

Florida & Federal Employment Notices

NOTE: OSHA requires that reproductions or facsimiles of the poster be at least 8 1/2" x 14" inches with 10 point type.



OSHA 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...
Receive information and training on job hazards...
Request an OSHA inspection of your workplace...
Participate (or have your representative participate) in an OSHA inspection...
File a complaint with OSHA...
See any OSHA citations issued to your employer...
Request copies of your medical records...
Contact OSHA. We can help. 1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

Employers must:

- Provide employees a workplace free from recognized hazards.
Report to OSHA all work-related fatalities within 8 hours...
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.

FREE ASSISTANCE to identify and correct hazards is available to small and medium-sized employers...



Contact OSHA. We can help.

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Federal Minimum Wage
EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT
\$7.25 PER HOUR BEGINNING JULY 24, 2009.
Includes overtime pay rules, nursing mothers, enforcement, and additional information.

Pregnant Workers Fairness Act (PWFA)
The Pregnant Workers Fairness Act (PWFA) is a Federal law that, starting June 27, 2023, requires covered employers to provide "reasonable accommodations" to a qualified worker...

IRS Withholding
YOU MAY NEED TO CHECK YOUR WITHHOLDING
Since you just filed Form W-4 with your employer did you...
Includes a withholding calculator link.

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.
Includes eligibility criteria and contact information for the Florida Department of Commerce.

Discrimination
PROHIBITS DISCRIMINATION BASED ON RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, DISABILITY, AGE, PREGNANCY OR MARITAL STATUS.
STATE EMPLOYEE WHISTLE-BLOWER RETALIATION: If you feel that you have been discriminated against...

Payday Notice
PAYDAY IS ON: MONDAY, TUESDAY, WEDNESDAY, THURSDAY, FRIDAY, SATURDAY, SUNDAY
PAY SCHEDULE IS: WEEKLY, BI-WEEKLY, SEMI-MONTHLY, MONTHLY
Includes a table for pay schedules.

Emergency Notice
AMBULANCE: FIRE-RESCUE: HOSPITAL: PHYSICIAN: ALTERNATE: POLICE: OSHA: HAZARDOUS MATERIAL:
Includes contact information for ProService HAWAII.

ProService HAWAII
HR that powers your business
Made in USA logo.

State Minimum Wage
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.
Includes details on non-compliance and enforcement.

Family Medical Leave Act
EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT
THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION
Includes details on FMLA eligibility, types of leave, and enforcement.

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...

Employer 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.
Includes prohibitions and exemptions.

Economic Opportunity
It is against the law for the recipient of Federal financial assistance to discriminate on the following bases: race, color, religion, sex, national origin, age, disability, political affiliation or belief...
Includes information on how to file a complaint.

Equal Opportunity
It is against the law for the recipient of Federal financial assistance to discriminate on the following bases: race, color, religion, sex, national origin, age, disability, political affiliation or belief...
Includes information on how to file a complaint.

Equal Opportunity Employer/Program
Auxiliary Aids and Services are Available Upon Request to Individuals with Disabilities
Updated 2/19

Equal Employment Opportunity
discrimination on the following bases: Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin.
Includes information on who is protected, types of organizations covered, and enforcement.

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...
Includes information on benefits and legal rights.

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).

FLSA Summary Table
Table with columns: Minors 16 & 17, Minors 14 & 15 - Under 14 years old MAY NOT WORK, SCHOOL ATTENDANCE, PERMITS TO WORK, HOURS OF WORK, WHEN SCHOOL IS IN SESSION, HOURS OF WORK, WHEN SCHOOL IS NOT IN SESSION, DAYS PER WEEK, BREAKS, AGRICULTURE, RESTRICTED OCCUPATIONS, EXEMPTIONS, PARTIAL WAIVERS, PENALTIES, WORKERS' COMPENSATION, POSTING REQUIREMENTS.

FLSA Summary Table (continued)
Table with columns: Minors 16 & 17, Minors 14 & 15 - Under 14 years old MAY NOT WORK, SCHOOL ATTENDANCE, PERMITS TO WORK, HOURS OF WORK, WHEN SCHOOL IS IN SESSION, HOURS OF WORK, WHEN SCHOOL IS NOT IN SESSION, DAYS PER WEEK, BREAKS, AGRICULTURE, RESTRICTED OCCUPATIONS, EXEMPTIONS, PARTIAL WAIVERS, PENALTIES, WORKERS' COMPENSATION, POSTING REQUIREMENTS.

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