

NOTE: OSHA REQUIRES THAT REPRODUCTIONS OR FACSIMILES OF THE POSTER BE AT LEAST 8 1/2" X 14" INCHES WITH 10 POINT TYPE

Job Safety and Health IT'S THE LAW! OSHA Occupational Safety and Health Administration. All workers have the right to: A safe workplace, Raise a safety or health concern with your employer or OSHA, Report a work-related injury or illness, Receive information and training on job hazards, Participate in an OSHA inspection, etc.

State Minimum Wage Notice to Employers Minimum Wage in Florida. The 2021 minimum wage in Florida is \$8.65 per hour, effective January 1, 2021, with a minimum wage of at least \$5.63 per hour for tipped employees, in addition to tips.

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 in a 12-month period for the following reasons: Birth of a child, Care for a family member, etc.

Equal Employment Opportunity THE LAW Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations. RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN. Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

This poster is available free from OSHA. 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 1.5 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...

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 or certain types of service in the National Disaster Medical System.

Workers' Compensation WORKERS' COMP WORKS FOR YOU. If you are injured on the job, you are 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... Married or divorced? Gain or lose a dependent? Change your name? Where there major changes to... Your family wage income (interest, dividend, capital gains, etc.)? Your nonfamily wage income (your or your spouse started or ended a job)? Your itemized deductions? Your tax credits?

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. PROHIBITIONS: Employees are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test...

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). The stricter provisions must be observed and are denoted by bold lettering. The Federal law in italics.

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.

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, 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)...

Restrictions Observed Minors 16 & 17: Florida: May NOT work during school hours unless they meet a criterion of the Hour Restrictions listed below. Minors 14 & 15 - Under 14 years old MAY NOT WORK. Florida & FLSA: May not work during school hours (some exceptions apply).

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.

Equal Opportunity 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.

Restrictions Observed 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, etc.

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

Equal Opportunity Veronica Owens, Equal Opportunity Officer Office for Civil Rights (OCR) Department of Economic Opportunity Caldwell Building - MSC 150 107 East Madison Street Tallahassee, Florida 32399-4129

Restrictions Observed 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, etc.

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

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