

CHOICE, unlimited

Creating and Enhancing Opportunities Within Local Communities

Service Recipient Employment Rights

Your employment rights:

1. Right to commensurate pay. All employees must receive equal pay for equal work. Wages are set by the business you work for. The wage you receive should be equal to that of other employees doing the same job.
2. Right to receive money earned. Payment will be mailed or given directly to you, unless you designate direct deposit to your account. The exception may be if your Coordinated Service and Support Plan Addendum indicates need for a specific process.
3. You will not be discriminated against because of age, gender, religion, disability, or any other protected class, etc. Those individuals who are currently determined to have a disability and receive Worker's Compensation or Social Security disability payments shall comply with rules and regulations governing those payments.
4. You have the right to grieve to insure your employment rights by the following the steps below:
 - Talk with your Employment Specialist and your Community Support Specialist about your concern and develop a plan to address your concern with your employer.
 - Meet with your employer to discuss your concern.
 - If your concern is not resolved, your Community Support Specialist will assist you in following your employer's grievance policy.
 - If not resolved at this level, CHOICE, unlimited will assist you in contacting an advocate.
5. You have the right to be treated with courtesy and respect at your job.
6. You have the right to an orientation of the safety requirements specific to your job.
7. All employees are covered under the Fair Labor Standards Act of the U.S. Department of Labor, and the applicable State of Minnesota or State of Wisconsin statutes.
8. All employees have the right to benefits offered by their employer which include Worker's Compensation, and may also include vacation time, sick time, insurance, product discounts, etc.
9. All employees will comply with the applicable State and Federal income withholding requirements. You will be required to complete a W-4 form and an I-9 form to establish your tax and eligibility status.

2.I.j Service Recipient Employment Rights

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Policy Manual 2. Section I ,Service Recipient Handbook