# **Florida & Federal Employment Notices**

DATE POSTED: Labor Laws change often. Please call your distributor twice a year to confirm if you are in compliance. All Rights Reserved. Unauthorized copies are illeg



## and Health Administratio U.S. Department of Labor



### All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

This poster is available free from OSHA.

### **Employers must:**

NOTE: OSHA REQUIRES THAT REPRODUCTIONS OR FACSIMILES OF THE POSTER BE AT LEAST 8.5" X 14" INCHES WITH 10 POINT TYP

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.
- **On-Site Consultation services are** available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation



### **State Minimum Wage**

Notice to Employees Minimum Wage in Florida

Effective September 30, 2021, the Florida minimum wage will be \$10.00 per hour, with a minimum wage of at least \$6.98 per hour for tipped employees, in addition to tips, through September 29, 2022.

On November 3, 2020, Florida voters approved a state constitutional amendment to gradually increase the state's minimum wage each year until reaching \$15.00 per hour on September 30, 2026

On September 30, 2021, Florida's minimum wage will increase to \$10.00 per hour. Each year, thereafter, Florida's Minimum Wage will increase by \$1.00 until the Minimum Wage reaches \$15.00 per hour on September 30, 2026.

An employer may not retaliate against an employee for exercising his or her right to receive the minimum wage. Rights protected by the State Constitution include the right to:

1. File a complaint about an employer's alleged noncompliance with lawful minimum wage requirements

2. Inform any person about an employer's alleged noncompliance with lawful minimum wage requirements

3. Inform any person of his or her potential rights under Section 24, Article X of the State Constitution and to assist him or her in asserting such rights.

An employee who has not received the lawful minimum wage after notifying his or her employer and giving the employer 15 days to resolve any claims for unpaid wages may bring a civil action in a court of law against an employer to recover back wages plus damages and attorney's fees.

An employer found liable for intentionally violating minimum wage requirements is subject to a fine of \$1,000 per violation, payable to the state. The Attorney General or other official designated by the Legislature may bring a civil action to enforce the minimum wage For details, see Section 24, Article X of the State Constitution and Section 448.110, Florida Statutes

## **Equal Employment Opportunity**

#### Know Your Rights: Workplace Discrimination is Illega

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help

### Who is Protected?

• Employees (current and former), including managers and temporary employees Job applicants Union members and applicants for membership in a union

What Organizations are Covered?

· Most private employers State and local governments (as employers) Educational institutions (as employers) Unions Staffing agencies

### What Types of Employment Discrimination are Illegal?

Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of: Race Color

 National origin Sex (including pregnancy and related conditions, sexual orientation, or gender identity) Age (40 and older)

 Disability Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic

services, or family medical history) Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding.

### What Employment Practices can be Challenged as Discriminatory?

All aspects of employment, including: Discharge, firing, or lay-off

- Hiring or promotion
- Assignment



Religion

Job training Classification

Referral

 Obtaining or disclosing genetic information of employees Requesting or disclosing medical information of employees

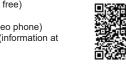
Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating n an investigation or proceeding

### What can You Do if You Believe Discrimination has Occurred?

Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways:

Submit an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx

1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone) www.eeoc.gov/field-office) E-Mail info@eeoc.gov



EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government.

If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from discrimination on the following bases

### Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin

Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race. color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

### Asking About, Disclosing, or Discussing Pay

Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees

### Disability

Section 503 of the Rehabilitation Act of 1973, as amended, protects gualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment gualified individuals with disabilities at all levels of employment, including the executive level.

### **Protected Veteran Status**

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active duty). active duty wartime or campaign badge veterans, or Armed Forces service medal veterans.

### Retaliation

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal laws

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately

The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, D.C. 20210 1-800-397-6251 (toll-free)

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at https:// ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at https://www.dol.gov/ agencies/ofccp/contact.

### PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

### Race, Color, National Origin, Sex

In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance

### Individuals with Disabilities

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

Call 1-800-669-4000 (toll free) Visit an EEOC field office (information at

 Harassment (including unwelcome verbal or physical conduct) Pay (unequal wages or compensation) · Failure to provide reasonable accommodation for a disability or a sincerelyheld religious belief, observance or

Contact OSHA. We can help.

### 1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov



### **Federal Minimum Wage**

\$7.25 PER HOUR BEGINNING JULY 24, 2009 The law requires employers to display this poster where employees can readily see it.

OVERTIME PAY

At least 11/2 times the regular rate of pay for all hours worked over 40 in a workweek

### CHILD LABOR

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment.

### TIP CREDIT

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

#### NURSING MOTHERS

The FLSA requires employers to provide reasonable break time for a nursing mother employee who is subject to the FLSA's overtime requirements in order for the employee to express breast milk for her nursing child for one year after the child's birth each time such employee has a need to express breast milk. Employers are also required to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

#### ENFORCEMENT:

The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate and/ or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when

the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA.

#### ADDITIONAL INFORMATION

· Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions.

• Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.

· Some state laws provide greater employee protections; employers must comply with both.

• Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not.

• Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

1-866-487-9243 • TTY: 1-877-889-5627 • www.dol.gov/whd WAGE AND HOUR DIVISION • WAGE AND HOUR DIVISION • UNITED STATES DEPARTMENT OF LABOR

### **IRS Withholding**

YOU MAY NEED TO CHECK YOUR WITHHOLDING Since you last filed Form W-4 with your employer did you... Marry or divorce? Gain or lose a dependent? Change your name?

#### Were there major changes to ... Your nonwage income (interest, dividend, capital gains, etc.)? Your family wage income (you or your spouse started or ended a job)? Your itemized deductions?

### Your tax credits?

If you can answer "yes" ... To any of these or you owed extra tax when you filed your last return, you may need to file a new Form W-4. See your employer for a copy of Form W-4 or call the IRS at 1-800-829-3676. Now is the time to check your withholding. For more details, get Publication 919, How Do I Adjust My Tax Withholding?, or use the Withholding Calculator at www.irs.gov/individuals on the IRS website

Employer: Please poster or publish this Bulletin Board Poster so that your employees will see it. Please indicate where they can get forms and information on this subject.

### **Reemployment Assistance Program Law**

• Your Employer is registered with the Florida Department of Revenue as an employer who is liable under the Florida Reemployment Assistance Law. This means that You, as employees, are covered by the Reemployment Assistance Program, formerly known as Unemployment Compensation Program

• Reemployment assistance taxes finance the benefits paid to eligible unemployed workers. Those taxes are paid by your employer and, by law, cannot be deducted from employee's wages.

· You may be eligible to receive reemployment assistance benefits if you meet the following requirements

lack of work if your wages during that week are less than your weekly benefit amount. · You must report all earnings while claiming benefits. Failure to do so is a third-degree felony with a maximum penalty of 5 years imprisonment and a \$5,000 fine. • Discharges related to misconduct connected with work may result in disqualification with a penalty period AND remain in effect until a set amount of wages have been earned with new employment

· Voluntarily quitting a job without good cause attributable to the employer may result in disqualification until a set amount of wages have been earned with new employment. · If you have any questions regarding reemployment assistance benefits, contact the Department of Economic Opportunity, Reemployment Assistance Program at:

**Polygraph Protection** 

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

### PROHIBITIONS

www.eeoc.gov

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the

restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers.

reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests. **EXAMINEE RIGHTS** 

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons. ENFORCEMENT

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

#### THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT. 1-866-487-9243 • TTY: 1-877-889-5627 www.dol.gov/whd

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR



#### HEALTH INSURANCE PROTECTION

 If you leave your job to perform military service, you have the right to elect to continue your existing employerbased health plan coverage for you and your dependents for up to 24 months while in the military. • Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries.

#### ENFORCEMENT

• The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations. • For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be viewed at https://webapps.dol.gov/elaws/vets/userra • If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation, • You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.

## 

• The birth of a child or placement of a child for adoption or foster care;

employees may take leave intermittently or on a reduced schedule.

equivalent pay, benefits, and other employment terms and conditions.

Have at least 1.250 hours of service in the 12 months before taking leave:\* and

coverage as if the employees were not on leave

to be eligible for FMLA leave. The employee must:

· Have worked for the employer for at least 12 months

To bond with a child (leave must be taken within 1 year of the child's birth or placement);

· To care for the employee's spouse, child, or parent who has a qualifying serious health condition;

• For the employee's own qualifying serious health condition that makes the employee unable to perform the

· For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse,

weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness.

Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an

employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal

BENEFITS & PROTECTIONS: While employees are on FMLA leave, employers must continue health insurance

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with

An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or

ELIGIBILITY REQUIREMENTS: An employee who works for a covered employer must meet three criteria in order

Minors 16 & 17

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted,

An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26

job-protected leave in a 12-month period

for the following reasons

employee's job;

child, or parent.

paid leave policies

related to the FMLA.

## **Family Medical Leave Act**

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

> · Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite \*Special "hours of service" requirements apply to airline flight crew employees.

REQUESTING LEAVE: Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures.

Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer

if the need for leave is for a reason for which FMLA leave was previously taken or certified. Employers can require a certification or periodic recertification supporting the need for leave. If the employer

determines that the certification is incomplete, it must provide a written notice indicating what additional information

EMPLOYER RESPONSIBILITIES: Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility.

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA leave

ENFORCEMENT: Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an employer.

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

Minors 14 & 15 - Under 14 years old MAY NOT WORK

For additional information: 1-866-4-USWAGE (1-866-487-9243) TTY: 1-877-889-5627 www.dol.gov/whd U.S. Department of Labor • Wage and Hour Division

### **Child Labor Law**

EXEMPTIONS

Federal Government to certain private individuals engaged in national security-related activities

The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are

• FOR USE BY PRIVATE SECTOR AND STATE GOVERNMENT EMPLOYERS •

YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT

**RIGHTS ACT** 

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions

to undertake military service or certain types of service in the National Disaster Medical System. USERRA

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed

• you ensure that your employer receives advance written or verbal notice of your service; • you have five years

or less of cumulative service in the uniformed services while with that particular employer: • you return to work or

apply for reemployment in a timely manner after conclusion of service; and • you have not been separated from

If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you

If you: • are a past or present member of the uniformed service; • have applied for membership in the uniformed

employment; • reemployment; • retention in employment; • promotion; or • any benefit of employment because of

LEAVE ENTITLEMENTS: Eligible employees who work for a covered employer can take up to 12 weeks of unpaid,

service; or • are obligated to serve in the uniformed service; then an employer may not deny you: • initial

service with a disqualifying discharge or under other than honorable condition

had not been absent due to military service or, in some cases, a comparable job.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

also prohibits employers from discriminating against past and present members of the uniformed services,

assistance, you should immediately contact the Federal agency providing such assistance







and applicants to the uniformed services.

REEMPLOYMENT RIGHTS

service and:

this status.

**USERRA** 

1. You must be totally or partially unemployed through no fault of your own. 2. You must apply for benefits at https://connect.myflorida.com. 3. You must register for work at www.employflorida.com. 4. You must have a history of sufficient employment and wages.

5. You must be Able to work and Available for work.

• You may file a claim for partial unemployment for any week you work less than full time due to

Department of Economic Opportunity Division of Workforce Services Reemployment Assistance Program 1-800-204-2418 www.floridajobs.org

This notice must be posted in accordance with Section 443.151(1) Florida Statutes, of the Florida Reemployment Assistance Program Law

### **Discrimination**

FLORIDA LAW PROHIBITS DISCRIMINATION BASED ON: RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, DISABILITY, AGE OR MARITAL STATUS

WHAT IS COVERED UNDER THE LAW: RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, DISABILITY, AGE, PREGNANCY OR MARITAL STATUS

WHAT IS COVERED UNDER THE LAW: • EMPLOYMENT • PUBLIC ACCOMMODATIONS • RETALIATION AFTER FILING A CLAIM • STATE EMPLOYEE WHISTLE-BLOWER RETALIATION

If you feel that you have been discriminated against. visit our web site or call us! FLORIDA COMMISSION ON HUMAN RELATION

4075 Esplanade Way, Suite 110 Tallahassee, Florida 32399

http://FCHR.state.fl.us Phone: (850) 488-7082 • Voice Messaging 1-800-342-8170

### **Equal Opportunity**

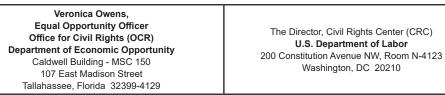
It is against the law for this recipient of Federal financial assistance to discriminate on the following bases: •against any individual in the United States on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief; and against any beneficiary of programs financially assisted under Title I of the Workforce Innovation and Opportunity Act of 1998 (WIOA), on the basis of the beneficiary's citizenship/status as a lawfully admitted immigrant authorized to work in the United States, or his/her participation in any WIOA Title I-financially assisted program or activity.

#### The recipient must not discriminate in any of the following areas:

•deciding who will be admitted, or have access, to any WIOA Title I-financially assisted program or activity; •providing opportunities in, or treating any person with regard to, such a program or activity; or •making employment decisions in the administration of, or in connection with, such a program or activity.

#### What to do if you believe you have experienced discrimination

If you think that you have been subjected to discrimination under a WIOA Title I-financially assisted program or activity, you may file a complaint within 180 days from the date of the alleged violation with either the recipient's Equal Opportunity Officer or with the Director, Civil Rights Center, U.S. Department of Labor:



If you file your complaint with the Office for Civil Rights (OCR), you must wait either until OCR issues a written Notice of Final Action, or until 90 days have passed (whichever is sooner), before filing with the Civil Rights Center (CRC). (See the address above.)

If OCR does not give you a written Notice of Final Action within 90 days of the day on which you filed your complaint, you do not have to wait for OCR to issue that Notice before filing a complaint with CRC. However, you must file your CRC complaint within 30 days of the 90 day deadline (in other words, within 120 days after the day on which you filed your complaint with OCR).

If OCR gives you a written Notice of Final Action on your complaint, but you are dissatisfied with the decision or resolution, you may file a complaint with CRC. You must file your CRC complaint within 30 days of the date on which you received the Notice of Final Action.

### For information or to file a complaint, contact:

The Office for Civil Rights Department of Economic Opportunity Caldwell Building – MSC 150, 107 East Madison Street Tallahassee, Florida 32399-4129 Phone: 850-921-3205 Fax: 850-921-3122 E-mail: Civil.Rights@deo.myflorida.com TTY – Florida Relay Service (FRS): 711

Equal Opportunity Employer/Program • Auxiliary Aids and Services are Available Upon Request to Individuals with Disabilities

### **Payday Notice**

PAYDAY IS ON

□ MONDAY □ TUESDAY □ WEDNESDAY □ THURSDAY □ FRIDAY □ SATURDAY □ SUNDAY

**PAY SCHEDULE IS** 

🗖 WEEKLY 🗖 BI-	WEEKLY 🗖 SEMI-M	IONTHLY 🗖 MC	NTHLY	

PAYCHECKS ARE ISSUED ON THE

#### Protecting the Health, Education and Welfare of Minors in the Workplace. This chart summarizes the child labor laws of the State of Florida and the Federal Fair Labor Standards Act (FSLA). The stricter provisions must be observed and are denoted by bold lettering. The Federal law in italics.

Florida: May NOT work during school SCHOOL hours unless they meet a criterion of the Florida & FLSA: May not work during school hours ATTENDANCE Hour Restrictions listed below (some exceptions apply). FSLA: No Limitations Florida & FLSA: Not required, except the FLSA requires the employer to PERMITS TO WORK maintain date of birth information for all employees under 19 years old. Florida: May work up to 30 hours per week. Florida: May work up to 15 hours per week. Not before 7 a.m. or after 7 p.m. and for no more than 3 hours a day on school days, when a school day follows. May work up to 8 hours on Friday, Saturday, Sunday, and on nonschool Not before 6:30 a.m. or later than 11 p.m. and for no more than 8 hours a day when days, when school days do not follow, until 9 p.m. HOURS OF WORK, WHEN school is scheduled the following day. On days when school does not follow, there FLSA: Daily maximum of 3 hrs. on school days, 8 hours nonschool days; weekly maximum is 18 hours; not before SCHOOL IS IN SESSION 7 a.m. or after 7 p.m. Note: Application of both state and federal law allows this age group to work up to 8 hours on are no hour restrictions. Saturday, Sunday and nonschool days, when FLSA: No limitations. school days do not follow, until 7 p.m. HOURS OF WORK, WHEN Florida: No Limitations Florida: May work up to 8 hrs. per day and up to 40 hrs. per week; may not work before 7 a.m. or after 9 p.m. SCHOOL IS NOT IN FLSA: May work up to 8 hrs. per day and up to 40 hrs. per week. Work must be performed between 7 a.m. and 7 FLSA: No limitations. SESSION(summer vacatior Note: Hazards still p.m.; from June 1 to Labor Day winter apply for minors. may work until 9 p.m. & spring breaks) DAYS PER WEEK Florida: No more than 6 consecutive days in any one week. FLSA: No limitations. Florida: Minors may work no more than 4 consecutive hours without a 30 minute uninterrupted break. BREAKS FLSA: No limitations. Florida: Minors participating in farm work, not on their parents or guardian's farm, must comply with the same restrictions as in other work. FLSA: No limitations. FLSA: No employment permitted during school hours. May work after school in occupations not declared hazardous in AGRICULTURE agriculture. See Child Labor Bulletin 102. (Exception: 12 and 13 year-olds may be employed with written parental consent or on a farm where the minor's parent is also employed; minors under 12 may be employed with written parental consent on farms where employees are exempt from the Federal minimum wage provisions.) The State of Florida has incorporated the 17 Hazardous Occupations (H0's) of the FLSA into the Florida law and Child Labor Rule. For more info on HO's, contact the U.S. Department of Labor, Wage & Hour Division. This poster represents a combination of those laws with an \*\* annotating Florida law "only". Minors under the age of 18 may not work in below occupations. Working in or around explosives or radioactive substances • Operating Motor vehicles • Logging or sawmilling • Operating power-driven meat processing machines to include meat & vegetable slicers; Slaughtering, meat packing, processing or rendering • Working on any scaffolding, roofs or ladders above 6 feet; roofing • Wrecking, demolition or excavation • Mining occupations • Operating power-driven bakery; metal-forming, punching, and shearing machines; woodworking, paper products or hoisting machines • Manufacturing brick and tile products • Operating circular saws, band saws, & guillotine shears \*\* Working with compressed gases exceeding 40 p.s.i. \*\* Working in or around toxic substances, corrosives or pesticides \*\* Firefighting \*\* Working with electrical apparatus or wiring \*\* Operating or assisting to operate tractors over 20 PTO RESTRICTED horsepower, forklifts, earthmoving equipment, any harvesting, planting, or plowing machinery or any moving machinery OCCUPATIONS Minors 14 and 15 may not work in these occupations or use this equipment: • Operating any power-driven machinery other than office machines, including all power mowers and cutters • Maintaining or repairing an establishment, machines, or equipment • Working in freezers or meat coolers • Operating, setting up, adjusting, or cleaning power-driven meat or vegetable slicers, grinders, food choppers, and cutters, and bakery-type mixers • Operating motor vehicles • Manufacturing, mining, or processing occupations where goods are manufactured, mined, or processed • Cooking (some exceptions apply) & baking • Working in occupations in Transportation, Warehouse & Storage, Communications, and Construction (except clerical); boiler or engine rooms . Loading and unloading trucks . Working in public messenger services \*\* Handling certain dangerous animals \*\* Conducting door-to-door sales of products as employment (some exceptions) \*\* Spray painting Hour Restrictions — (from hour restrictions only; hazard restrictions still apply until 18 yrs.) • Minors who hold waivers from a public school or Child Labor Compliance • Minors who have been married • Minors who have either graduated from an accredited high school, or hold a high school equivalency diploma • Minors who have served in EXEMPTIONS the U.S. Armed Forces • Minors who are enrolled in high school work programs Age Restrictions — (from age requirements; hazard restrictions still apply) • Minors who work for their parents in occupations not declared hazardous • Pages in the Florida legislature • Newspaper delivery (10 years old) • Minors in the entertainment industry registered with Child Labor Compliance. A court may authorize an exemption from age and hour restrictions. The Florida Child Labor law is designed to serve and protect minors and encourage them to remain in school. At times, some minors may feel that the law conflicts with their best interest or their life circumstances; therefore, they have the right to request an exemption from the law. If a minor is attending the K-12 public school, a waiver may be PARTIAL WAIVERS obtained and granted by the local school district. All other minors may request an application by contacting the Child Labor Compliance. Waiver applications are reviewed and granted on a case by case basis. To qualify, applicants must demonstrate that certain requirements of Florida law need to be waived. Employers must keep a copy of partial waivers of employed minors. Florida: Employment of minors in violation of Florida Child Labor laws may result in fines up to \$2,500 per offense and/or be guilty of a second degree misdemeanor. FLSA: PENALTIES Maximum fines up to \$10,000 per minor/per violation Florida: If an injured minor is employed in violation of any provisions of the child labor laws of Florida, an employer may be subject to up to double the WORKERS' compensation otherwise payable under Florida Workers COMPENSATION Compensation law Florida: All employers of minors must post in a conspicuous place on the property or place of employment, where it may be easily read, a poster notifying POSTING REQUIREMENTS minors of the Child Labor laws.

For information on Florida laws contact: Florida Department of Business and Professional Regulation, Farm and Child Labor Program, Child Labor Compliance, 1940 North Monroe Street, Tallahassee, FL 32399-1044, Telephone 850-488-3131; Toll-Free 1-800-226-2536; www.myflorida.com

For information on Federal laws contact: U.S. Department of Labor, Wage & Hour Division, listed in the telephone directory under U.S. Government; www.dol.gov/elaws/flsa.htm.

### **Workers' Compensation**

WORKERS' COMP WORKS FOR YOU

### If you are injured on the job:

ANTI-FRAUD REWARD PROGRAM

1. Notify your employer immediately to get the name of an approved physician. Workers' comp insurance may not pay the medical bills if you don't report your injury promptly to your employer. 2. Notify the doctor and medical staff that you were injured on the job so that bills may be properly filed.

3. If you have any problems with your claim or suffer excessive delays in treatment, contact the State of Florida's Division of Workers' Compensation at 1-800-342-1741.

### \$25.000 Reward

Rewards of up to \$25,000 may be paid to persons providing information to the Department of Financial Services leading to the arrest and conviction of persons committing insurance fraud, including employers who illegally fail to obtain workers' compensation coverage. Persons may report suspected fraud to the department at 1-800-378-0445 or online at https://first.fldfs.com A person is not subject to civil liability for furnishing such information, if such person acts without malice, fraud or bad faith.

Workers' compensation pays for all authorized medically necessary care and treatment related to your injury or illness.

**Emergency Notice** 

AT:	

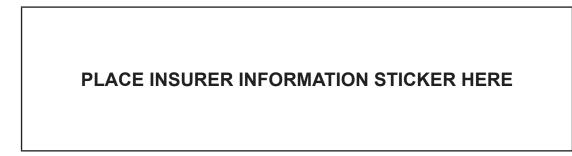
LABORLAWSOLUTIONS.COM

AND OF THE MONTH TIME:

AMBULANCE:	FIRE-RESCUE:		
HOSPITAL:	PHYSICIAN:		
ALTERNATE:	POLICE:		
OSHA:	HAZARDOUS MATERIAL:		
Labor Law Solutions™ The top leading source of labor law compliance			

If you are unable to work or your earnings are lower because of a work related injury or illness, and you have been disabled for more than seven calendar days, you may be eligible for some wage replacement benefits.

This Notice of Compliance must be posted by the employer and maintained conspicuously in and about the employer's place or places of employment. State of Florida-Division of Workers' Compensation.



MAKING UNAUTHORIZED COPIES IS AGAINST THE LAW AND MAY SUBJECT YOU TO CIVIL AND CRIMINAL LIABILITY