Employee Rights under Wisconsin's Business Closing/Mass Layoff Notification Law

Under Wisconsin law, employees have certain rights and employers have certain obligations to give proper notice to their employees and others before taking certain actions.

What is a "business closing" or "mass layoff?"

"business closing" requires notice if there is a permanent or temporary shutdown of an employment site of one or more facilities or operating units at an employment site or within a single municipality that affects 25 or more employees (not including "new" or "low-hour" employees).

"mass layoff" requires notice if there is a reduction in the workforce that is not a "business closing" and which affects the following number of employees (excluding new or low hour employees) at an employment site or within a single municipality:

1. **At least 25% of the employer's workforce or 25 employees, whichever is greater or**
2. **At least 500 employees.**

Employees are counted if their employment is terminated (not including discharges for cause, voluntary departures or retirements), if they are laid off for more than 6 months, or if their hours are reduced more than 50 percent during each month of any 6-month period, as the result of a business closing or mass layoff. New or low-hour employees - who have been employed for fewer than 6 of the 12 months preceding the date on which a notice is required or who average fewer than 20 hours of work per week - are **not** counted.

Who must provide notice and when?

With certain exceptions, businesses employing 50 or more persons in the State of Wisconsin must provide written notice 60 days before implementing "business closing" or "mass layoff" in this state. The federal or state government (and their political subdivisions), charitable, or tax exempt institutions and organizations and independent contractors are not covered under this law and do not have to provide notice. Additional exceptions exist in various situations involving strikes or lockouts, sales, relocations, temporary or seasonal employment, unforeseeable circumstances, natural or man-made disasters, temporary cessation in operations, or businesses in financial trouble.

What employees are entitled to receive notice?

Employees are entitled to receive notice if they are counted as part of "business closing" or "mass layoff." New or low-hour employees may also be entitled to receive notice in situations where there is a "business closing" or "mass layoff."

What can employees recover if notice is required and not given?

If an employer implements a "business closing" or "mass layoff" without providing required notice, an affected employee may recover back pay and benefits for each day that required notice was not provided (up to a maximum of 60 days). An affected employee may also recover attorney fees and costs in a lawsuit.

If you have questions regarding this law or wish to file a complaint, call or write us at:

STATE OF WISCONSIN
DEPARTMENT OF WORKFORCE DEVELOPMENT
EQUAL RIGHTS DIVISION
LABOR STANDARDS BUREAU

201 E WASHINGTON AVE ROOM A300
PO BOX 8928
MADISON WI 53708

Telephone: (608) 266-6860
TTY: (608) 264-8752

819 N 6th ST
ROOM 255
MILWAUKEE WI 53203

Telephone: (414) 227-4384
TTY: (414) 227-4081

Website: http://dwd.wisconsin.gov/er/

The Department of Workforce Development is an equal opportunity employer and service provider. If you have a disability and need to access this information in an alternate format or need it translated to another language, please contact us.

ERD-9006-P (R. 06/2006)

Hours and Times of Day Minors May Work in Wisconsin

State and federal laws permit minors to work up to seven days per week in agriculture and newspaper delivery. In most other types of labor, minors may only work six days a week.

	After Labor Day through May 31				June 1 through Labor Day			
	14 – 15 years olds		16-17 year olds		14 – 15 year olds		16 –17 year olds	
Maximum Hours of Work	**Federal**	**State**	**Federal**	**State**	**Federal**	**State**	**Federal**	**State**
Daily Hours								
Days in Non-School Week	8 hours	8 hours	Unlimited	Unlimited*	8 hours	8 hours	Unlimited	Unlimited*
Non-School Days in School Week	8 hours	8 hours	Unlimited	8 hours	8 hours	8 hours	Unlimited	8 hours
School Days except Last School Day of Week	3 hours	4 hours	Unlimited	5 hours	3 hours	4 hours	Unlimited	5 hours
Last School Day of the Week	3 hours	8 hours	Unlimited	8 hours	3 hours	8 hours	Unlimited	8 hours
Weekly								
Non-School Week	40 hours	40 hours	Unlimited	50 hours	40 hours	40 hours	Unlimited	50 hours
Full School Week	18 hours	18 hours	Unlimited	26 hours*	18 hours	18 hours	Unlimited	26 hours*
Partial School Week	18 hours	24 hours	Unlimited	32 hours*	18 hours	24 hours	Unlimited	32 hours*
Permitted Time of Day								
Days in Non-School Week	7am-7pm	7am–11pm	Unlimited	Unlimited*	7am-9pm	7am-11pm	Unlimited	Unlimited*
Non-School Days in School Week	7am–7pm	7am-11pm	Unlimited	5am-12:30am*	7am-9pm	7am-11pm	Unlimited	5am-12:30am*
Non-School Day that Precedes a School Day	7am-7pm	7am-8pm	Unlimited	5am-11pm	7am-9pm	7am-8pm	Unlimited	5am-11pm
School Day except Last School Day of Week	7am-7pm	7am-8pm	Unlimited	7am-11pm	7am-9pm	7am-8pm	Unlimited	7am-11pm*
Last School Day of Week	7am-7pm	7am-11pm	Unlimited	7am-12:30am*	7am-9pm	7am-11pm	Unlimited	7am-12:30am*

Employers subject to both federal and state laws must comply with the more stringent section of the two laws.
State child labor laws prohibit work during times that minors are required to be in school, except for students participating in work experience and career exploration programs operated by the school.
Minors are limited to the maximum hours and time of day restrictions even though they may work for more than one employer during the same day or week.
For further information about the Federal child labor laws call (608) 441-5221, or write to U.S. D.O.L., Wage & Hour, 740 Regent St, Suite 102, Madison, WI 53715.
For further information about the State child labor laws, call Madison (608) 266-6860 or Milwaukee (414) 227-4384

* Ages 16 & 17 must be paid time and one-half for work in excess of 10 hours per day or 40 hours per week, whichever is greater. Minors 14-17 working in agriculture, must be paid time and one-half for work over 50 hours per week during peak periods.
* Following the end of work, 8 hours of rest is required before the start of work the next day. Work must be directly supervised by an adult between the hours of 12:30am –5am.
* Minors age 16 & 17 who are Emancipated, Living Independently, Head of Household, Enrolled in a GED Program at a Vocational or Technical College, may work 40 hours per week when public schools are in session, and up to 50 hours per week during non-school weeks. The daily hours and time of day restrictions do not apply.
* Minors age 16 & 17 who are enrolled in Home School may only work 26 hours per week when public schools are in session, 32 hours if less than 5 days of school, and up to 50 hours per week during non-school weeks. The daily hours and time of day restrictions do not apply.

STATE OF WISCONSIN - DEPARTMENT OF WORKFORCE DEVELOPMENT - EQUAL RIGHTS DIVISION - LABOR STANDARDS BUREAU

PO BOX 8928 MADISON WI 53708
Telephone: (608) 266-6860 TTY: (608) 264-8752

Website: http://dwd.wisconsin.gov/er/

The Department of Workforce Development is an equal opportunity employer and service provider. If you have a disability and need to access this information in an alternate format or need it translated to another language, please contact us.

ERD-9212-P (R. 06/2006)

Employee Protections Against Use of Honesty Testing Devices

Employers who use honesty testing must display this poster in one or more conspicuous places where notices to employees are customarily posted.

Under Wisconsin law, requiring or requesting that an employee or applicant take an honesty test (lie detector) is unlawful or heavily regulated. Further, employers may not discriminate against a person who refuses to take a test or objects to its use.

Exceptions

An employer **may request** that an employee take a test in connection with an investigation involving economic loss or injury to a business if the employee is a reasonable suspect.

Honesty tests **can be used** by law enforcement agencies and certain businesses engaged in providing security services, alarm systems, and who manufacture, distribute or sell controlled substances.

Employee & Applicant Rights

Any legally permitted honesty test is subject to strict safeguards, including an examinee's right to proper notice, the right to discontinue a test at any time and the right to advance written notice of the questions to be asked.

Enforcement

Victims of unlawful honesty testing may file a complaint within **300 days** after the date the unfair honesty testing occurred, at one of the offices below.

STATE OF WISCONSIN
DEPARTMENT OF WORKFORCE DEVELOPMENT
EQUAL RIGHTS DIVISION
LABOR STANDARDS BUREAU

201 E WASHINGTON AVE ROOM A300
PO BOX 8928
MADISON WI 53708

Telephone: (608) 266-6860
TTY: (608) 264-8752

819 N 6th ST
ROOM 255
MILWAUKEE WI 53203

Telephone: (414) 227-4384
TTY: (414) 227-4081

Website: http://dwd.wisconsin.gov/er/

The Department of Workforce Development is an equal opportunity employer and service provider. If you have a disability and need to access this information in an alternate format or need it translated to another language, please contact us.

Wisconsin Fair Employment Law

Section 111.31-111.395 Wisconsin Statutes and DWD 218 Wisconsin Administrative Code requires that all employers prominently display this Poster in all places of employment.

It is unlawful to discriminate against employees and job applicants because of their:

- Sex
- Color
- Ancestry
- Disability
- Marital Status
- Race
- Creed (Religion)
- Age (40 or Over)
- Use of Lawful Products
- Arrest or Conviction
- Honesty Testing
- National Origin
- Pregnancy or Childbirth
- Sexual orientation
- Genetic Testing
- Military Service Membership

This law applies to employers, employment agencies, labor unions and licensing agencies.

Employers may not require certain types of honesty testing or genetic testing as a condition of employment, nor discipline an employee because of the results.

Employees may not be harassed in the workplace based on their protected status nor retaliated against for filing a complaint, for assisting with a complaint, or for opposing discrimination in the workplace.

There is a 300-day time limit for filing a discrimination complaint.

For more information or a copy of the law and the administrative rules contact:

STATE OF WISCONSIN
DEPARTMENT OF WORKFORCE DEVELOPMENT
EQUAL RIGHTS DIVISION
CIVIL RIGHTS BUREAU

201 E WASHINGTON AVE ROOM A300
PO BOX 8928
MADISON WI 53708

Telephone: (608) 266-6860
TTY: (608) 264-8752

819 N 6th ST
ROOM 255
MILWAUKEE WI 53203

Telephone: (414) 227-4384
TTY: (414) 227-4081

Website: http://dwd.wisconsin.gov/er/

The Department of Workforce Development is an equal opportunity employer and service provider. If you have a disability and need to access this information in an alternate format or need it translated to another language, please contact us.

Ley De Empleo Justo De Wisconsin

Sección 111.31-111.395 estatutos de Wisconsin y el código administrativo de DWD 218 Wisconsin requiere que todos los patrones exhiban prominente este cartel en todos los lugares del empleo.

Es contra la ley el discriminar contra trabajadores(as) o personas que solicitan empleo debido a su:

- Sexo
- Color
- Ascendencia
- Impedimento Físico o Mental
- Estado Civil
- Raza
- Credo (Religión)
- Edad (40 Y Mayor)
- Uso De Productos Legales
- Antecedentes De Arresto O Convicción
- Exámenes De Honestidad
- Nacionalidad De Origen
- Embarazo O Nacimiento
- Orientación Sexual
- Examen Genético
- Participación En La Reserva Militar O Guardia Nacional

Las empresas o patrones no pueden requerir ciertos tipos de exámenes como condición de empleo, ni pueden disciplinar a un empleado basándose solamente en los resultados de esos exámenes.

Los trabajadores no pueden ser hostigados o amendentrados en su lugar de trabajo, ni ser sometidos a represalias como resultado de presentar una queja, o ayudar con una queja, o por oponerse al discrimen en el lugar de empleo.

Esta ley aplica a patrones, lugares de trabajo, agencias de empleo, uniones laborales (gremios), y agencias que certifican o dan licencias. Existe un período límite de 300 días para presentar una queja.

Para mayor información, o para obtener una copia de la ley o del reglamento administrativo, póngase en contacto con:

STATE OF WISCONSIN
DEPARTMENT OF WORKFORCE DEVELOPMENT
EQUAL RIGHTS DIVISION
CIVIL RIGHTS BUREAU

201 E WASHINGTON AVE ROOM A300
PO BOX 8928
MADISON WI 53708

Telephone: (608) 266-6860
TTY: (608) 264-8752

819 N 6th ST
ROOM 255
MILWAUKEE WI 53203

Telephone: (414) 227-4384
TTY: (414) 227-4081

Website: http://dwd.wisconsin.gov/er/

El Departamento de Workforce Development (Desarrollo de la Fuerza Laboral) no discrimina con respecto a incapacidad en la provisión de servicios o en el empleo. Si usted necesita la información de este folleto en un formato diferente, o que se la interpreten, o necesita ayuda para usar el servicio, por favor póngase en contacto con nosotros. Las personas que son sordas, o tienen dificultad para oír o hablar, pueden comunicarse usando los números de TTY dados arriba

ERD 4531-S-P (R. 06/2006)

WISCONSIN TXOJ CAI NCAJ NCEES TXOG KEV UA HAUJ LWM

(Wisconsin Fair Employment Law) -- in Hmong

Sec. 111.31-111.395 Statutes and DWD 218 Wisconsin Administrative Code tau kom cov tswv hauj lwm muab tej ntaub ntawv no dai cia rau txhua qhov chaw ua hauj lwm.

Nws tsis yog txoj cai ntxub ntxaug cov neeg ua hauj lwm thiab cov neeg nrhiav hauj lwm vim lawv muaj cov yeeb yam raws li nram no:

- **POJ NIAM/TXIV NEEJ (sex)**
- **XIM NQAIJ (color)**
- **CAJ CES (ancestry)**
- **XIAM OOB QHAB (handicap)**
- **MUAJ POJ NIAM/MUAJ TXIV**
- **HAIV NEEG (race) NYUAM**
- **KEV NTSEEG (creed/religion)**
- **HNUB NYOOG (40 xyoo rov saud)**

SIV KHOOM RAUG CAI
RAUG NTES THIAB RAU TXIM
TWV/SIM SIAB DAWB PAUG
KEEB KWM (national origin)
CEV XEEB TUB LOS PUAS TAU ME

NYIAM KEV PLEES TXAWV
SIM KOM PAUB TXOG CAJ CES
•ZWM RAU PAWG TUB ROG TWG

Cov tswv hauj lwm yuav tsis tas muaj kev twv/sim ua ntej tso mam yuav ua hauj lwm, los yog muab tus neeg ua hauj lwm rau txim vim qhov pom los ntawm kev twv/sim ntawd.

Cov tswv hauj lwm yuav tsis quab yuam los yog hem nyob hauv qhov chaw ua hauj lwm los yog ua phem pauj rau ib tus neeg uas nws tau ua daim ntawv tsis txaus siab, pab lwm tus tsis txaus siab, los yog tawm tsam txoj kev ntxub ntxaug nyob hauv qhov chaw ua hauj lwm.

Txoj cai no raug siv rau cov tswv hauj lwm, cov chaw nrhiav hauj lwm, cov koom txoos (unions) ntawm tsoom neeg tawm dag zog thiab cov chaw ua kam uas muaj daim ntawv pov thawj (license).

Nws muaj 300 hnub rau koj ua koj daim ntawv tsis txaus siab.

Yog xav paub ntxiv los yog xav tau tsab cai no thiab lwm yam cai uas tau ua tawm hu rau:

DEPARTMENT OF WORKFORCE DEVELOPMENT EQUAL RIGHTS DIVISION

201 E. WASHINGTON AVE ROOM A300
PO BOX 8928
MADISON WI 53708
Telephone: (608) 266-6860
TDD (608) 264-8752

819 N. 6TH STREET
ROOM 255
MILWAUKEE WI 53203
Telephone: (414) 227-4384
TDD (608) 227-4081

Fab Kam Tsim Hauj Lwm (Department of Workforce Development) yuav tsis ntxub ntxaug/cais leej tib neeg uas muaj kev tsis zoo nyob rau kev nrhiav ua hauj lwm. Yog koj xav tau cov ntaub ntawv txhais no, los yog koj xav tau kev pab txog cov hauj lwm no, thov hu rau peb. Cov tsis hnov lus los yog hais tsis tau lus, nej yuav tau hu rau tus TDD uas teev los saum no.

Wisconsin Family and Medical Leave Act

Section 103.10, Wisconsin Statutes, requires that all employers with 50 or more employees display a copy of this poster in the workplace. Employers with 25 or more employees are required to post their particular leave policy

Under state law all employers with 50 or more permanent employees must allow employees of either sex:

- **Up to six (6) weeks leave in a calendar year for the birth or adoption of the employee's child, providing the leave begins within sixteen (16) weeks of the birth or placement of that child.**
- **Up to two (2) weeks of leave in a calendar year for the care of a child, spouse or parent with a serious health condition.**
- **Up to two (2) weeks leave in a calendar year for the employee's own serious health condition.**

This law only applies to an employee who has worked for the employer more than 52 consecutive weeks and for at least 1000 hours during that 52-week period. The law also requires that employees be allowed to substitute paid or unpaid leave provided by the employer for Wisconsin Family and Medical Leave. Employers may have leave policies, which are more generous than leaves required by the law.

A complaint concerning a denial of rights under this law **must be filed within 30 days** after the violation occurs or the employee should have reasonably known that the violation occurred, whichever is later.

For answers to questions about the law, a complete copy of the law, or to make a complaint about a denial of rights under the law contact:

STATE OF WISCONSIN
DEPARTMENT OF WORKFORCE DEVELOPMENT
EQUAL RIGHTS DIVISION
LABOR STANDARDS BUREAU

201 E WASHINGTON AVE ROOM A300
PO BOX 8928
MADISON WI 53708

Telephone: (608) 266-6860
TTY: (608) 264-8752

819 N 6th ST
ROOM 255
MILWAUKEE WI 53203

Telephone: (414) 227-4384
TTY: (414) 227-4081

Website: http://dwd.wisconsin.gov/er/

The Department of Workforce Development is an equal opportunity employer and service provider. If you have a disability and need to access this information in an alternate format or need it translated to another language, please contact us.

Ley De Derecho De Ausencia Familiar Y Médica De Wisconsin

La Sección 103.10 de la Ley estatal requiere que todas las compañías/agencias con más de cincuenta (50) empleados pongan este aviso en un sitio visible en el area de trabajo. Las compañías/agencias con más de veinticinco (25) empleados también tienen la obligación de poner a la vista un aviso de sus propias reglas para ausencias.

Bajo la ley estatal, todas las compañías/agencias con más de cincuenta (50) empleados permanentes tienen que darles a sus empleados de cualquier sexo:

- **hasta seis (6) semanas de derecho de ausencia debida al nacimiento o adopción de un niño(a) del empleado. La ausencia tiene que empezar en las primeras dieciséis (16) semanas del nacimiento o adopción del niño(a).**
- **hasta dos (2) semanas de derecho de ausencia para cuidar a un hijo(a), esposo(a) o padre/madre que sufren de una enfermedad seria.**
- **hasta dos (2) semanas de derecho de ausencia si el empleado(a) sufre de una enfermedad seria.**

Esta ley es aplicable solamente si el empleado(a) ha trabajado para la misma compañía/agencia por más de cincuenta y dos (52) semanas consecutivas y por lo menos mil (1000) horas durante esas 52 semanas. La ley también requiere que se permita a los empleados al substituto pagado o al permiso no retribuido proporcionada por el patrón la familia de Wisconsin y la licencia médica. Las compañías/agencias pueden tener reglas propias que ofrecen períodos de ausencia más generosos que los que son requeridos por la ley.

Una queja referente a que le hayan negado los derechos otorgados por esta ley debe presentarse dentro de treinta **(30) días** después de que haya ocurrido la violación, o de que el empleado(a) debería haber sabido, dentro de lo razonable, que la violación ocurrió, cualquiera de las dos situaciones haya ocurrido ultima.

Para obtener respuestas a sus preguntas acerca de esta Ley, obtener una copia completa de la Ley, o para hacer una queja acerca de una violación de derechos bajo la Ley, póngase en contacto con:

STATE OF WISCONSIN
DEPARTMENT OF WORKFORCE DEVELOPMENT
EQUAL RIGHTS DIVISION
LABOR STANDARDS BUREAU

201 E WASHINGTON AVE ROOM A300
PO BOX 8928
MADISON WI 53708

Telephone: (608) 266-6860
TTY: (608) 264-8752

819 N 6th ST
ROOM 255
MILWAUKEE WI 53203

Telephone: (414) 227-4384
TTY: (414) 227-4081

Website: http://dwd.wisconsin.gov/er/

El Departamento de Workforce Development (Desarrollo de la Fuerza Laboral) no discrimina con respecto a incapacidad en la provisión de servicios o en el empleo. Si usted necesita la información de este folleto en un formato diferente, o que se la interpreten, o necesita ayuda para usar el servicio, por favor póngase en contacto con nosotros. Las personas que son sordas, o tienen dificultad para oír o hablar, pueden comunicarse usando los números de TTY dados arriba.

Wisconsin Minimum Wage Rates
Effective June 1, 2006

General Minimum Wage Rates

Adult Employees:	Opportunity Employees:	Minor Employees:
$6.50 per Hour	$5.90 per Hour	$5.90 per Hour

Minimum Wage Rates for Tipped Employees

Adult Employees:	Minor Employee: [Non-Opportunity]	Opportunity Employees:
$2.33 per Hour	$2.33 per Hour	$2.13 per Hour

Note: "Opportunity employee" means an employee who is not yet 20 years old and who has been in employment status with a particular employer for 90 or fewer consecutive calendar days from the date of initial employment.

Minimum Wage Rates for All Agricultural Employees

Adults	**$5.15 per Hour**
Minors	**$4.25 per Hour**

Minimum Rates for Caddies

9 Holes	**$5.90**	**18 Holes**	**$10.50**

For more information contact:

STATE OF WISCONSIN
DEPARTMENT OF WORKFORCE DEVELOPMENT
EQUAL RIGHTS DIVISION
LABOR STANDARDS BUREAU

201 E WASHINGTON AVE ROOM A300
PO BOX 8928
MADISON WI 53708

Telephone: (608) 266-6860
TTY: (608) 264-8752

819 N 6th ST
ROOM 255
MILWAUKEE WI 53203

Telephone: (414) 227-4384
TTY: (414) 227-4081

Website: http://dwd.wisconsin.gov/er/

The Department of Workforce Development is an equal opportunity employer and service provider. If you have a disability and need to access this information in an alternate format or need it translated to another language, please contact us.

ERD-9247-P (R. 06/2006)

Wisconsin Maximum Allowances for Board and Lodging

Effective June 1, 2006

Non-Agricultural Employment

	Non-Opportunity Employees	Minor And Opportunity Employees
Meals	$78.00 Per Week $3.70 Per Meal	$70.80 Per Week $3.35 Per Meal
Lodging	$52.00 Per Week $7.40 Per Day	$47.20 Per Week $6.75 Per Day

Agricultural Employment

All Employees

Meals (Adults)	$61.80 Per Week $2.95 Per Meal
Meals (Minors)	$51.00 Per Week $2.40 Per Meal
Lodging (Adults)	$41.20 Per Week $5.90 Per Day
Lodging (Minors)	$34.00 Per Week $4.85 Per Day

Camp Counselor Employment

Weekly Salary for All Employees

	Board & Lodging	Board Only	No Board or Lodging
Adults	$171.00	$217.00	$270.00
Minors	$135.00	$171.00	$225.00

When board or lodging provided by an employer is accepted and received by an employee, the employer is permitted to deduct up to the above amounts from the worker's paycheck. The amounts deducted are used to determine if the employee is receiving the required minimum wage rates.

NOTICE TO WISCONSIN WORKERS WITH DISABILITIES PAID AT SPECIAL MINIMUM WAGE

Wisconsin Minimum Wage, Hours of Work and Overtime Laws

Generally, employees are covered by Wisconsin's minimum wage and overtime law provisions. The law requires payment of not less than the minimum wage for all hours worked, and payment of time and one-half an employee's regular rate of pay for all hours worked over forty in a work week. There may be other requirements. **Child labor law provisions apply to employees under 18 years of age.**

Special Minimum Wages

Workers whose disabilities impair their ability to perform their work may be employed under a special minimum wage license issued by the Department of Workforce Development. This establishment has such a license. The rates must reflect the productivity of the worker compared to the productivity of a worker not disabled for similar work, and to the wages paid to experienced workers performing the same or similar work in the vicinity.

Worker Notification

The employer shall inform orally and in writing, each worker with a disability, and parent and/or guardian if appropriate, of the terms of the special minimum wage license under which the worker is employed.

Review Process, Complaints or Questions

A request for reconsideration or review under this law must be filed within 60 days after learning of the action.

To file such a request, make a complaint, for answers to questions about the law, or for a complete copy of the law, contact:

STATE OF WISCONSIN
DEPARTMENT OF WORKFORCE DEVELOPMENT
EQUAL RIGHTS DIVISION
LABOR STANDARDS BUREAU

201 E WASHINGTON AVE ROOM A300
PO BOX 8928
MADISON WI 53708

Telephone: (608) 266-6860
TTY: (608) 264-8752

819 N 6th ST
ROOM 255
MILWAUKEE WI 53203

Telephone: (414) 227-4384
TTY: (414) 227-4081

Website: http://dwd.wisconsin.gov/er/

The Department of Workforce Development is an equal opportunity employer and service provider. If you have a disability and need to access this information in an alternate format or need it translated to another language, please contact us:

Notification Required When Employers Decide to Cease Providing a Health Care Benefit Plan

Pursuant to Section 109.075 Wisconsin Statutes, Wisconsin employers who plan to discontinue health care benefits to current employees, retirees and dependents of employees or retirees in some instances must provide the affected individuals with 60 days advanced notice of the cessation of benefits.

Q: Which current or former employers must comply with this requirement?
A: Employers who operates a business enterprise in Wisconsin that employs 50 or more persons in this state must provide advanced written notice of employer's intention to cease providing health care benefits to affected parties.

Q: Who is an affected individual entitled to notification?
A: Employees, any union representing employees of that business, retirees, and dependents of employees and retires currently covered by the health care plan are entitled to receive 60 days advanced written notice that their benefits will cease.

Q: What would be the purpose of filing a complaint about not receiving advanced notification of a cessation of health care benefits?
A: A complainant who did not receive proper advanced notification may receive either the value of the insurance premium(s) for the period without notification or the actual value of medical expenses incurred during the non-notification period (maximum of 60 days).

Q: If I have questions concerning this requirement or if I wish to file a complaint about not receiving notification, who should I contact?
A: Contact either the Equal Rights Division in Milwaukee or Madison listed below.

STATE OF WISCONSIN
DEPARTMENT OF WORKFORCE DEVELOPMENT
EQUAL RIGHTS DIVISION
LABOR STANDARDS BUREAU

201 E WASHINGTON AVE ROOM A300
PO BOX 8928
MADISON WI 53708

Telephone: (608) 266-6860
TTY: (608) 264-8752

819 N 6th ST
ROOM 255
MILWAUKEE WI 53203

Telephone: (414) 227-4384
TTY: (414) 227-4081

Website: http://dwd.wisconsin.gov/er/

The Department of Workforce Development is an equal opportunity employer and service provider. If you have a disability and need to access this information in an alternate format or need it translated to another language, please contact us.

Retaliation Protection for Health Care Workers in Wisconsin

Any facility, as defined in s. 647.01 (4), or any hospital, nursing home, community based residential facility, county home, county infirmary, county hospital, county mental health complex or other place licensed or approved by the department of health and family services **must display** this poster in one or more conspicuous places where notices to employees are customarily posted.

Under section 146.997 of Wisconsin Statutes, as an employee of a health care facility or provider, you may not be disciplined at work for good faith reporting of:

- any potential violations of state or federal law by the health care facility or provider,
- any situation where care is provided in a manner that violates state or federal standards or laws or recognized clinical or ethical standards.

Covered reporting includes internal reports to any director, officer or supervisor of the health care facility or provider or reports to an agency or body that accredits, certifies or approves the facility or provider, unless disclosure is prohibited by law.

Victims of unlawful retaliation may file a complaint**, within 300 days** after the date the retaliation or threat of retaliation occurred, at one of the offices below.

STATE OF WISCONSIN
DEPARTMENT OF WORKFORCE DEVELOPMENT
EQUAL RIGHTS DIVISION
LABOR STANDARDS BUREAU

201 E WASHINGTON AVE ROOM A300
PO BOX 8928
MADISON WI 53708

Telephone: (608) 266-6860
TTY: (608) 264-8752

819 N 6th ST
ROOM 255
MILWAUKEE WI 53203

Telephone: (414) 227-4384
TTY: (414) 227-4081

Website: http://dwd.wisconsin.gov/er/

The Department of Workforce Development is an equal opportunity employer and service provider. If you have a disability and need to access this information in an alternate format or need it translated to another language, please contact us.

Notice to Employees About Applying for Wisconsin Unemployment Benefits

When to Apply

- You are totally unemployed
- You are partially unemployed (your weekly earnings are reduced) or
- You expect to be laid off within the next 13 weeks and would like to start your benefit year early

Important: Your claim does not begin until the week you apply. To avoid any loss of benefits, apply the first week you are unemployed.

Have This Information Ready

- Your social security number
- A personal identification number (PIN) Your PIN is a 4-digit number you make up before you apply.
- Your Wisconsin driver's license number if you have one
- The names of everyone for whom you worked in the past 18 months. For each employer you will also need a full address (including zip code), a telephone number, the reason you are no longer working there, and your first and last dates of work.

Questions? Need Help?

Call a Claims Specialist.

Madison: 608/232-0824 **Milwaukee:** 414/438-7713
Toll-Free: 1-800/494-4944

For a complete list of our telephone service numbers and more information about unemployment insurance, visit our web site at:
http://www.dwd.state.wi.us/uiben

How to Apply

Apply On-line at
http://www.ucclaim-wi.org

or

Apply by Telephone

Madison	608/232-0678
Milwaukee	414/438-7700
Toll-Free	1-800/822-5246

You can start your application during the hours listed below.

Sunday	9:00 AM - 5:00 PM
Monday-Friday	6:00 AM - 7:00 PM
Saturday	9:00 AM - 2:30 PM

Deaf, hard-of-hearing, and speech-impaired callers may apply on-line using the Internet address shown above, or they may apply by calling our TTY number when Claims Specialists are available. TTY callers must have a telephone typewriter device. Voice calls are not answered on this number.

TTY Toll Free Number
1-888/393-8914

Claims Specialists are available during the following hours:

Monday-Friday 7:45 AM - 4:30 PM

State of Wisconsin
Department of Workforce Development
Unemployment Insurance Division

Notice to Employers: This notice must be posted permanently in each work place where all employees will easily see it (on bulletin boards, near time clocks, etc.) For additional copies call 608/267-8997.

Notice to Employees: The federal Social Security Act requires that you give us your social security number. It will be used to verify your identity and determine your eligibility. If you do not provide your social security number, we cannot take your claim.

UCB-7-P (R. 02/2003) - ENGLISH

Aviso a Empleados Sobre Reclamos de Beneficios por Desempleo en Wisconsin

¿Cuándo Aplicar?

- Cuando usted está totalmente desempleado
- Usted está parcialmente desempleado (sus sueldos semanales son reducidos) ó
- Usted anticipa ser descansado (laid off), dentro de las próximas 13 semanas y a usted le gustaría adelantar el comienzo de su año de beneficios.

Importante: Su reclamo no empieza hasta la semana que usted hace su solicitud. Para evitar cualquier pérdida de beneficios, aplique durante la primera semana en que usted queda desempleado.

Tenga esta información a la mano

- Su número de seguro social
- Un número de identificación personal (clave) Su clave es el número de 4 dígitos que usted debe inventar antes de que usted aplique.
- Su número de licencia de conducir en Wisconsin, si tiene una.
- Los nombres de todos los lugares para los cuales usted ha trabajado durante los últimos 18 meses. Además, por cada empleador necesitará la dirección completa (incluyendo códigos postales), números de teléfono, primer y último día de empleo, y la razón por lo cual ya no está trabajando para tal lugar.

¿Preguntas? ¿Necesita ayuda?

Llame a un especialista en reclamos.

Madison: 608/232-0824 **Milwaukee:** 414/438-7713
Número gratis: 1-800/494-4944

Para una lista completa de nuestros números de servicio telefónico y mas información acerca de los beneficios de desempleo, visite nuestra página en la red: **http://www.dwd.state.wi.us/uiben**

¿Cómo Aplicar?

Aplique en línea a:
http://www.ucclaim-wi.org

or

Aplique por teléfono

Madison	608/232-0678
Milwaukee	414/438-7700
Número gratis	1-800/822-5246

Puede empezar su aplicación durante las horas listadas a continuación:

Domingos	9:00 AM - 5:00 PM
Lunes a Viernes	6:00 AM - 7:00 PM
Sábados	9:00 AM - 2:30 PM

Personas con dificultades al oír o hablar pueden aplicar en línea usando la dirección de internet que se muestra arriba, o llamar a nuestro número TTY durante las horas en que los especialistas en reclamos están disponibles. Las personas que llamen usando este sistema deben de tener una máquina de escribir telefónica con dispositivo TTY. Llamadas regulares o de personas que no necesitan este servicio no serán contestadas en este número.

Número gratis para TTY
1-888/393-8914

Los especialistas en reclamos están disponibles para ayudarle en el horario siguiente:

Lunes a Viernes 7:45 AM - 4:30 PM

Estatuto de Wisconsin
Departamento para el Desarrollo del Trabajador
División de Desempleo

Notice to Employers: This notice must be posted permanently in each work place where all employees will easily see it (on bulletin boards, near time clocks, etc.) For additional copies call 608/267-8997.

Aviso a los Empleadores: Este aviso tiene que ser exhibido permanentemente en un lugar donde pueda ser fácilmente visto por todos sus empleados (en tableros de anuncios, cerca de relojes registradores, etc.) Para copias adicionales llame al 608/267-8997.

Aviso a los Empleados: La Ley federal del Seguro Social requiere que usted nos dé su número de seguro social. Éste será usado para verificar su identidad y determinar su eligibilidad. Si usted no nos provee con su numero de seguro social, no podremos tomar su reclamo.

UCB-7-P (R.02/2003) - SPANISH

Lus Qhia Cov Neeg Ua Haujlwm Txog Kev Thov Wisconsin Cov Nyiaj Poob Haujlwm

Thaumtwg Thiaj Thov Tau

- Koj poob koj txoj haujlwm lawm
- Koj ua haujlwm xuas moos (hours) tsawg lawm (koj li nyiaj ntawm ib lub lispiam (one week) twg tsawg lawm) lossis
- Yog koj paub hais thias koj yuav raug tawm haujlwm ntawm 13 lub lispiam yav pem suab (13 weeks) koj hu tuaj thov ua ntej los tau.

Tseemceeb: Txoj kev thov nyiaj no yuav tsi pib txog thaum lub lispiam uas koj pib thov. Koj yuav tsum thov thawj lub lispiam thaum koj poob haujlwm koj thiaj txais tau kev pab.

Yuav Tsum Muaj Txhij Cov Ntaub Ntawv Hauv Qab No

- Koj tus social security nawj npawb
- Koj tus personal identification nawj npawb (PIN) lossis plaub tug lej uas koj xaiv ua ntej thaum koj yuav hu tuaj.
- Wisconsin driver' s licensenawj npawb yog hais tias koj muaj
- Tag nrho cov tswv num uas koj tau ua haujlwm rau li 18 lub hlis tas los, nrog rau lawv cov chaw njob (nrog zip codes tibsi), nawj npawb xovtooj, qhia vim li cas koj tawm txoj haujlwm, thiab thawj hnub thiab hnub kawg uas koj ua haujlwm rau lawv.

Muaj Lus Nug? Xav Tau Kev pab?

Hu rau cov tibneeg yuav pab tau koj.

Madison: 608/232-0824 **Milwaukee:** 414/438-7713
Toll-Free (hu dawb): 1-800/494-4944

Yog xav paub ntxiv txog peb cov nawj npawb xovtooj thiab lwmyam kev pab txog povhwm kev poob haujlwm saib rau hauv peb lub web site ntawm: **http://www.dwd.state.wi.us/uiben**

Yuav Thov Licas

Thov Nyiaj Poob Haujlwm On-line
http://www.ucclaim-wi.org

lossis

Hu Xovtooj Thov

Madison	608/232-0678
Milwaukee	414/438-7700
Toll-Free (hu dawb)	1-800/822-5246

Hu tau tuaj raws li cov sijhawm hauv qab no.

Sunday	9:00 AM - 5:00 PM
Monday-Friday	6:00 AM - 7:00 PM
Saturday	9:00 AM - 2:30 PM

Tus neeg lag ntseg, tsi hnov lus zoo, thiab hais lus tsi meej los yog hais tsi tau lus yeej muaj peevxwm thov tau nyiaj poob haujlwm on-line tibsi. Siv tib tus chaw nyob saum toj xwb lossis hu tuaj rau TTY tus xovtooj rau lub sijhawm cov tibneeg khoom txais tos pab koj. Tus tibneeg uas hu tuaj rau TTY yuav tsum muaj lub xovtooj ntaus ntawv (telephone typewriter device). Tus nawj npawb xovtooj no yuav tsi teb yog tias koj hais tau lus.

TTY Tus Xovtooj Hu Dawb
1-888/393-8914

Cov tibneeg kws yuav pab tau koj lawv yuav khoom lub sijhawm raws li hauv qab no:

Monday-Friday 7:45 AM - 4:30 PM

State of Wisconsin
Department of Workforce Development
Unemployment Insurance Division

Notice to Employers: This notice must be posted permanently in each work place where all employees will easily see it (on bulletin boards, near time clocks, etc.) For additional copies call 608/267-8997.

Hais Rau Cov Tswv Num: Muab daim ntawv no mus tiv tas mus li rau tej chaw ncaj kev uas cov neeg ua haujlwm yuav pom yooj yim (tiv rau ntawm daim txiag tiv ntawv ceebtoom, ntawm lub txoos teev tswj ua haujlwm, los yog tiv ncaj kev). Yog xav tau daim ntawv no ntxiv hu rau 608/267-8997.

Lus Ceebtoom Rau Cov Tibneeg Ua Haujlwm: Txoj cai los ntawm Federal Social Security hais tias koj yuav tsum muab koj tus Social Security nwaj npawb rau peb. Koj tus nwaj npawb no yuav qhia hais tias yog koj tiag thiab yuav siv qhia seb koj puas yuav txais tau nyiaj poob haujlwm. Yog koj tsis muab koj tus Social Security nwaj npawb thaum koj thov cov nyiaj no, peb yuav pab tsis tau koj.

UCB-7-P (R.02/2003) - HMONG