# **Vermont State Postings**



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

VERMONT DEPARTMENT OF LABOR

Safety and Health

**Protection on the Job** 

### CHILD LABOR POSTER

A youth 14 or 15 years old can work in agriculture, on any tarm, but only in non-hocardous labs.

In organization on the system. More style in the contribution is protribution in the contribution in contributio

Children Age 14 and 15 MAY NOT work n any of the hazardous occupations

#### VERMONT DEPARTMENT OF LABOR NOTICE SEXUAL HARASSMENT Once a person turns 16 years old, he or she can do any job in agriculture. IS ILLEGAL

- (C) 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.

(b) (the head of this organization); (c) The head of this organization); (c) The person who is designated to receive such complaints and reports:

#### NOTICE **Employment MINIMUM WAGE Protections for Victims of Crime**

ERMONT

WHAT IS THE LAW?

EFFECTIVE AS OF: WHO IS AN ALLEGED VICTIM?

FOR MORE INFORMATION: AND AVERMONT

Accommodations for **Pregnant Employees** In Vermont

Notice of Employee Rights

WHAT IS THE LAW?

WHEN DOES IT BECOME EFFECTIVE?

WHAT ARE THE EMPLOYER'S OBLIGATIONS?

DOES AN EMPLOYER HAVE TO GRANT EVERY ACCOMMODATION REQUEST?

u feel you need reasonable accommodations to perform your job, you t request the accommodation by communicating with your employer, notes of pregnancy-related accommodations include, but are not limit

FOR MORE INFORMATION:

NOTICE TO EMPLOYEES **Employer's Liability** 

and Workers'

Compensation

To new contract AGO (xviRights@ve You may also contract the HUMAN RIGHTS COMMISSION 14-16 Babbin St., Noticeter VT 05633 800-416-2010 or 800-426-2480 human paties where most you wan, increment you wan, increment you

MONT ATTORNEY GENERAL CIVIL RIGHTS UNIT 109 State St., Montpeller, VT 05062 898-745-9195 0R 602-626-3657 AGO, Chill Rights @Vermont, gov

FOR VERMONT EMPLOYERS AND WORKERS

MINIMUM WAGE RATE

Effective 01/01/25 \$14.01 per hour Effective 01/01/24 \$13.67 per hour Effective 01/01/23 \$13.18 per hour

> BASIC WAGE RATE (TIPPED EMPLOYEES)

\$7.01 per hour \$6.84 per hour \$6.59 per hour Effective 01/01/25 Effective 01/01/24

Effective 01/01/23

MAXIMUM TIP CREDIT ALLOWED Effective 01/01/25 \$7.00 per hour

Effective 01/01/23 \$6.59 per hour ADDITIONAL INFORMATION

Notice to Employers / Employees

This Posting is for Informational Purposes Only

Worker's

VERMONT DEPARTMENT OF LABOR

## Compensation Reinstatement Rights

NOTICE

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Should you have questions regarding the above, please contact to Vermant Department of Laber, Workers' Compensation and Safet at 802-828-2286 or our website: www.labor.vermont.gov.

VERMONT NOTICE TO EMPLOYEES

**POSTING OF** SAFETY RECORDS

VERMONT

SP-VT-E

i<mark>HR</mark>Source ww.ihrsource.co

exemptions for apprentice/student-learner programs in some of these hazardous occupations.

Working from a ladder or scaffold at a height of over 20 feet.

## IT'S THE LAW!



VERMONT DEPARTMENT OF LABOR

Vermont's Earned **Sick Time Act** Notice of Employee Rights HOW IS SICK TIME EARNED?

HOW CAN SICK TIME BE USED?

WHEN DOES ACCRUAL BEGIN?

IS THERE AN EXCEPTION FOR SMALL BUSINESSES?

WHEN WILL PAID SICK TIME BE AVAILABLE TO USE?

ARE ALL EMPLOYEES ENTITLED TO SICK TIME?

FOR MORE INFORMATION, ct suspected violations of the Act, contact the Vermont Department of Labor at 1-802-928-0267

#### UNEMPLOYMENT **INSURANCE**

**IINEMPI OYMENT BENEFITS** Call the Vermont Department of Labor

1-877-214-3330 TTY/Relay Service at 711 TDD services at 1-800-650-4152

If you are forced to leave your job as a result of demestic violence, sexual violence, or stalking, you may be eligible for benefits under the Demestic and Sexual Violence Survivor's Transitional Employment Program. When speaking with a representative at the foll-free mumber listed above, please ask to speak with the Domestic Violence Program Manager.

For free professional help in finding a job, an internship, or job training opportunities, visit a Department of Labor Job Center near you.

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These files may not be printed out and posted to meet legal compliance posting requirements.

1-800-287-2765

www.labor.vermont.gov

ALLC 20250124

**Compliance Date** January 2025

**iHRSource** Labor Law Posters, Training Videos & HR Supplies

Required posters to meet legal compliance posting

requirements are physically posted at all CarMax locations. © 2025 ALLC, all rights reserved