

RHODE ISLAND LABOR LAW POSTINGS



WORKERS' COMPENSATION



This employer is subject to the provisions of the

WORKERS' COMPENSATION ACT

of the State of Rhode Island

Workers' Compensation Insurance Company: _____
Adjusting Company: _____
Telephone: _____ Policy Effective Date: _____

In accordance with Rhode Island General Law §28-32-1, the employer must report to the Director of Labor and Training every personal injury sustained by an employee if the injury incapacitates the employee from earning full wages for at least three (3) days or requires medical treatment, regardless of the period of incapacity. If the injury proves fatal, the report must be filed within forty-eight (48) hours. If not fatal, the report shall be made within ten (10) days of the injury.

An injured employee shall have the freedom to choose medical treatment initially. The employee's first visit to any facility under contract or agreement with the employer or insurer to provide priority care shall not be considered the employee's initial choice.

For more information about Workers' Compensation procedures and benefits, call the Education Unit at (401) 462-8100 and press option #1 or TDD (401) 462-8006. If you suspect fraud, contact the Fraud Prevention Unit at (401) 462-8100 and press option #7.

In accordance with Rhode Island General Law §52B-29-13, this notice must be posted and maintained in conspicuous places where workers are employed. Fines may be imposed for noncompliance.

DWC-8 (6/2020)

RIGHT TO KNOW

The Rhode Island Right-To-Know Law

IGNORING THIS POSTER CAN BE HAZARDOUS TO YOUR HEALTH

Under the Rhode Island Right-To-Know Law, your employer must tell you about the dangers of any hazardous substances in your workplace.

You have a right to know:

- the common name or trade names of the substance, including the chemical name;
- the level at which exposure to the substance is hazardous, if known;
- the effects and symptoms of exposure at hazardous levels;
- the potential for flammability, explosion, and reactivity of the substance;
- appropriate emergency treatment;
- proper procedures for the safe use of and exposure to the substance;
- proper protective equipment for safe use; and
- procedures for clean-up of leaks and spills.

Your employer must provide you with the above information. If he or she has not, make sure you ask about it. Your company representative is:

The Right-To-Know Law was created to protect you. For more information about your rights under the Hazardous Substances Right-to-Know Law, contact the R.I. Department of Labor and Training at (401) 462-8570.

"Because not knowing about the hazardous substances you work with is the greatest hazard of all."

This poster must be displayed in a conspicuous location in the workplace.

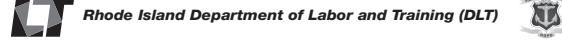


DLT-L-47 (Rev. 6/2020)

BAN-THE-BOX

Pursuant to RI General Law §28-6.14-1, it is unlawful for an employer to include on a job application any questions regarding whether an applicant has ever been arrested, charged with or convicted of any crime. Limited exceptions exist for law enforcement agencies and related positions. Employers in violation of this law may be fined between \$100-\$500 per offense. Visit www.dlt.ri.gov/ls or call (401) 462-WAGE (9243) for more information.

HEALTHY AND SAFE FAMILIES AND WORKPLACES ACT



HEALTHY AND SAFE FAMILIES AND WORKPLACES ACT

Pursuant to RI General Law §28-57, you are entitled to sick and safe leave to address your own health and safety needs as well as those of your family. This leave may or may not be paid depending on the size of your employer and other factors as detailed in the law.

Visit www.dlt.ri.gov/wrs or call (401) 462-WAGE (9243) for more information.

PREGNANCY DISCRIMINATION

NOTICE OF RIGHT TO BE FREE FROM DISCRIMINATION BECAUSE OF PREGNANCY, CHILDBIRTH, MENOPAUSE AND RELATED CONDITIONS

State law protects employees and applicants from discrimination based on pregnancy, childbirth, menopause and related conditions.

Employees and applicants have the right under state law to request a reasonable accommodation for conditions related to pregnancy, childbirth, menopause and related conditions such as the need to express breast milk for a nursing child or the need to manage the effects of vasomotor symptoms. This workplace may not:

- refuse to grant you a reasonable accommodation unless it would create an undue hardship on this employer's enterprise, business or program;
- require you to take a leave if another reasonable accommodation can be granted;
- deny you employment opportunities based on a refusal to provide a reasonable accommodation.

If you want to request a reasonable accommodation, or if you have been discriminated against based on pregnancy, childbirth, menopause or a related condition, please contact one of the following staff members:

Name _____ Name _____

Phone Number _____ Phone Number _____

Email address _____ Email address _____

Address _____ Address _____

Rhode Island Commission for Human Rights
180 Westminster Street, 3rd Floor
Providence, RI 02903
(401) 222-2661
TTY: 401-222-2664
www.richr.ri.gov

VETERANS BENEFITS AND SERVICES



VETERANS' BENEFITS AND SERVICES

Veterans can access the following free resources and hotlines to learn about their rights, protections, benefits, and accommodations.

Mental Health Resources

U.S. Department of Veterans Affairs Veterans Crisis and Suicide and Crisis Lifeline
www.vetcrisisline.net
Call: 988, press 1 Text: 838255 | Chat: crisistextline.org
All calls and texts are free and confidential

Support for Veterans | Department of Health
bit.ly/supportvets

The Vet Center Counseling and Mental Health Services
2038 Warwick Ave, Warwick, RI 02889
Call: (401) 739-0167

Staff Sergeant Gordon Fox Suicide Prevention Grant Program (SSG Fox SPGP)
bit.ly/supportvets

Rhode Island Behavioral Healthcare, Developmental Disabilities & Hospitals Mental Health Services
bit.ly/rilegalservices

Substance Abuse Resources
bit.ly/rilegalservices

Providence VA Medical Center
Call: (401) 273-7100
va.gov/providence-health-care

Providence VA Medical Center (PVAMC) Substance Abuse Treatment Program
bit.ly/rilegalservices

Education, Workforce, and Training Resources
bit.ly/DLTvetsResources

Rhode Island Parental & Family Medical Leave Act

This notice is to provide you with information on the Rhode Island Parental & Family Medical Leave Act, which requires that employers of 50 or more employees grant an unpaid leave of absence, upon the request of an eligible employee, for 13 consecutive weeks in any two calendar years, under certain conditions.

Employees Eligible

Employees are eligible to apply for leave if they are full-time employees who work an average of 30 hours a week or more and have been employed continuously for at least 12 months.

Purpose of Leave

The leave required to be provided under the Act must be for one of the following reasons:

1. Birth of a child of an employee;

2. Placement of a child 16 years of age or less with an employee in connection with the adoption of such child by the employee;

3. "Serious illness" of the employee or the employee's parent, spouse, child, mother-in-law, or father-in-law. (Serious illness means a diagnosis of a life threatening, serious, or prolonged illness, injury, impairment or condition that involves in-patient care in a hospital, nursing home, or hospice, or out-patient care requiring continuing treatment or supervision by a health care provider.)

Requests for Leave

In order to be entitled to the leave, the employee must give at least 30 days notice of the intended date upon which the requested leave is to commence and terminate, unless prevented by an emergency from doing so. The employee must be requested to provide written certification from a physician caring for the person who is the reason for the leave request, which certification shall specify the probable duration of the requested leave.

School Involvement Leave

An employee who has been employed for 12 consecutive months is entitled to 10 hours of leave during any 12 month period to attend school conferences or other school-related activities for a child of whom the employee is the parent, guardian, or tutor. A notice of 24 hours prior to the leave must be given to the employer by the employee. The leave is not required to be paid; except an employee may substitute any accrued paid vacation leave or other appropriate paid leave.

Prohibited Actions

The Act makes it unlawful for any employer to interfere with, restrain, or deny employees the rights provided under the Act. Any discrimination or disciplinary action taken against an employee for exercising his rights under the Act, or for opposing any practice made unlawful by the Act, is also prohibited.

Enforcement

Alleged violations of the Act may be complained of (1) in a civil action brought by an employee, (2) by a complaint filed with the Director of Labor and Training of the State of Rhode Island. Civil penalties are provided for violations of the Act or any order issued by the Director of Labor and Training.

Return to Leave

Employees who are granted leave under the Act are entitled to be restored to the position held when the leave commenced, or to a position with equivalent seniority, status, employment benefits, pay and other terms and conditions of employment, including all fringe benefits and service credits that the employee had been entitled to at the commencement of the leave.

Prohibited Actions

The Act makes it unlawful for any employer to interfere with, restrain, or deny employees the rights provided under the Act. Any discrimination or disciplinary action taken against an employee for exercising his rights under the Act, or for opposing any practice made unlawful by the Act, is also prohibited.

Employment and Training Services

If you need help finding a job:

The RI Dept. of Labor and Training offers free employment and training related services including:

1. Job referral and placement services.

2. Resource rooms with a wide range of employment and training resources.

3. Career counseling and testing to help assess aptitudes and interests.

4. Internet access for employment and training information.

5. Job Search workshops to help you develop interviewing skills.

6. Resume writing seminars to help you create an effective resume and cover letter.

Visit www.dlt.ri.gov to find a Career Center near you. You can also access many services on the Internet at www.employri.org.

DLT Department of Labor and Training
RI DEPARTMENT OF LABOR AND TRAINING

Rev. 6/2020

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UNEMPLOYMENT INSURANCE

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