

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

State Minimum Wage Notice to Employees 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, 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.

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

Equal Employment Opportunity is the Law Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations • Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

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 "no" 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.

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.

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.

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.

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.

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

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.

Child Labor Law (continued) Minors 14 & 15 - Under 14 years old MAY NOT WORK Florida: May NOT work during school hours unless they meet a criterion of the Hour Restrictions listed below. FLSA: No Limitations.

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

Equal Opportunity (continued) 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.

Child Labor Law (continued) AGRICULTURE FLSA: No employment permitted during school hours. 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; 12 and 13 year-olds may be employed with written parental consent on farms where employees are exempt from the Federal minimum wage provisions.)