State Minimum Wage

basis in an operation which has been, and is customarily

and generally recognized as having been paid on a piece-

rate basis in the region of employment, and is employed on the same farm as his parent or person standing in the place

of his parent, and is paid at the same piece-rate basis as

employees over the age of sixteen (16) years are paid on

SECTION 45-606, IDAHO CODE: All wages due a

weekends and holidays excluded. If the separated

separated employee must be paid the earlier of the next

regularly scheduled payday or within 10 days of separation.

employee makes a written request for earlier payment, all

wages then due must be paid within 48 hours, weekends

The Wage and Hour Section of the Idaho Department of

For further information, "A Guide to Idaho Labor Laws" is

available at any Idaho Department of Labor office in the

Boise (208) 332-3579; Pocatello (208) 236-6710, ext. 3690

or Burley (208) 678-5518, ext. 3128. TTY 1-800-377-3529

CONSPICUOUS PLACE, IN OR ABOUT THE PREMISES

EMPLOYMENT OF WORKERS WITH DISABILITIES OR

APPRENTICES MUST BE IN CONFORMANCE WITH

PLEASE CONTACT THE ADDRESS STATED ON THIS

BULLETIN OR ACCESS OUR WEB SITE AT http://labor.

state, or call Coeur d'Alene (208) 769-1558, ext. 3922;

THIS OFFICIAL NOTICE MUST BE POSTED IN A

WHERE ANY PERSON SUBJECT TO THE ACT IS

EMPLOYEES (SECTION 44-1507, IDAHO CODE).

EMPLOYED, OR IN A PLACE ACCESSIBLE TO

SECTION 44-1505 AND 44-1506, IDAHO CODE.

FOR ADDITIONAL POSTERS OR INFORMATION,

Labor is responsible for the administration of the Idaho

Minimum Wage and the Wage Payment Act.

the range production of livestock.

and holidays excluded.

(through Idaho Relay Service).

NOTICE TO EMPLOYERS:

Family Medical Leave Act

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

• For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job;

An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks of

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may

Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee

substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies.

BENEFITS & PROTECTIONS: While employees are on FMLA leave, employers must continue health insurance coverage as

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent

An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA

leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA.

ELIGIBILITY REQUIREMENTS: An employee who works for a covered employer must meet three criteria in order to be

REQUESTING LEAVE: Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not

possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the

Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can

the certification is incomplete, it must provide a written notice indicating what additional information is required.

determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the

employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that

hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for

Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that

EMPLOYER RESPONSIBILITIES: Once an employer becomes aware that an employee's need for leave is for a reason that

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated

ENFORCEMENT: Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring

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

For additional information: 1-866-4-USWAGE (1-866-487-9243) TTY: 1-877-889-5627 www.dol.gov/whd

U.S. Department of Labor • Wage and Hour Division

USERRA

• FOR USE BY PRIVATE SECTOR AND STATE GOVERNMENT EMPLOYERS •

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

undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits

employers from discriminating against past and present members of the uniformed services, and applicants to the

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

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;

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

reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-

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

can be viewed at https://webapps.dol.gov/elaws/vets/userra • If you file a complaint with VETS and VETS is unable to resolve

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

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 at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor

it, you may request that your case be referred to the 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

or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.

coverage during your military service, you have the right to be reinstated in your employer's health plan when you are

• 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 • you have not been separated from service with a

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

may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible,

must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must

• Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite.

• For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or

LEAVE ENTITLEMENTS: Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-

the same farm; or such employee is principally engaged in

IDAHO MINIMUM WAGE LAW

difference.

SECTION 44-1502, IDAHO CODE: Except as hereinafter

\$7.25 PER HOUR

occupation in which he customarily and regularly receives

combined with the employer's cash wage do not equal the

OPPORTUNITY WAGE: Employees under 20 years of age

SECTION 44-1504, IDAHO CODE, EXEMPTIONS FROM

apply to any employee employed in a bona fide executive,

engaged in domestic service; to any individual employed

as an outside salesperson; to seasonal employees of a

non-profit camping program; or to any child under the age

exceeding a total of four (4) hours per day with any one (1)

employer; or any individual employed in agriculture if; such

of sixteen (16) years working part-time or at odd jobs not

employee is the parent, spouse, child or other member

of his employer's immediate family; or such employee is

older than sixteen (16) years of age and is employed as

a harvest laborer and is paid on a piece-rate basis in an

recognized as having been paid on a piece-rate basis

in the region of employment, and commutes daily from

his permanent residence to the farm on which he is so

operation which has been, and is customarily and generally

employed, and has been employed in agriculture less than thirteen (13) weeks during the preceding calendar year; or

such employee is sixteen (16) years of age or under and;

is employed as a harvest laborer, is paid on a piece-rate

• The birth of a child or placement of a child for adoption or foster care;

• To bond with a child (leave must be taken within 1 year of the child's birth or placement);

• To care for the employee's spouse, child, or parent who has a qualifying serious health condition;

FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness.

protected leave in a 12-month period

if the employees were not on leave.

employer's usual procedures.

provide a reason for ineligibility.

a private lawsuit against an employer.

as FMLA leave.

uniformed services.

HEALTH INSURANCE PROTECTION

connected illnesses or injuries.

ENFORCEMENT

eligible for FMLA leave. The employee must:

take leave intermittently or on a reduced schedule.

pay, benefits, and other employment terms and conditions.

• Have worked for the employer for at least 12 months;

reason for which FMLA leave was previously taken or certified.

bargaining agreement that provides greater family or medical leave rights.

disqualifying discharge or under other than honorable conditions.

absent due to military service or, in some cases, a comparable job.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

retention in employment; • promotion; or • any benefit of employment because of this status.

• Have at least 1,250 hours of service in the 12 months before taking leave;* and

*Special "hours of service" requirements apply to airline flight crew employees.

for the following reasons:

MINIMUM WAGE: The provisions of this act shall not

administrative, or professional capacity; to anyone

may be paid \$4.25 per hour during their first 90 consecutive

otherwise provided, no employer shall pay to any of his

employees any wages computed at a rate of less than:

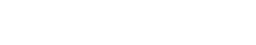
TIPPED EMPLOYEES: Any employee engaged in an

more than thirty dollars (\$30.00) a month in tips will be

paid a minimum of \$3.35 per hour. If an employee's tips

minimum hourly wage, the employer must make up the

calendar days of employment with an employer.



All workers have the right to:

A safe workplace.

SKU: ID2-27X40-EN

- 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
- See any OSHA citations issued to your employer.

using your rights.

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

This poster is available free from OSHA.

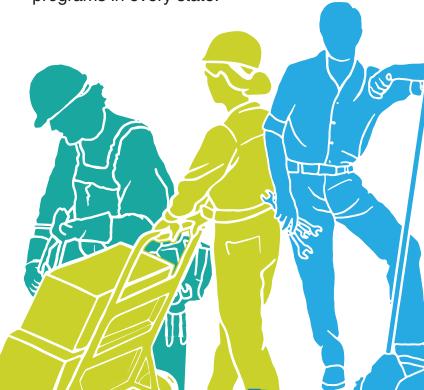
Contact OSHA. We can help.

Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.
- Provide required training to all workers in a language and vocabulary they can
- Prominently display this poster in the
- place of the alleged violations.

Post OSHA citations at or near the

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.



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

te minimum wage law are

OVERTIME PAY:

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

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

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old 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. **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. **NURSING MOTHERS:**

The FLSA requires employers to provide reasonable break time for a nursing mother employee who is subject to the FLSA's overtime requirements in order for the employee to express breast milk for her nursing child for one year after the child's birth each time such employee has a need to express breast milk. Employers are also required to 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 an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal prosecution Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when

the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA. **ADDITIONAL INFORMATION:**

• 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.

1-866-487-9243 • TTY: 1-877-889-5627 • www.dol.gov/whd WAGE AND HOUR DIVISION • WAGE AND HOUR DIVISION • UNITED STATES DEPARTMENT OF LABOR

Disability Minimum Wage

EMPLOYEE RIGHTS FOR WORKERS WITH DISABILITIES PAID AT SPECIAL MINIMUM WAGES THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

This establishment has a certificate authorizing the payment of special minimum wages to workers who are disabled for the work they are performing. Authority to pay special minimum wages to workers with disabilities applies to work covered by the Fair Labor Standards Act (FLSA), McNamara-O'Hara Service Contract Act (SCA), and/or Walsh-Healey Public Contracts Act (PCA). Such special minimum wages are referred to as "commensurate wage rates" and are less than the basic hourly rates stated in an SCA wage determination and less than the FLSA minimum wage of \$5.85 per hour beginning July 24, 2007, \$6.55 per hour beginning July 24, 2008, and \$7.25 per hour beginning July 24, 2009. A "commensurate wage rate" is based on the worker's individual productivity, no matter how limited, in proportion to the wage and productivity of experienced workers who do not have disabilities that impact their productivity when performing essentially the same type,

quality, and quantity of work in the geographic area from which the labor force of the community is drawn.

KEY ELEMENTS OF COMMENSURATE WAGE RATES

WORKERS WITH DISABILITIES For purposes of payment of commensurate wage rates under a certificate, a worker with a disability is defined as: An individual whose earnings or productive capacity is impaired by a physical or mental disability, including those related

to age or injury, for the work to be performed. • Disabilities which may affect productive capacity include blindness, mental illness, mental retardation, cerebral palsy, alcoholism, and drug addiction. The following do not ordinarily affect productive capacity for purposes of paying commensurate wage rates: educational disabilities; chronic unemployment; receipt of welfare benefits; nonattendance at school; juvenile delinquency; and correctional parole or probation.

 Nondisabled worker standard—The objective gauge (usually a time study of the production of workers who do not have disabilities that impair their productivity for the job) against which the productivity of a worker with a disability is measured. • Prevailing wage rate—The wage paid to experienced workers who do not have disabilities that impair their productivity for the same or similar work and who are performing such work in the area. Most SCA contracts include a wage determination specifying the prevailing wage rates to be paid for SCA-covered work.

• Evaluation of the productivity of the worker with a disability—Documented measurement of the production of the worker with a disability (in terms of quantity and quality). The wages of all workers paid commensurate wages must be reviewed, and adjusted if appropriate, at periodic intervals. At a minimum, the productivity of hourly-paid workers must be reevaluated at least every six months and a new prevailing wage survey must be conducted at least once every twelve months. In addition, prevailing wages must be reviewed, and adjusted as appropriate, whenever the applicable state or federal minimum wage is increased. **OVERTIME**

Generally, if you are performing work subject to the FLSA, SCA, and/or PCA, you must be paid at least 1 times your regular rate of pay for all hours worked over 40 in a workweek.

Minors younger than 18 years of age must be employed in accordance with the youth employment provisions of FLSA. No persons under 16 may be employed in manufacturing or on a PCA contract. FRINGE BENEFITS

Neither the FLSA nor the PCA have provisions requiring vacation, holiday, or sick pay nor other fringe benefits such as health insurance or pension plans. SCA wage determinations may require such fringe benefit payments (or a cash

equivalent). Workers paid under a certificate authorizing commensurate wage rates must receive the full fringe benefits listed on the wage determination. **WORKER NOTIFICATION** Each worker with a disability and, where appropriate, the parent or guardian of such worker, shall be informed orally and in

writing by the employer of the terms of the certificate under which such worker is employed.

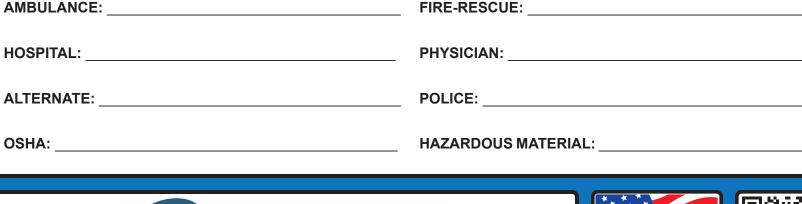
PETITION PROCESS Workers with disabilities paid at special minimum wages may petition the Administrator of the Wage and Hour Division of the Department of Labor for a review of their wage rates by an Administrative Law Judge. No particular form of petition is required, except that it must be signed by the worker with a disability or his or her parent or guardian and should contain the name and address of the employer. Petitions should be mailed to: Administrator, Wage and Hour Division, U.S. Department

of Labor, Room S-3502, 200 Constitution Avenue, N.W., Washington, D.C. 20210. Employers shall display this poster where employees and the parents and guardians of workers with disabilities can readily see it.

For additional information:

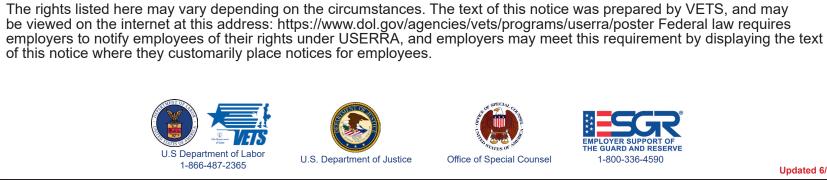
1-866-4US-WAGE (1-866-487-9243) TTY: 1-877-889-5627 **WWW.WAGEHOUR.DOL.GOV** U.S. Department of Labor • Employment Standards Administration • Wage and Hour Division

Emergency Notice





TO REORDER, CALL 1-888-488-7678 OR ORDER AT STATEANDFEDERALPOSTER.CO









Polygraph Protection

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for preemployment screening or during the course of employment.

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

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 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 tests.

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the

test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.

ENFORCEMENT The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees

or job applicants may also bring their own court actions. THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN

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

WAGE AND HOUR DIVISION







Payday Notice

PAYDAY IS ON ☐ MONDAY ☐ TUESDAY ☐ WEDNESDAY ☐ THURSDAY ☐ FRIDAY ☐ SATURDAY ☐ SUNDAY

PAY SCHEDULE IS

□ WEEKLY □ BI-WEEKLY □ SEMI-MONTHLY □ MONTHLY □

OF THE MONTH

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.

Know Your Rights: Workplace Discrimination is Illegal

Who is Protected? • Employees (current and former), including managers and

temporary employees 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)

 Unions Staffing agencies

Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of: Race

What Types of Employment Discrimination are Illegal?

 Color Religion

Sex (including pregnancy and related conditions, sexual

 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)

 Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit. investigation, or proceeding.

What Employment Practices can be Challenged as

Discriminatory? All aspects of employment, including:

 Discharge, firing, or lay-off Harassment (including unwelcome verbal or physical

Hiring or promotion

National origin

orientation, or gender identity)

 Assignment Pay (unequal wages or compensation) Failure to provide reasonable accommodation for a disability

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

 Requesting or disclosing medical information of employees Conduct that might reasonably discourage someone from

opposing discrimination, filing a charge, or participating in an

or a sincerelyheld religious belief, observance or practice

investigation or proceeding. What can You Do if You Believe Discrimination has

Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on here you live/work). You can reach the EEOC in any of the following ways:

Call 1–800–669–4000 (toll free) 1-800-669-6820 (TTY)

Submit an inquiry through the EEOC's public portal: https://

1-844-234-5122 (ASL video phone) Visit an EEOC field office (information at www.eeoc.gov/field-office) E-Mail info@eeoc.gov

assisted program or activity.

publicportal.eeoc.gov/Portal/Login.aspx

Occurred?

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

SUBCONTRACTS The Department of Labor's Office of Federal Contract

EMPLOYERS HOLDING FEDERAL CONTRACTS OR

Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies 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 under Federal law from discrimination on the following bases:

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 opportunity in all aspects of employment.

compensation or the compensation of other applicants or

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

employees. 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 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 at all levels

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 service medal

complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal laws.

nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately: The Office of Federal Contract Compliance Programs

Any person who believes a contractor has violated its

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

Government, Department of Labor and on OFCCP's "Contact Us" webpage at https://www.dol.gov/agencies/ofccp/contact. PROGRAMS OR ACTIVITIES RECEIVING FEDERAL

Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, assistance is provision of employment, or where employment

Individuals with Disabilities

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.



complaint within 180 days from the date of the alleged violation with either:

State EEO EQUAL OPPORTUNITY IS THE LAW

ASSISTANCE TO DISCRIMINATE ON THE FOLLOWING BASIS: Against any individual in the United States, on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical

conditions, sex stereotyping, transgender status, and gender identity), national origin (including limited English proficiency), age, disability,

THE RECIPIENT MUST NOT DISCRIMINATE IN ANY OF THE FOLLOWING AREAS: Deciding who will be admitted, or have access, to any WIOA Title I-financially assisted program or activity;

Providing opportunities in, or treating any person with regard to, such a program or activity; or \cdot Making employment decisions in the administration of, or in connection with, such program or activity. Recipients of federal financial assistance must take reasonable steps to ensure that communications with individuals with disabilities are as

effective as communications with others. This means that, upon request and at no cost to the individual, recipients are required to provide appropriate auxiliary aids and services to qualified individuals with disabilities. WHAT TO DO IF YOU BELIEVE YOU HAVE EXPERIENCED DISCRIMINATION If you think that you have been subjected to discrimination under a WIOA Title I-financially assisted program or activity, you may file a

 \cdot The recipient's Equal Opportunity Officer (or the person whom the recipient has designated for this purpose); or · The Director, Civil Rights Center (CRC), U.S. Department of Labor, 200 Constitution Avenue NW., Room N4123, Washington, DC 20210 or electronically as directed on the CRC Web site at www.dol.gov/crc.

If you file your complaint with the recipient, you must wait either until the recipient issues a written Notice of Final Action, or until 90 days have passed (whichever is sooner), before filing with the Civil Rights Center (see address above). If the recipient does not give you a written Notice of Final Action within 90 days of the day on which you filed your complaint, you may file

other words, within 120 days after the day on which you filed your complaint with the recipient). If the recipient does give you a written Notice of Final Action on your complaint, but you are dissatisfied with the decision or resolution,

a complaint with CRC before receiving that Notice. However, you must file your CRC complaint within 30 days of the 90-day deadline (in

To file a complaint with IDOL's Equal Opportunity Officer, contact: Amy Hohnstein WIOA Equal Opportunity Office (208) 332-3570 x 3330

Idaho Department of Labor is an equal opportunity employer. Auxiliary aids and services are available upon request to individuals with disabilities. Dial 711 for Idaho Relay Service.

State Law Discrimination

IDAHO LAW PROHIBITS DISCRIMINATION IN EMPLOYMENT

based on religion, race, color, sex, age (40+), disability and national origin. The laws also prohibits retaliation against individuals who exercise their rights under Idaho's antidiscrimination laws.

> The Commission also offers educational programs for businesses, human resource organizations and other agencies free of charge.



IDAHO HUMAN RIGHTS COMMISSION 317 W. Main St. Boise, ID 83735

t: 208.334.2873 f: 208.334.2664



Reasonable accommodations are available upon request. Dial 711 for TTY Idaho Relay Service

Unemployment Insurance Benefits

This firm is subject to the Employment Security Law of the State of Idaho. All employees, except those specifically exempt, are insured for compensation during periods of involuntary unemployment.

Unemployment Insurance is what the name implies — an INSURANCE paid from the Employment Security Trust Fund, a fund derived from taxation against the company or employer.

> NO PORTION OF THE COST OF THIS PROGRAM IS DEDUCTIBLE FROM YOUR EARNINGS.





Workers' Compensation TO THE EMPLOYER THIS NOTICE MUST BE POSTED IN A CONSPICIOUS PLACE: UPON YOUR PREMISES.

NOTICE REGARDING WORKER'S COMPENSATION INSURANCE

WITH THE LAW AS TO SECURING THE PAYMENT OF COM-PENSATION TO EMPLOYEES AND THEIR DEPENDENTS. IN ACCORDANCE WITH THE PROVISIONS OF THE WORKERS* COMPENSATION LAW.

	Employer	
	Date	
Ву		
<u> </u>	Employer's Authorized Agent	

An employee receiving an injury by accident must immediately notify his/her supervisor, superintendent, or the undersigned, who will provide medical attendance.

for compensation will be furnished by the employer; by the surety, or upon application, by the Industrial Commission in Boise,

MAKING UNAUTHORIZED COPIES IS AGAINST THE LAW AND MAY SUBJECT YOU TO CIVIL AND CRIMINAL LIABILIT

Equal Employment Opportunity

of employment, including the executive level. **Protected Veteran Status**

Retaliation Retaliation is prohibited against a person who files a

(OFCCP) U.S. Department of Labor

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 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.

FINANCIAL ASSISTANCE

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 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 which receive Federal financial assistance.

or political affiliation or belief, or, against any beneficiary of, applicant to, or participant in programs financially assisted under Title I of the Workforce Innovation and Opportunity Act, on the basis of the individual's citizenship status or participation in any WIOA Title I-financially

you may file a complaint with CRC. You must file your CRC complaint within 30 days of the date on which you received the Notice of Final

amy.hohnstein@labor.idaho.gov



benefits. Claims should be filed immediately after separation.

Claims for Unemployment Insurance must be filed online at labor.idaho.gov/claimantportal. Don't delay or you could lose your



Section 504 of the Rehabilitation Act of 1973, as amended,

ALL WORKERS EMPLOYED BY THE UNDERSIGNED ARE HEREBY NOTIFIED THAT THE EMPLOYER HAS COMPLIED

Claim for compensation must be made in writing and given to the employer. Forms forgiving notice of injury and making claim

NOTICE ALL EMPLOYEES