Equal Opportunity is the Law

It is against the law for any 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;
- against any beneficiary of programs financially assisted under Title I of the Workforce Investment Act of 1998 (WIA), or the Family of the Workforce Investment Act of 1998 (WIA), on the basis of the beneficiary’s citizenship or national origin, immigration status, language, and other characteristics.

**FLSA: No limitations.**

Equal Opportunity Office:

U.S. Department of Labor, Wage & Hour Division, listed in the telephone directory under U.S. Department of Labor, Wage & Hour Division.

**FLSA: Requires the employer to maintain the date of birth information for all employees under 19 years old.**

**FLSA: Requires that all employees under 19 years old must have written parental consent on farms where employees are exempt from the federal minimum wage provisions.**

Restrictions on minors:

Minors under the age of 18 may not work in these occupations:

- Minors who are enrolled in high school work programs
- Minors working with machinery or any moving machinery
- Minors working with electrical apparatus or wiring
- Minors working with compressed gases exceeding 40 p.s.i.
- Minors operating motor vehicles
- Minors working in public messenger services
- Minors working in occupations in Transportation, Warehouse and Storage, except Straßenverkehr; metal-forming, punching, and shearing, forklifts, earthmoving equipment, and harvesting, planting, or plowing
- Minors operating power-driven bakery; metal-forming, punching, and shearing
- Minors operating machinery or any moving machinery
- Minors working with electrical apparatus or wiring
- Minors working with compressed gases exceeding 40 p.s.i.
- Minors operating motor vehicles

**NOTICE TO EMPLOYEES**

Minimum Wage in Florida
The 2015 minimum wage in Florida is $8.05 per hour, effective January 1, 2015, with a minimum wage of at least $5.03 per hour for tipped employees, in addition to tips.

The minimum wage rate is recalculated yearly on September 30, based on the Consumer Price Index.

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 employer who has not received the lawful minimum wage after notifying his or her employee and giving the employee 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.

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.
2. Notify the doctor and medical staff that you were injured on the job so that they may file the necessary paperwork.
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.

FLSA: Partially exempt employees are those employees who are engaged in service occupations where the employer has the right to control the manner in which the service is performed but do not have the right to control the amount and type of work performed.

FLSA: Requires the employer to maintain the date of birth information for all employees under 19 years old.

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