



FLORIDA FEDERAL LABOR LAW POSTER

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment.

- Who is Protected? Employees (current and former), including managers and temporary employees... What Types of Employment Discrimination are Illegal? Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status...

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government...

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin... Disability Discrimination: Section 503 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination by Federal contractors...

FLORIDA MINIMUM WAGE Notice to Employees Minimum Wage in Florida

Effective September 30, 2022, the Florida minimum wage will be \$11.00 per hour, with a minimum wage of at least \$7.98 per hour for tipped employees, in addition to tips, through September 29, 2023.

On November 3, 2020, Florida voters approved a state constitutional amendment to gradually increase the state's minimum wage each year until reaching \$15.00 per hour on September 30, 2026.

An employer may not retaliate against an employee for exercising his or her right to receive the minimum wage. Rights protected by the State of Florida Constitution include the right to:

- File a complaint about an employer's alleged noncompliance with lawful minimum wage requirements. Inform any person about an employer's alleged noncompliance with lawful minimum wage requirements.

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

For additional details, see Section 24, Article X of the State of Florida Constitution, and section 448.10, Florida Statutes.

DISCRIMINATION RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, DISABILITY, AGE, PREGNANCY OR MATERNAL STATUS... LA LEY DE LA FLORIDA PROHIBE DISCRIMINACION BASADA EN: RAZA, COLOR, RELIGION, SEXO, ORIGEN NACIONAL...

CHILD LABOR LAWS CHILD LABOR LAWS The State of Florida and the Federal Fair Labor Standards Act (FLSA) Protecting the Health, Education and Welfare of Minors in the Workplace.

Table with 2 columns: School Attendance, Permits to Work, Hours of Work, etc. and 2 rows: Minors 16 and 17, Minors 14 and 15 - Under 14 years old.

FLSA: No employment permitted during school hours. May work after school on occupations not declared hazardous in agriculture. See Child Labor Bulletin 102.

RESTRICTED OCCUPATIONS: The State of Florida has incorporated the 17 Hazardous Occupations (HOs) of the FLSA into the Florida law and Child Labor Rule.

- Minors under the age of 18 may not work in below occupations: Working in or around explosives or radioactive substances... Operating motor vehicles... Operating power-driven meat processing machines...

Partial Waivers: The Florida Child Labor law is designed to serve and protect minors and encourage them to remain in school. At times, some minors may feel that the law conflicts with their best interest...

For information on Florida laws contact: Florida Department of Business and Professional Regulation - Child Labor Program 2601 Blair Stone Road Tallahassee, FL 32399-2212

FMLA - FAMILY AND MEDICAL LEAVE ACT

Your Employee Rights Under the Family and Medical Leave Act

What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons. FMLA protection is provided by the U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees.

How do I request FMLA leave? Generally, to request FMLA leave you must: Follow your employer's normal policies for requesting leave. Give notice at least 30 days before you need FMLA leave, or if advance notice is not possible, give notice as soon as possible.

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

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. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: https://www.dol.gov/agencies/vets/programs/userra. Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.

PAYDAY NOTICE Regular Paydays for Employees of (Company Name) Shall be as follows: Weekly, Bi-Weekly, Monthly, Other

UNEMPLOYMENT COMPENSATION - REEMPLOYMENT ASSISTANCE

To Employees: Your Employer is registered with the Florida Department of Revenue as an employer who is liable under the Florida Unemployment Compensation Program. Reemployment assistance taxes finance the benefits paid to eligible unemployed workers.

WITHHOLDING STATUS YOU MAY NEED TO CHECK YOUR WITHHOLDING

Since you last filed form W-4 with your employer did you: Marry or divorce? Gain or lose a dependent? Change your name? Where there major changes to... your non-wage income (interest, dividends, capital gains, etc.)? Your family wage income (you or your spouse started or ended a job)? Your itemized deductions? Your tax credits?

FEDERAL MINIMUM WAGE EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

The law requires employers to display this poster where employees can readily see it. OVERTIME PAY: At least 1 1/2 times your 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 and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor.

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR 1-866-487-9243 www.dol.gov/agencies/whd WH1088 REV 04/23

EQUAL OPPORTUNITY IS THE LAW EQUAL OPPORTUNITY IS THE LAW

It is against the law for this 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 (including pregnancy, childbirth, and related medical conditions), sex stereotyping, transgender status, and gender identity, national origin (including limited English proficiency), age, disability, or political affiliation or belief, or against any beneficiary of, applicant to, or participant in programs financially assisted under Title I of the Workforce Innovation and Opportunity Act.

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 Office (or the person whom the recipient has designated for this purpose).

For information on Florida laws contact: Florida Department of Business and Professional Regulation - Child Labor Program 2601 Blair Stone Road Tallahassee, FL 32399-2212

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

Job Safety and Health IT'S THE LAW!

OSHA Occupational Safety and Health Administration U.S. Department of Labor

All workers have the right to:

- A safe workplace. Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against. Receive information and training on job hazards, including all hazardous substances in your workplace.

Employers must: Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.

Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.

Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector. File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.

See any OSHA citations issued to your employer. Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

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

EMPLOYEE POLYGRAPH PROTECTION ACT EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

ANTI-DISCRIMINATION NOTICE It is illegal to discriminate against work-audited individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.

WORKERS' COMPENSATION 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 don't report your injury promptly to your employer. 2. Notify the doctor and medical staff that you were injured on the job so that bills may be properly filed. 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.

Workers' Compensation pays for all authorized medically necessary care and treatment related to your injury or illness. If you are unable to work or your earnings are lower because of a work related injury or illness, and you have been disabled for more than seven calendar days, you may be eligible for some wage replacement benefits.

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