FLORIDA & FEDERAL LABOR LAW POSTER

FMLA - FAMILY AND MEDICAL LEAVE ACT

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

Compliance Code: FL-1122-F03 . Check Compliance By Scanning Here ▶



## EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

**EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS** 

aspects of employment by Federal contractors. Disability discrimination If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1

includes not making reasonable accommodation to the known physical or to access telecommunications relay services. OFCCP may also be contacted by

mental limitations of an otherwise qualified individual with a disability who is an submitting a question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.

juires that Federal contractors take affirmative action to employ and advance directories under U.S. Government, Department of Labor and on OFCCP's

tional Origin, Sex In addition to the protections of Title VII of the Civil Individuals with Disabilities Section 504 of the Rehabilitation Act of 1973, as

applicant or employee, barring undue hardship to the employer. Section 503 also gov/s/, or by calling an OFCCP regional or district office, listed in most telephone

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits employment discrimination on the basis of disability in any prohibits discrimination on the basis of race, color or national origin in programs program or activity which receives Federal financial assistance. Discrimination is

or activities receiving Federal financial assistance. Employment discrimination is prohibited in all aspects of employment against persons with disabilities who, covered by Title VI if the primary objective of the financial assistance is provision with or without reasonable accommodation, can perform the essential functions

of employment, or where employment discrimination causes or may cause of the job. If you believe you have been discriminated against in a program of any

discrimination in providing services under such programs. Title IX of the Education institution which receives Federal financial assistance, you should immediately

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. On September 30, 2022, Florida's minimum wage will increase

to \$11.00 per hour. Each year thereafter, Florida's minimum wage will increase by

\$1.00 until the minimum wage reaches \$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

File a complaint about an employer's alleged noncompliance with lawful

Inform any person about an employer's alleged noncompliance with lawful

Inform any person of his or her potential rights under Section 24, Article X of

the State Constitution and to assist the individual in asserting such rights.

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

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

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

DISCRIMINATION

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.

This chart summarizes the child labor laws of the State of Florida and the Federal Fair Labor Standards Act (FSLA).

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

follow, until 9 p.m.

FLSA: No employment permitted during school hours. May work after school in occupations not declared hazardous in agriculture. 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; minors under 12 may be employed

Florida & FLSA: Not required, except the FLSA requires the employer to maintain date of birth information for all employees under 19 years old.

Minors 14 & 15 - Under 14 years old MAY NOT WORK

Florida & FLSA: May not work during school hours (some exceptions apply).

Florida: May work up to 15 hours per week. Not before 7 a.m. or after 7 p.m. and for no

more than 3 hours a day on school days, when a school day follows. May work up to 8

hours on Friday, Saturday, Sunday, and on non-school days, when school days do not

FLSA: Daily maximum of 3 hrs. on school days, 8 hours non-school days; weekly maximum is

allows this age group to work up to 8 hours on Saturday, Sunday and non-school days,

Minors 14 and 15 may not work in these occupations:

all power mowers and cutters

Operating motor vehicles

\*\* Spray painting

Working in freezers or meat coolers

manufactured, mined, or processed

Working in public messenger services

\*\* Handling certain dangerous animals

Cooking (some exceptions apply) & baking

Operating any power-driven machinery other than office machines, including

Operating, setting up, adjusting, or cleaning power-driven meat or vegetable

Communications, and Construction (except clerical); boiler or engine rooms

\*\* Conducting door-to-door sales of products as employment (some exceptions)

Maintaining or repairing an establishment, machines, or equipment

slicers, grinders, food choppers, and cutters, and bakery-type mixers

Manufacturing, mining, or processing occupations where goods are

Working in occupations in Transportation, Warehouse & Storage,

18 hours; not before 7 a.m. or after 7 p.m. Note: Application of both state and federal law

LA LEY DE LA FLORIDA PROHIBE DISCRIMINACIÓN BASADA EN: RAZA, COLOR, RELIGIÓN, SEXO, ORIGEN NACIONAL,

INCAPACIDAD, EDAD, EMBARAZO, O ESTADO CIVIL

LO QUE ESTÁ CUBIERTO BAJO LA LEY:

LA COMISIÓN DE RELACIONES HUMANAS DE LA FLORIDA

4075 Esplanade Way Suite 110,

Tallahassee, Florida 32399 | http://FCHR.state.fl.us

Teléfono: (850) 488-7082 - Correo de Voz: 1-800-342-8170

EMPLEO - LUGARES DE ACOMODO PÚBLICO - ACCIÓN VENGATIVE DESPUES

DE PRESENTAR UNA QUEJA + ACCIÓN VENGATIVA EN CONTRA DE PRESENTAR

UNA QUEJA BAJO LALEY DE "SOPLAÓN" (WHISTLE-BLOWER)

Resuming in 2027, the minimum wage will be adjusted annually for inflation.

Amendments of 1972 prohibits employment discrimination on the basis of sex in contact the Federal agency providing such assistance.

n employment qualified individuals with disabilities at all levels of employment, "Contact Us" webpage at https://www.dol.gov/agencies/ofccp/contact

, Color, Religion, Sex, Sexual Orientation, Gender Identity, National years of discharge or release from active duty), active duty badge veterans, or Armed Forces service medal veterans.

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.

If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help. Genetic information (including employer requests Conduct that might reasonably discourage Employees (current and former), including for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history) managers and temporary employees

Retaliation for filing a charge, reasonably opposing Union members and applicants for membership discrimination, or participating in a discrimination lawsuit, investigation, or proceeding. in a union What Employment Practices can be Challenged What Organizations are Covered? Most private employers State and local governments (as employers) All aspects of employment, including: Educational institutions (as employers) Discharge, firing, or lay-off Harassment (including unwelcome verbal or

 Staffing agencies physical conduct) Hiring or promotion What Types of Employment Discrimination are Pay (unequal wages or compensation) Under the EEOC's laws, an employer may not Failure to provide reasonable accommodation for a disability or a sincerely held religious belief, discriminate against you, regardless of your immigration status, on the bases of: observance or practice

National origin

· Job training Classification Referral Sex (including pregnancy and related conditions, · Obtaining or disclosing genetic information sexual orientation, or gender identity) Age (40 and older) Requesting or disclosing medical information

lity Section 503 of the Rehabilitation Act of 1973, as amended, protects 200 Constitution Avenue, N.W.

ualified individuals with disabilities from discrimination in hiring, promotion, Washington, D.C. 20210

discharge, pay, fringe benefits, job training, classification, referral, and other 1-800-397-6251 (toll-free)

The Department of Labor's Office of Federal Contract Compliance Programs including the executive level.

by Federal contractors based on race, color, religion, sex, sexual orientation, Retalia

discrimination based on inquiring about, disclosing, or discussing their

compensation or the compensation of other applicants or employees.

educational programs or activities which receive Federal financial assistance.

include the right to:

minimum wage requirements.

minimum wage requirements.

back wages plus damages and attorney's fees.

enforce the minimum wage.

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, DISABILITY,

AGE, PREGNANCY OR MARITAL STATUS

WHAT IS COVERED UNDER THE LAW:

EMPLOYMENT - PUBLIC ACCOMMODATIONS - RETALIATION

AFTER FILING A CLAIM • STATE EMPLOYEE WHISTLE-BLOWER RETALIATION

f you feel that you have been discriminated against, visit our web site or call us!

FLORIDA COMMISSION ON HUMAN RELATIONS

Tallahassee, Florida 32399 | http://FCHR.state.fl.us

Phone: (850) 488-7082 - Voice Messaging: 1-800-342-8170

448.110. Florida Statutes.

SCHOOL

ATTENDANCE

PERMITS TO

equality of opportunity in all aspects of employment

someone from opposing discrimination, filing a charge, or participating in an investigation

filing a charge of discrimination, is

available at www.eeoc.gov.

years of discharge or release from active duty), active duty wartime or campaign

The Office of Federal Contract Compliance Programs (OFCCP)

U.S. Department of Labor

tion Retaliation is prohibited against a person who files a complain

(Revised 10/20/2022)

What can You Do if You Believe Discrimination Contact the EEOC promptly if you suspect

child's birth or placement); To care for the employee's spouse, child, or parent who has a discrimination. Do not delay, because there are qualifying serious health condition; strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/ makes the employee unable to perform the employee's job;

work). You can reach the EEOC in any of the following ways: military member who is the employee's spouse, child, or parent. Submit an inquiry through the EEOC's public portal: An eligible employee who is a covered servicemember's spouse, https://publicportal.eeoc.gov/Portal/Login.aspx child, parent, or next of kin may also take up to 26 weeks of FMLA FMLA leave was previously taken or certified. Call 1-800-669-4000 (toll free) 1-800-669-6820 (TTY) with a serious injury or illness.

1-844-234-5122 (ASL video phone) Visit an EEOC field office (information at medically necessary or otherwise permitted, employees may take indicating what additional information is required. www.eeoc.gov/field-office) leave intermittently or on a reduced schedule. Employees may choose, or an employer may require, use of E-Mail info@eeoc.gov Additional information about the substitutes accrued paid leave for FMLA leave, the employee must EEOC, including information about comply with the employer's normal paid leave policies.

employees were not on leave Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, (OFCCP) enforces the nondiscrimination and affirmative action commitments of Protected Veteran Status The Vietnam Era Veterans' Readjustment Assistance benefits, and other employment terms and conditions. companies doing business with the Federal Government. If you are applying for a Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination An employer may not interfere with an individual's FMLA rights or private lawsuit against an employer. job with, or are an employee of, a company with a Federal contract or subcontract, against, and requires affirmative action to recruit, employ, and advance in you are protected under Federal law from discrimination on the following bases: employment, disabled veterans, recently separated veterans (i.e., within three opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA. ELIGIBILITY REQUIREMENTS An employee who works for a leave rights. gender identity, or national origin, and requires affirmative action to ensure of discrimination, participates in an OFCCP proceeding, or otherwise opposes covered employer must meet three criteria in order to be eligible WH1420aREV 04/16 discrimination by Federal contractors under these Federal laws. Any person who for FMLA leave. The employee must: Asking About, Disclosing, or Discussing Pay Executive Order 11246, as amended, protects applicants and employees of Federal contractors from obligations under OFCCP's authorities should contact immediately:

in a 12-month period for the following reasons:

 Have worked for the employer for at least 12 months; · Have at least 1,250 hours of service in the 12 months before Work at a location where the employer has at least 50 employees

within 75 miles of the employee's worksite.

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION EAVE ENTITLEMENTS Eligible employees who work for a covered "Special "hours of service" requirements apply to airline flight crew employer can take up to 12 weeks of unpaid, job-protected leave employees. REQUESTING LEAVE Generally, employees must give 30-days' The birth of a child or placement of a child for adoption or foster advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures. To bond with a child (leave must be taken within 1 year of the Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if

the leave qualifies for FMLA protection. Sufficient information For the employee's own qualifying serious health condition that could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family For qualifying exigencies related to the foreign deployment of a member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which leave in a single 12-month period to care for the servicemember Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the

An employee does not need to use leave in one block. When it is certification is incomplete, it must provide a written notice EMPLOYER RESPONSIBILITIES Once an employer becomes aware that an employee's need for leave is for a reason that may qualify accrued paid leave while taking FMLA leave. If an employee under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not NEFITS & PROTECTIONS While employees are on FMLA leave, eligible, the employer must provide a reason for ineligibility. employers must continue health insurance coverage as if the Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA

ENFORCEMENT Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a retaliate against someone for using or trying to use FMLA leave, The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical



Even If you don't elect to continue coverage during your military

service, you have the right to be reinstated in your employer

health plan when you are reemployed, generally without any

waiting periods or exclusions (e.g., pre-existing condition

The U.S. Department of Labor, Veterans Employment and Training

Service (VETS) is authorized to investigate and resolve complaints

· For assistance in filing a complaint, or for any other information

on USERRA, contact VETS at 1-866-4-USA-DOL or visit its website

at https://www.dol.gov/agencies/vets/. An interactive online

USERRA Advisor can be viewed at https://webapps.dol.gov/

 If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice

or the Office of Special Counsel, as applicable, for representation.

You may also bypass the VETS process and bring a civil action

exclusions) except for service-connected illnesses or injuries.

## 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. · If you leave your job to perform military service, you have the right You have the right to be reemployed in your civilian job if you to elect to continue your existing employer-based health plan leave that job to perform service in the uniformed service and: coverage for you and your dependents for up to 24 months while

 you ensure that your employer receives advance written or verbal notice of your service; you have five years or less of cumulative service in the uniformed services while with that particular employer you return to work or apply for reemployment in a timely manner

after conclusion of service; and

you have not been separated from service with a disqualifying discharge or under other than honorable conditions. If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job. If you: • are a past or present member of the uniformed service; have applied for membership in the uniformed service; or • are obligated to serve in the uniformed service; then an employer may

not deny you: • initial employment; • reemployment; • retention

assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.

against an employer for violations of USERRA. 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/poster. 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

PAYDAY NOTICE

**Regular Paydays for Employees of** 

By: Debbie Bracewell Title: HR Manager

## 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 Reemployment Assistance Law. This means that You, as employees, are covered by the Reemployment Assistance Program, formerly known as Unemployment Compensation Program. Reemployment assistance taxes finance the benefits paid to eligible unemployed workers. Those taxes are paid by your employer and, by law, cannot be deducted from You may be eligible to receive reemployment assistance benefits

if you meet the following requirements: You must be totally or partially unemployed through no fault

You must apply for benefits at https://connect.myflorida.com. You must register for work at www.employflorida.com.

WITHHOLDING STATUS

YOU MAY NEED TO CHECK YOUR WITHHOLDING

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

CHILD LABOR An employee must be at least 16 years old to work in most non-farm jobs and at leas 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with

TIP CREDIT Employers of "tipped employees" who meet certain conditions may claim a partial

wage credit based on tips received by their employees. Employers must pay tipped employees a

cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage

mother employee who is subject to the FLSA's overtime requirements in order for the employee to

express breast milk for her nursing child for one year after the child's birth each time such imployee has a need to express breast milk, Employers are also required to provide a place, other

than a bathroom, that is shielded from view and free from intrusion from coworkers and the public,

quidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money

penalties for each willful or repeated violation of the minimum wage or overtime pay provis

of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor

provisions. Heightened civil money penalties may be assessed for each child labor violation that

esults in the death or serious injury of any minor employee, and such assessments may be

doubled when the violations are determined to be willful or repeated. The law also prohibits

retaliating against or discharging workers who file a complaint or participate in any proceeding

Certain occupations and establishments are exempt from the minimum wage, and/or overtime

Special provisions apply to workers in American Samoa, the Commonwealth of the Northern

Some employers incorrectly classify workers as "Independent contractors" when they are

actually employees under the FLSA. It is important to know the difference between the two

because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay

Certain full-time students, student learners, apprentices, and workers with disabilities may be

paid less than the minimum wage under special certificates issued by the Department of Labor.

UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243 TTY: 1-877-889-5627

Some state laws provide greater employee protections; employers must comply with both.

bligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

MOTHERS The FLSA requires employers to provide reasonable break time for a nursing

ENT The Department has authority to recover back wages and an equal amount in

FEDERAL MINIMUM WAGE \$7.25

certain work hours restrictions. Different rules apply in agricultural employment.

which may be used by the employee to express breast milk

Mariana Islands, and the Commonwealth of Puerto Rico.

protections and correctly classified independent contractors are not.

call the IRS at 1-800-829-3676.

Now is the time to check your withholding.

Employer: Please post or publish this Bulletin

soard Poster so that your employees will see it.

(Rev. 8-2009) Cat. No. 11047P

You must have a history of sufficient employment and wages. 5. You must be Able to work and Available for work.

employer did you...

capital gains, etc.)?

Gain or lose a dependent? Change your name?

Your family wage income started or ended a job)?

If you can answer "YES"...

Were there major changes to... Your non-wage income (interest, divide

Marry or divorce?

You may file a claim for partial unemployment for any week you work less than full time due to lack of work if your wages during that week are less than your weekly benefit amount.

eemployment Assistance Program at: Department of Economic **Opportunity Division of Workforce Services** 

Reemployment Assistance Program 1-800-204-2418 www.floridajobs.org This notice must be posted in accordance

with Section 443.151(1) Florida Statutes, of the Florida Reemployment Assistance Program Law.

### You must report all earnings while claiming benefits. Failure to do so is a third-degree felony with a maximum penalty of 5 years imprisonment and a \$5,000 fine. Discharges related to misconduct connected with work may result

in disqualification with a penalty period AND remain in effect until a set amount of wages have been earned with new employment. Voluntarily quitting a job without good cause attributable to the employer may result in disqualification until a set amount of wages have been earned with new employment. If you have any questions regarding reemployment assistance enefits, contact the Department of Economic Opportunity,

## OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT



# **Job Safety and Health** IT'S THE LAW!

## All workers have the right to:

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

## 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.
- Comply with all applicable OSHA standards.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHAsupported consultation programs in every



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 The law does not preempt any provision of any State or local law or any

employers from using lie detector tests either for pre-employment screening or during the course of employment. BITIONS Employers are generally prohibited from requiring or

requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act. EXEMPTIONS Federal, State and local governments are not affected

by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities. The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers. The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer.

collective bargaining agreement which is more restrictive with respect

**EXAMINEE RIGHTS** Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons NFORCEMENT The Secretary of Labor may bring court actions to

restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions. THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE **EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.** 



-866-487-9243 TTY: 1-877-889-5627

## ANTI-DISCRIMINATION NOTICE

It is illegal to discriminate against work-authorized 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. For information, please contact The Office of Special Counsel for Immigration Related Unfair Employment Practices Office at 800-255-7688.

# 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.

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.

This notice of Compliance must be posted by the employer and maintained conspicuously in and about the employer's place or places of employment. State of Florida Division of Workers' Compensation.

> Liberty Mutual (800)362-0000 (704)759-2561

> > FL-1122-F0

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, on the basis of the individual's citizenship status or participation in any WIOA Title I-financially assisted program The recipient must not discriminate in any of the following areas: deciding who will be

activity; or making employment decisions in the administration of, or in connection Recipients of federal financial assistance must take reasonable steps to ensure that communications with individuals with disabilities are as effective as communications

with others. This means that, upon request and at no cost to the individual, recipients

are required to provide appropriate auxiliary aids and services to qualified individuals

WHAT TO DO IF YOU BELIEVE YOU HAVE EXPERIENCED DISCRIMINATION you think that you have been subjected to discrimination under a WIOA Title Ifinancially 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 the person whom the recipient has designated for this purpose);

## Director, Civil Rights Center (CRC), U.S. Department of Labor 200 Constitution Avenue NW, Room N-4123, Washington, DC 20210

107 East Madison Street Tallahassee, Florida 32399-4129

If you file your complaint with the recipient, you must wait either until the recipient issues a written Notice of Final Action, or until 90 days have passed (whichever is sooner), before filing with the Civil Rights Center (see address above). If the recipient does not give you a written Notice of Final Action within 90 days of the day on which you filed your complaint, you may file a complaint with CRC before receiving that Notice. However, you must file your CRC complaint within 30 days of the 90-day deadline (in other words, within 120 days after the day on which you filed your complaint with the recipient). If the recipient does give you a written Notice of Final Action on your complaint, but you are dissatisfied with the decision or resolution, you may file a complaint with CRC. You must file your CRC complaint within 30 days of the date on which you received the Notice of Final Action.

# \$25,000 REWARD ANTI-FRAUD REWARD PROGRAM

Rewards of up to \$25,000 may be paid to persons providing information to the Department of Financial Services leading to the arrest and conviction of persons committing insurance fraud, including employers who illegally fail to obtain workers' compensation coverage.

Persons may report suspected fraud to the department at 1-800-378-0445 or online at https://first.fldfs.com

A person is not subject to civil liability for furnishing such information, if such person acts without malice, fraud or bad faith.

69L-6.007, F.A.C. Compensation Notice DFS-F4-1548 Revised March 2010

### when school days do not follow, until 7 p.m. HOURS OF WORK, Florida: No Limitations Florida: May work up to 8 hrs. per day and up to 40 hrs. per week; may not work before WHEN SCHOOL IS FLSA: No limitations. 7 a.m. or after 9 p.m. FLSA: May work up to 8 hrs. per day and up to 40 hrs. per week. Work must be performed Note: Hazardous occupations still apply for between 7 a.m. and 7 p.m.; from June 1 to Labor Day may work until 9 p.m.

Florida: May NOT work during school hours

Restrictions listed below. FLSA: No limitations

and for no more than 8 hours a day when

school is scheduled the following day. On

days when school does not follow, there are

unless they meet a criterion of the Hour

(summer vacation: Florida: No more than 6 consecutive days in any one week. FLSA: No limitations

NOT IN SESSION

HOURS OF WORK, Florida: May work up to 30 hours per week.

WHEN SCHOOL IS Not before 6:30 a.m. or later than 11 p.m.

no hour restrictions.

FLSA: No limitations.

winter, spring DAYS PER WEEK Florida: Minors may work no more than 4 consecutive hours without a 30 minute uninterrupted break. FLSA: No limitations. BREAKS Florida: Minors participating in farm work, not on their parents or guardian's farm, must comply with the same restrictions as in other AGRICULTURE

with written parental consent on farms where employees are exempt from the Federal minimum wage provisions.) RESTRICTED OCCUPATIONS The State of Florida has incorporated the 17 Hazardous Occupations (HOs) of the FLSA into the Florida law and Child Labor Rule. For more info on HOs, contact the U.S. Department of Labor, Wage and Hour Division. This poster represents a combination of those laws with an \*\* annotating Florida law "only." Minors under the age of 18 may not work in below occupations:

Working in or around explosives or radioactive substances

Operating Motor vehicles

school equivalency diploma

Minors who have served in the U.S. Armed Forces

Minors who are enrolled in high school work programs

Logging or sawmilling

Operating power-driven meat processing machines to include meat and vegetable slicers; slaughtering, meat packing, processing or rendering Working on any scaffolding, roofs or ladders above 6 feet; roofing Wrecking, demolition or excavation

Operating power-driven bakery; metal-forming, punching, and shearing machines; woodworking, paper products or hoisting machines Manufacturing brick and tile products Operating circular saws, band saws, & guillotine shears \*\* Working with compressed gases exceeding 40 p.s.i.

\*\* Working in or around toxic substances, corrosives or pesticides

Operating or assisting to operate tractors over 20 PTO horsepower, forklifts, earthmoving equipment, any harvesting, planting, or plowing machinery or any moving machinery

Hour Restrictions – (from hour restrictions only; hazard restrictions still apply until Age Restrictions — (from age requirements; hazard restrictions still apply) Minors who work for their parents in occupations not declared hazardous Minors who hold waivers from a public school or Child Labor Compliance Pages in the Florida legislature Minors who have been married Newspaper delivery (10 years old)

Minors who have either graduated from an accredited high school, or hold a high . Minors in the entertainment industry registered with Child Labor Compliance

A court may authorize an exemption from age and hour restrictions. 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 or their life circumstances; therefore, they have the right to request an exemption from the law. If a minor is attending the

K-12 public school, a waiver may be obtained and granted by the local school district. All other minors may request an application by contacting the Department of Business and Professional Child Labor Program. Waiver applications are reviewed and granted on a case by case basis. To qualify, applicants must demonstrate that certain requirements of Florida law need to be waived. Employers must keep a copy of partial waivers of employed minors. PENALTIES Florida: Employment of minors in violation of Florida Child Labor laws may result in fines up to \$2,500 per offense and/or be guilty of a second degree misdemeanor. FLSA: Maximum fines up to \$11,000 per minor / per violation. WORKERS' COMPENSATION Florida: If an injured minor is employed in violation of any provisions of the Child Labor Laws of Florida, an employer may be

subject to up to double the compensation otherwise payable under Florida Workers' Compensation law. POSTING REQUIREMENTS Florida: All employers of minors must post in a conspicuous place on the property or place of employment, where it may be easily read, a poster notifying minors of the Child Labor laws. For information on Florida laws contact:

Florida Department of Business and Professional Regulation • Child Labor Program
2601 Blair Stone Road • Tallahassee, FL 32399-2212 • Telephone 850.488.3131; Toll-Free 1.800.226.2536 • www.myfloridalicense.com For information on Federal laws contact:

U.S. Department of Labor, Wage & Hour Division, listed in the telephone directory under U.S. Government; www.dol.gov/elaws/flsa.htm.

Florida Department of Business and Professional Regulation and the United States Department of Labor "Working Together for Florida's Workforce" 2016 May 16

# **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,

admitted, or have access, to any WIOA Title I-financially assisted program or activity; providing opportunities in, or treating any person with regard to, such a program or

Julisa Nnorom, Equal Opportunity Officer Office for Civil Rights (OCR) Department of Economic Opportunity Caldwell Building - MSC 150

or electronically as directed on the CRC website at www.dol.gov/crc.

(Fraud reporting link updated May 2021)

If you are unable to work or your earnings are