



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

Parental Leave: An employee who works for a Vermont employer for 10 or more calendar weeks prior to the beginning of the leave period is eligible for 10 weeks of parental leave.

Family Leave: An employee who works for a Vermont employer for 10 or more calendar weeks prior to the beginning of the leave period is eligible for 10 weeks of family leave.

Short-Term Family Leave: An employee who works for a Vermont employer for 10 or more calendar weeks prior to the beginning of the leave period is eligible for 10 weeks of short-term family leave.

CHILD LABOR POSTER

NON-AGRICULTURAL EMPLOYMENT: Children ages 14 and 15 may not work in any of the hazardous occupations listed on the poster.

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SEXUAL HARASSMENT IS ILLEGAL

Under Vermont law, sexual harassment is illegal and is prohibited by the Vermont Fair Employment Practices Act (VTFLA) (9A V.S.A. Chapter 5, Subchapter 2 of the Vermont Statutes) and Title VII of the Civil Rights Act of 1964 (42 U.S.C. Code Section 2000e et seq.).

Sexual Harassment: is a form of sex discrimination and involves unwelcome sexual advances, requests for sexual favors, and other verbal, physical, written, auditory, or visual contact of a sexual nature which:

- (1) Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting that individual;
- (2) The conduct has the purpose or effect of substantially interfering with the individual's work performance or creating an intimidating, hostile, or offensive work environment.

Employment Protections for Victims of Crime

Notice of Employee Rights

WHAT IS THE LAW?

Under Vermont law, employers are prohibited from discriminating against an employee who has been a victim of a crime or who has been a witness to a crime.

NOTICE MINIMUM WAGE FOR VERMONT EMPLOYERS AND WORKERS

Effective 01/01/24	\$13.67 per hour
Effective 01/01/23	\$13.18 per hour
Effective 01/01/22	\$12.55 per hour

Effective 01/01/24	\$0.84 per hour (TIPPED EMPLOYEES)
Effective 01/01/23	\$0.59 per hour
Effective 01/01/22	\$0.28 per hour

Start Your Family Leave

Under Vermont law, an employee who works for a Vermont employer for 10 or more calendar weeks prior to the beginning of the leave period is eligible for 10 weeks of family leave.

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Safety and Health Protection on the Job

- The Vermont Occupational Safety and Health Code (Title 21 V.S.A., Chapter 3, Sub-Chapter 4 and 5, and the rules adopted (Title 21) under) provide job safety and health protection for workers.
- The purpose of the law is to ensure safe and healthful working conditions throughout the State.
- You have the right to notify your employer or VOSH about workplace hazards. You may ask VOSH to keep your name confidential.
- You have the right to request a VOSH inspection if you believe that there are unsafe and unhealthful conditions in your workplace.
- You or your representative may participate in the inspection.
- You can file a complaint with VOSH within 30 days of discrimination by your employer for making safety and health complaints or for exercising your rights under the Vermont Occupational Safety and Health Act.
- You have a right to sue VOSH if citations issued to your employer.
- Your employer must post the citations at or near the place of the alleged violation.
- Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
- You have the right to copies of your medical records or records of your exposure to toxic and harmful substances or conditions.
- Your employer must post this notice in your workplace.
- The Statute provides that employees may not be discharged or discriminated against in any way for filing safety or health complaints or otherwise exercising their rights under the Code.
- The Statute also provides that employees who are discriminated against may bring a private action in Superior Court for appropriate relief including reinstatement, triple wages, damages, costs and reasonable attorney's fees.

You have a right to a safe and healthy workplace.

IT'S THE LAW!



Vermont's Earned Sick Time Act

Notice of Employee Rights

HOW IS SICK TIME EARNED?

An employee will earn one day of sick leave for every 100 hours of actual work. Employees are entitled to use up to 8 days in 2024.

HOW CAN SICK TIME BE USED?

An employee can use sick leave for the employee or employee's child, parent, grandparent, or parent-in-law or spouse. The sick leave may be used to care for a child with a health condition, to care for a family member with a health condition, to care for a family member in a long-term care facility, or to care for a family member in a nursing home.

Accommodations for Pregnant Employees in Vermont

Notice of Employee Rights

WHAT IS THE LAW?

An employer with a pregnant employee must provide a reasonable accommodation to the employee if the employee requests it. The accommodation must be effective in relieving the employee of the pregnancy-related limitation on the employee's ability to perform the job.

Worker's Compensation Reinstatement Rights

Notice to Employers / Employees

Notice to Employers / Employees

Under Vermont law, an employer who requires an employee to return to work after a period of disability must provide the employee with reinstatement rights. The employee must be reinstated to the same or a similar position with the same or a similar salary.

The Occupational Safety and Health Act of 1970 (OSHA Act)

The Occupational Safety and Health Act of 1970 (OSHA Act), PL 91-595, assures safe and healthful working conditions for working men and women throughout the Nation. To obtain more information on OSHA federal programs, call 1-800-321-OSHA or visit OSHA's website at www.osha.gov.

UNEMPLOYMENT INSURANCE

If you have become unemployed, or your work hours have been reduced, you may be eligible for unemployment benefits.

Call the Vermont Department of Labor

1-877-214-3330 (toll free)

TTY/Relay Service at 711

TOD services at 1-800-668-6152

ARE ALL EMPLOYEES ENTITLED TO SICK TIME?

Not all employees are entitled to the protection of the Act. You are not entitled to sick leave if you are an independent contractor, or if you are a partner or owner in a business, or if you are a sole proprietor.

Employer's Liability and Workers' Compensation

Notice to Employers

The employer is responsible for providing a safe and healthful workplace for the employee.

POSTING OF SECURITY RECORDS

Under Vermont law, an employer who requires an employee to return to work after a period of disability must provide the employee with reinstatement rights. The employee must be reinstated to the same or a similar position with the same or a similar salary.

ASSISTANCE AND INFORMATION

The plan provides that employers and employees may request free vocational counseling or training assistance, which is provided by non-enforcement Project WORKSAFE personnel.

Further information, including copies of the Code and of specific safety and health standards, may be obtained by contacting:

Project WORKSAFE
Department of Labor
5 Green Mountain Drive
P.O. Box 488
Montpelier, Vermont 05601-0488
Telephone: (888) SAFE-VB
Toll-free at 1-888-723-3937.

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www.labor.vermont.gov

