**Federal Minimum Wage**

The federal minimum wage is $7.25 per hour. This applies to workers under the age of 18, and is effective July 24, 2009. For more information, visit [http://www.dol.gov/esa/whd/minimumwage.html](http://www.dol.gov/esa/whd/minimumwage.html).

**Workers’ Compensation**

State laws provide workers’ compensation insurance for on-the-job injuries. Employees are generally entitled to receive a portion of a “weekly wage” for a work injury. Weekly benefits are calculated by multiplying the lesser of the employee’s average weekly wage by a fixed percentage (as provided in law), and the number of calendar weeks in the year (52). Benefits may begin as early as the first day after the workplace injury. They may continue for a maximum of 490 weeks. For more information, visit [http://www.floridawc.state.fl.us](http://www.floridawc.state.fl.us).

**Polygraph Protection**

The use of polygraph tests or lie detectors by private employers to avoid employment discrimination is prohibited by law. Employers may not require the employee to take a polygraph test before or after employment. The test may not be used in any employment decision. For more information, visit [https://www.dol.gov/esa/whd/minimumwage.html](https://www.dol.gov/esa/whd/minimumwage.html).

**Reemployment Assistance Program Law**

If you are unemployed, you may file a claim for unemployment benefits. Benefits are available only if you meet certain criteria, such as being unemployed through no fault of your own. Unemployment benefits are not available for all jobs.

**Discrimination**

**FLORIDA LAW PROHIBITS DISCRIMINATION BASED ON:**
- Race; color; religion; sex; national origin; age; disability; sexual orientation; or gender identity.

**Employment:** - Discrimination in the administration of any employment program or activity; or in any employment decision; or with respect to any employment practice.

**Payday Notice**

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