

Job Safety and Health IT'S THE LAW! OSHA Occupational Safety and Health Administration. All workers have the right to: A safe workplace. Employers must: Provide employees a workplace free from recognized hazards.

State Minimum Wage Notice to Employers Minimum Wage in Florida. The 2020 minimum wage in Florida is \$8.56 per hour, effective January 1, 2020, with a minimum wage of at least \$5.54 per hour for tipped employees.

Family Medical Leave Act EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION. LEAVE ENTITLEMENTS: Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave.

Equal Employment Opportunity THE LAW Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations. RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN.

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 1.5 times the regular rate of pay for all hours worked over 40 in a workweek.

USERRA 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.

Workers' Compensation WORKERS' COMP WORKS FOR YOU. If you are injured on the job: 1. Notify your employer immediately to get the name of an approved physician. Workers' comp insurance may not pay the medical bills if you do not report your injury promptly to your employer.

IRS Withholding YOU MAY NEED TO CHECK YOUR WITHHOLDING Since you last filed Form W-4 with your employer did you... If you can answer "yes" or you owe extra tax when you filed your last return, you may need to file a new Form W-4.

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

Child Labor Law 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 (FLSA).

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.

Equal Opportunity It is against the law for the 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, and disability.

Discrimination FLORIDA LAW PROHIBITS DISCRIMINATION BASED ON: RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, DISABILITY, AGE OR MARITAL STATUS. WHAT IS COVERED UNDER THE LAW: EMPLOYMENT - PUBLIC ACCOMMODATIONS - RETALIATION AFTER FILING A CLAIM.

Payday Notice REGULAR PAY DAYS FOR EMPLOYEES OF: (FIRM NAME). SHALL BE AS FOLLOWS: (FIRM NAME). BY: (FIRM NAME). TITLE: (FIRM NAME).

Equal Opportunity What do you 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.

Emergency Notice AMBULANCE: FIRE-RESCUE: HOSPITAL: PHYSICIAN: ALTERNATE: POLICE: OSHA: HAZARDOUS MATERIAL:

State & Federal Poster For all your Labor Law Poster Compliance Solutions. TO REORDER, CALL 1-888-488-7678 OR ORDER AT STATEANDFEDERALPOSTER.COM

Equal Opportunity Employer/Program - Auxiliary Aids and Services are Available Upon Request to Individuals with Disabilities. MAKING UNAUTHORIZED COPIES IS AGAINST THE LAW AND MAY SUBJECT YOU TO CIVIL AND CRIMINAL LIABILITY

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