualification is 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 pertinent documents. **VOLUNTARY INCOME TAX WITHHOLDING** mployment compensation benefits are subject institution or educational service agency, for any to Federal income tax and there are requirements relating to estimated tax payments. You may choose

> to 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:

> > SOUTH BRANCE

CHARLESTON MARTINSBURG MERCER COUNTY WHEELING CLARKSBURG **ELKINS** MORGANTOWN **FAIRMONT PARKERSBURG** PUTNAM **GREENBRIER**

VALLEY in your situation would do to find work. as an alien, unless you are lawfully residing in the United States and have a valid permit to work.

SUMMERSVILLE You have filed for and served a waiting period of **Unemployment Compensation Benefit Rate Table** Weekly Maximum Weekly Weekly Maximum Maximum Wages in Wages in Benefit Benefit Benefit Benefit Base Benefit Benefit Class Class Rate Rate Period Rate Rate Period Rate Rate 129 21,400.00 - 21,549.99 5,902.00 258 40,750.00 - 40,899.99 227.00 431.00 11,206.00 24.00 624.00 130 21.550.00 - 21.699.99 228.00 5.928.00 259 40.900.00 - 41.049.99 433.00 11.258.00 650.00 131 21,700.00 - 21,849.99 260 41.050.00 - 41.199.99 434.00 11,284.00 25.00 230.00 5,980.00 132 21.850.00 - 21.999.99 261 41.200.00 - 41.349.99 6,006.00 436.00 133 22.000.00 - 22.149.99 233.00 6,058.00 262 41,350.00 - 41,499.99 438.00 11,388.00 28.00 728.00 30.00 780.00 134 22,150,00 - 22,299,99 235.00 6.110.00 263 41.500.00 - 41.649.99 439.00 11.414.00 31.00 806.00 135 22,300.00 - 22,449.99 6,136.00 264 41,650.00 - 41,799.99 441.00 11,466.00 236.00 136 22.450.00 - 22.599.99 265 41.800.00 - 41.949.99 11,492.00 266 41,950.00 - 42,099.99 35.00 910.00 137 22,600.00 - 22,749.99 239.00 6,214.00 444.00 11,544.00 138 22 750 00 - 22 899 99 267 42 100 00 - 42 249 99 36.00 936.00 241.00 6.266.00 446.00 11.596.00 988.00 139 22,900.00 - 23,049.99 243.00 6,318.00 268 42,250.00 - 42,399.99 447.00 11,622,00 23.050.00 - 23.199.99 269 42.400.00 - 42.549.99 1,014.00 6,344.00 11,674.00 41.00 1,066.00 141 23,200.00 - 23,349.99 246.00 6,396.00 270 42,550.00 - 42,699.99 450.00 11,700.00 142 23.350.00 - 23.499.99 271 42 700 00 - 42 849 99 43.00 1.118.00 247.00 6.422.00 452.00 11.752.00 1,144.00 143 23,500.00 - 23,649.99 6,474.00 272 42.850.00 - 42.999.99 11,804.00 454.00 144 23.650.00 - 23.799.99

273 43.000.00 - 43.149.99 252.00 6,552.00 274 43,150.00 - 43,299.99 457.00 275 43 300 00 - 43 449 99 6.604.00 458.00 6,630.00 276 43,450.00 - 43,599.99 255.00 460.00 6,682.00 277 43.600.00 - 43.749.99 258.00 6,708.00 278 43.750.00 - 43.899.99 463.00 260.00 6.760.00 279 43.900.00 - 44.049.99 465.00 6,812.00 280 44,050.00 - 44,199.99 262.00 466.00 281 44.200.00 - 44.349.99 282 44,350.00 - 44,499.99 265.00 6,890.00 469.00 6.916.00 283 44.500.00 - 44.649.99 471.00 284 44.650.00 - 44.799.99 473.00 268.00 6.968.00 285 44.800.00 - 44.949.99 474.00 44.950.00 - 45.099.99 476.00 273.00 7.098.00 45.100.00 - 45.249.99 477.00 274.00 7,124.00 288 45,250.00 - 45,399.99 479.00 45.400.00 - 45.549.99 7,176.00 277.00 482.00 7,202.00 290 45,550.00 - 45,699.99 291 45 700 00 - 45 849 99 7.254.00 484.00 292 45.850.00 - 45.999.99 281.00 7,306.00 485.00

12,402.00 12,402.00 12,532.00 12.584.00 12,610.00 294 46.150.00 - 46.299.99 488.00 12,688.00 7,384.00 7.410.00 295 46,300.00 - 46,449.99 490.00 12.740.00 7,462.00 296 46,450.00 - 46,599.99 492.00 12,792.00 7.540.00 298 46,750.00 - 46,899.99 495.00 12,870.00 299 46 900 00 - 47 049 99 7.592.00 12.896.00 300 47,050.00 - 47,199.99 7,618.00 498.00 12,948.00 302 47.350.00 - 47.499.99 7,696.00 501.00 13,026.00 7.748.00 303 47 500 00 - 47 649 99 503.00 13.078.00 304 47.650.00 - 47.799.99 7,800.00 13,104.00 305 47.800.00 - 47.949.99 507.00 7,878.00 306 47,950.00 - 48,099.99 13,182.00 7.904.00 307 48.100.00 - 48.249.99 509.00 13.234.00 7,956.00 308 48,250.00 - 48,399.99 13,286.00 310 48,550.00 - 48,699.99 13,364.00 8.034.00 13.390.00

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against past and present members of the uniformed services, and applicants to the uniformed services.

the employee before his or her leave commenced.

uniformed services while with that particular employer;

•The U.S. Department of Labor, Veterans Employment and

Department of Justice or the Office of Special Counsel, as applicable, for representation. • You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

Employer Support Of The Guard And Reserve 1-800-336-4590

Under \$2,200 ineliaible

23,800.00 - 23,949.99 11,882.00 146 23 950 00 - 24 099 99 254.00 11.908.00 147 24,100.00 - 24,249.99 11,960.00 24.250.00 - 24.399.99 149 24,400.00 - 24,549.99 12,038.00 150 24,550.00 - 24,699.99 12.090.00 12,116.00 12,194.00 266.00 12.246.00 12,298.00

24.700.00 - 24.849.99 152 24.850.00 - 24.999.99 153 25.000.00 - 25.149.99 154 25,150.00 - 25,299.99 155 25,300.00 - 25,449.99 25,450.00 - 25,599.99 25.600.00 - 25.749.99 25.750.00 - 25.899.99 159 25,900.00 - 26,049.99 26.050.00 - 26.199.99 161 26,200.00 - 26,349.99 26 350 00 - 26 499 99 162 279.00 163 26,500.00 - 26,649.99 165 26,800.00 - 26,949.99 166 26.950.00 - 27.099.99 285.00 167 27,100.00 - 27,249.99 169 27,400.00 - 27,549.99 170 27 550 00 - 27 699 99 27,700.00 - 27,849.99

2.262.00 2,314.00 2,392.00 173 28,000.00 - 28,149.99 2.418.00 174 28.150.00 - 28.299.99 2,470.00 28,300.00 - 28,449.99 28.450.00 - 28.599.99 2,548.00 28.600.00 - 28.749.99 28 750 00 - 28 899 99 2.600.00 2,626.00 28,900.00 - 29,049.99 2,678.00 2,704.00 29,200.00 - 29,349.99 29 350 00 - 29 499 99 2.756.00 182 2,808.00 29,500.00 - 29,649.99 29.650.00 - 29.799.99 2,886.00 185 29,800.00 - 29,949.99 2.912.00 29.950.00 - 30.099.99 187 2,964.00 30,100.00 - 30,249.99 3,016.00 30,250.00 - 30,399.99 3,042.00 30,400.00 - 30,549.99

30.550.00 - 30.699.99 30,700.00 - 30,849.99 30,850.00 - 30,999.99 31,000.00 - 31,149.99 31.150.00 - 31.299.99 31,300.00 - 31,449.99 31,600.00 - 31,749.99 31.750.00 - 31.899.99 31,900.00 - 32,049.99 32,050.00 - 32,199.99 32,200.00 - 32,349.99 32.350.00 - 32.499.99 32,500.00 - 32,649.99 32.650.00 - 32.799.99 334 52,150,00 - 52,299,99 552.00 32,800.00 - 32,949.99 9,022.00 206 32,950.00 - 33,099.99 349.00 9.074.00 335 52.300.00 - 52.449.99 553.00 9,100.00 33,100.00 - 33,249.99 52,450.00 - 52,599.99 33.250.00 - 33.399.99 9,152.00 52,600.00 - 52,749.99 33,400.00 - 33,549.99 354.00 9,204.00 338 52,750.00 - 52,899.99 558.00 33.550.00 - 33.699.99 355.00 9.230.00 339 52.900.00 - 53.049.99 560.00 33,700.00 - 33,849.99

14,092.00 14,196.00 14.222.00 14,274.00 14,352.00 14.378.00 14,430.00 14.508.00 14.560.00 340 53,050.00 - 53,199.99 9,282.00 14,586.00 53,200.00 - 53,349.99 9,360.00 342 53,350.00 - 53,499.99 14,690.00 361.00 9.386.00 343 53,500.00 - 53,649 99 566.00 14.716.00 9,438.00 568.00 363.00 53,650.00 - 53,799.99 14,768.00 366.00 9,516.00 346 53,950.00 - 54,099.99 571.00 14,846.00 9.568.00 347 54.100.00 - 54.249.99 14.898.00 9,594.00 348 54,250.00 - 54,399.99 14,924.00 373.00 9,698.00 350 54,550.00 - 54,699.99 577.00 15,002.00 374.00 9.724.00 351 54.700.00 - 54.849.99 579.00 15.054.00 376.00 9,776.00 54,850.00 - 54,999.99 353 55,000.00 - 55,149.99 354 55,150.00 - 55,299.99 584.00 15,184.00 379.00 9,854.00 381.00 9.906.00 355 55.300.00 - 55.449.99 585.00 15.210.00 356 55,450.00 - 55,599.99 382.00 9,932.00 15,262.00 385.00 10,010.00 358 55,750.00 - 55,899.99 590.00 15,340.00 387.00 10.062.00 359 55.900.00 - 56.049.99 592.00 15.392.00 388.00 10,088.00 56,050.00 - 56,199.99 593.00 15,418.00 56,200.00 - 56,349.99 362 56,350.00 - 56,499.99 596.00 392.00 10,192.00 15,496.00 393.00 10.218.00 56.500.00 - 56.649.99 15.548.00 56,650.00 - 56,799.99 15,574.00 10,296.00 10,348.00 56,950.00 - 57,099.99 603.00 15,678.00 398.00 400.00 10.400.00 367 57,100.00 - 57,249.99 604.00 15.704.00 401.00 10,426.00 57,250.00 - 57,399.99 606.00 15,756.00

4.732.00 230 36.550.00 - 36.699.99 4,784.00 36,700.00 - 36,849.99 36,850.00 - 36,999.99 37,000.00 - 37,149.99 4,862.00 233 4.914.00 37,150.00 - 37,299.99 235 4,940.00 37,300.00 - 37,449.99 237 37,600.00 - 37,749.99 5,018.00 5.070.00 238 37.750.00 - 37.899.99 5,096.00 37,900.00 - 38,049.99 38,050.00 - 38,199.99 10,478.00 5,200.00 38,200.00 - 38,349.99 404.00 10,504.00 370 57,550.00 - 57,699.99 5.226.00 242 38.350.00 - 38.499.99 406.00 10.556.00 371 57.700.00 - 57.849.99 372 57.850.00 - 57.999.99 5,278.00 243 38,500.00 - 38,649.99 408.00 10,608.00 5,304.00 411,00 5.356.00 38,800.00 - 38,949.99 10,686.00 374 58*,*150.00 - 58*,*299.99 5.408.00 38.950.00 - 39.099.99 412.00 10.712.00 375 58.300.00 - 58.449.99 5,434.00 39,100.00 - 39,249.99 414.00 10,764.00 376 58,450.00 - 58,599.99 248 39,250,00 - 39,399,99 377 58.600.00 - 58.749.99 249 39,400.00 - 39,549.99 5,512.00 10,842.00 378 58.750.00 - 58.899.99 5,564.00 250 39,550.00 - 39,699.99 419.00 10,894.00 379 58,900.00 - 59,049.99 5,616.00 251 39,700.00 - 39,849.99 420.00 10,920.00 380 59,050.00 - 59,199.99 5,642.00 252 39,850.00 - 39,999.99 422.00 10,972.00 381 59,200.00 - 59,349.99 5,694.00 253 40,000.00 - 40,149.99 423.00 10,998.00 382 59,350.00 - 59,499.99 628.00 16,328.00 5.720.00 254 40,150.00 - 40,299.99 425.00 11.050.00 383 59.500.00 - 59.649.99 630.00 16.380.00 5,772.00 255 40,300.00 - 40,449.99 427.00 11,102.00 384 59,650.00 - and above 631.00

WVUC-B-59, effective July 1, 2022

608.00

611.00

615.00

617.00

619.00

622.00

11,128.00

11,180.00

428.00

430.00

WV-0723-F04

15.808.00

15.886.00

15,990.00

16.042.00

16,094.00

HEALTH INSURANCE PROTECTION

https://webapps.dol.gov/elaws/vets/userra. • If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the

Publication Date — May 2022 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 employers may meet this requirement by displaying the text of this notice

J.S. Department of Justice Office of Special Counsel