

FED 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.

Am I eligible to take FMLA leave? You are an eligible employee if all of the following apply: You work for a covered employer...

How do I request FMLA leave? Generally, to request FMLA leave you must: Follow your employer's normal policies for requesting leave...

What does my employer need to do? If you are eligible for FMLA leave, your employer must: Allow you to take job-protected time off work for a qualifying reason...

Where can I find more information? Call 1-866-487-9243 or visit dol.gov/fmla to learn more.

DEPARTMENT OF LABOR UNITED STATES OF AMERICA WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR REV. 04/2023

Workers' Comp Works For You

Workers' compensation pays for all authorized medically necessary care and treatment related to your injury or illness.

\$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...

This notice of compliance must be posted by the employer and maintained conspicuously in and about the employer's place of employment.

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.

69L-6.007, F.A.C. Compensation Notice DFS-F4-1548 Revised March 2010 (Fraud reporting link updated May 2021)

PLACE INSURER INFORMATION STICKER HERE

FL DEPARTMENT OF REVENUE To Employees.

Your Employer is required under the Florida Department of Revenue to provide you with the Florida Department of Revenue's Employee Rights Notice.

FL DEPARTMENT OF ECONOMIC OPPORTUNITY MINIMUM WAGE IN FLORIDA Notice to Employees

Effective September 30, 2023, the Florida minimum wage will be \$12.00 per hour, with a minimum wage of at least \$8.98 per hour for tipped employees.

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.

For additional details, see Section 24, Article X of the State of Florida Constitution, and section 448.110, Florida Statutes.

NOTICE: This state has its own minimum wage law. Employers are also required to display the Federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

FL DEPARTMENT OF BUSINESS & PROFESSIONAL REGULATION CHILD LABOR LAWS

Protecting the Health, Education and Welfare of Minors in the Workplace. This chart summarizes the child labor laws of the State of Florida.

Table with columns for School Attendance, Permits to Work, Hours of Work, Breaks, Restricted Occupations, and Exemptions. It details various regulations for minors under 18.

For information on Florida laws contact: Florida Department of Business and Professional Regulation...

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

FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS 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.

FED 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 1/2 times the regular rate of pay for all hours worked over 40 in a workweek.

FED 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 Relief System.

FED U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION 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.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS The Department of Labor is required to display this poster in workplaces of contractors performing the maintenance and/or construction of federal facilities.

REV. 06/27/2023

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are responsible for investment in a workplace incident ( theft, embezzlement, etc.) that resulted in economic loss to the employer.

FLORIDA LAW PROHIBITS DISCRIMINATION

BASED ON: 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.

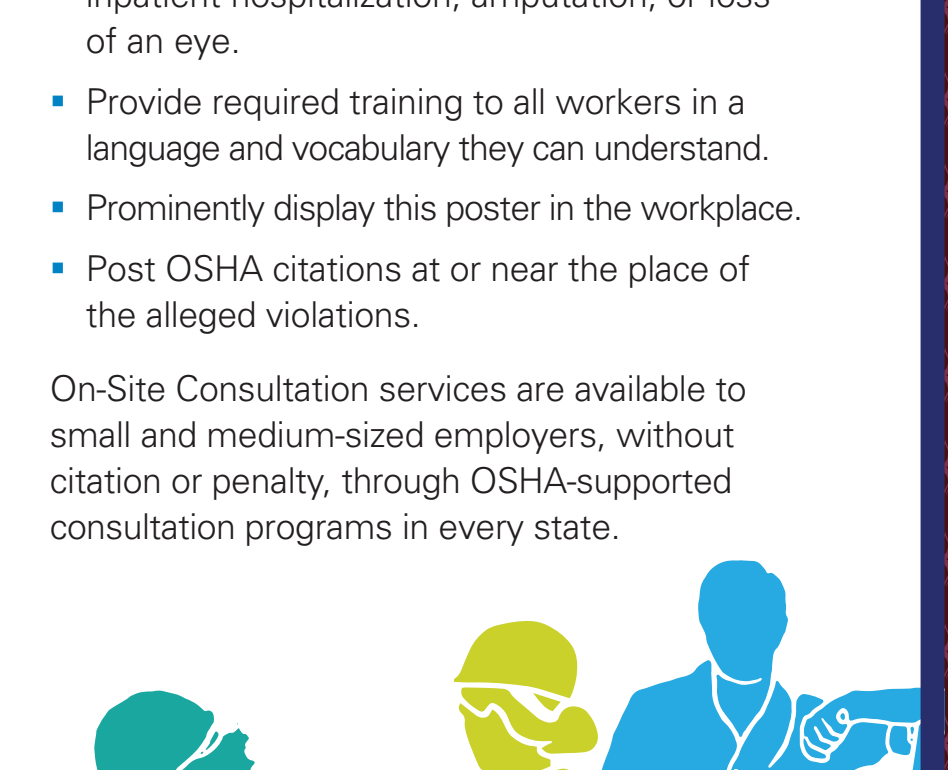
LA LEY DE LA FLORIDA PROHIBE DISCRIMINACION

BASEADA EN: RAZA, COLOR, RELIGION, SEXO, ORIGEN NACIONAL, INCAPACIDAD, EDAD, EMBARAZO O ESTADO CIVIL. LO QUE ESTÁ CUBIERTO BAJO LA LEY: EMPLEO, LUGARES DE ACOMODO PÚBLICO, ACCIÓN VENGATIVA DESPUÉS DE PRESENTAR LA QUEJA BAJA LA LEY DE "SOPLAÓN" (WHISTLE-BLOWER).

OSHA Occupational Safety and Health Administration

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 work-related injury or illness, without being retaliated against.

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.



Contact OSHA. We can help. 1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov