

FED Your Employee Rights Under the Family and Medical Leave Act

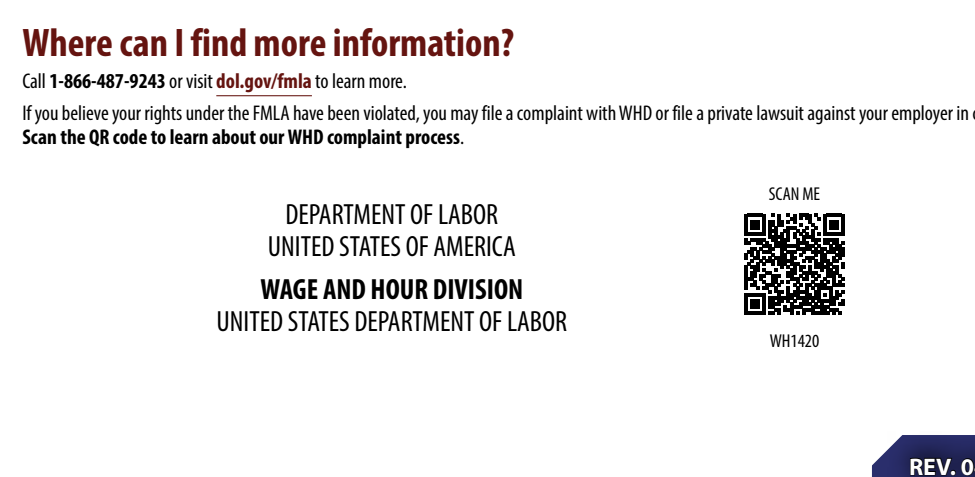
What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons.

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 dola.gov/fmla to learn more.



REV. 04/2023

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.
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.

\$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...



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

FL DEPARTMENT OF REVENUE To Employees.

Your Employer is required under the Florida Department of Revenue to inform you of the Florida Department of Revenue's new wage requirement and the new minimum wage.

REV. 08/2023

FL DEPARTMENT OF ECONOMIC OPPORTUNITY

FLORIDA COMMERCE

MINIMUM WAGE IN FLORIDA Notice to Employees

Effective September 30, 2024, the Florida minimum wage will be \$13.00 per hour, with a minimum wage of at least \$9.98 per hour for tipped employees, in addition to tips, through September 29, 2025.

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 of his or her potential rights under Section 24, Article X of the State Constitution and to assist the individual in asserting such rights.

For additional details, see Section 24, Article X of the State of Florida Constitution, and sections 448.109 and 448.110, Florida Statutes.

Equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this document may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711.

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 poster, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

FL DEPARTMENT OF BUSINESS & PROFESSIONAL REGULATION CHILD LABOR LAWS

This chart summarizes the child labor laws of the State of Florida. The Federal Fair Labor Standards Act (FLSA) may be more restrictive.

Table with columns for School Attendance, Permits to Work, Hours of Work, Breaks, and Exemptions. It details restrictions on child labor based on age and specific job conditions.

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

REV. 04/2024

FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

The Employee Polygraph Protection Act (EPPA) prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

REV. 04/2023

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.

ADDITIONAL INFORMATION: Minimum wage is the lowest amount an employer can pay an employee. Federal minimum wage is \$7.25 per hour.

REV. 04/2023

FED YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA protects the 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.

REV. 05/2022

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.

Who is Protected? Employees and applicants for employment who are: Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, and Disability.

What Types of Employment Discrimination are Illegal? Discrimination based on race, color, religion, sex, sexual orientation, gender identity, or disability.

What Employment Practices can be Challenged as Discriminatory? Hiring, firing, promotion, demotion, discipline, compensation, benefits, and other terms and conditions of employment.

What are the Remedies? Back pay, lost benefits, reinstatement, and other forms of relief.

FOR MORE INFORMATION: Call 1-800-649-5723 or visit www.eeoc.gov.

REV. 06/27/2023

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, and other areas.

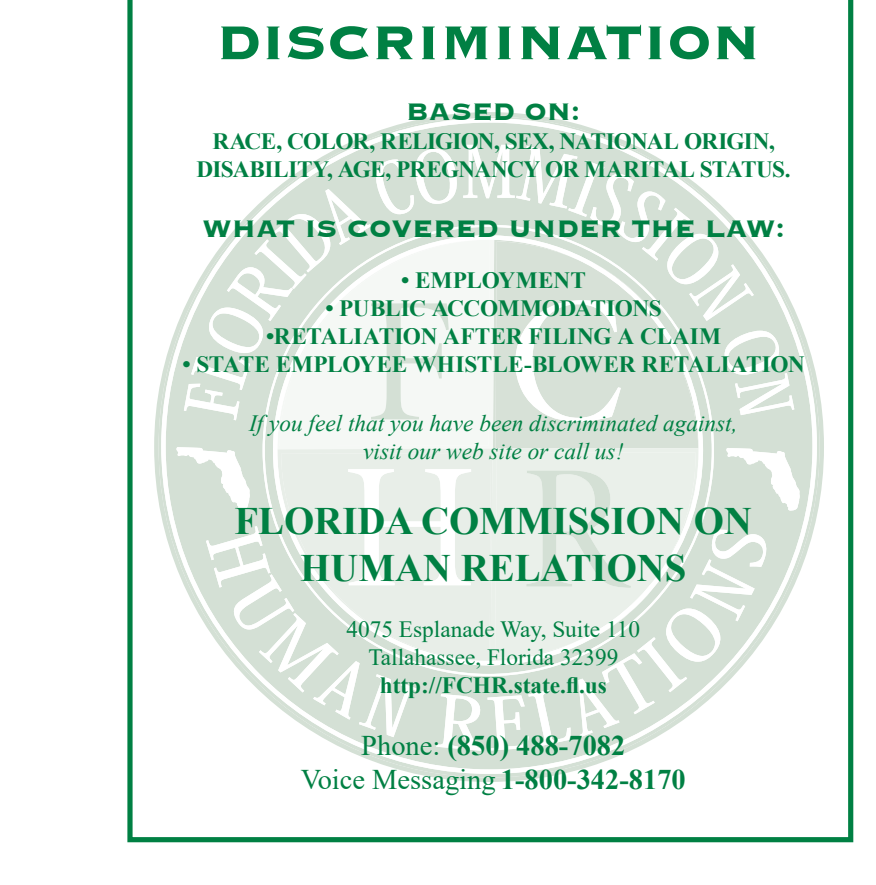
FLORIDA COMMISSION ON HUMAN RELATIONS 4075 Esplanade Way, Suite 110 Tallahassee, Florida 32399

LA LEY DE LA FLORIDA PROHIBE DISCRIMINACION

BASEADA EN: RAZA, COLOR, RELIGION, SEXO, ORIGEN NACIONAL, INCAPACIDAD, EDAD, EMBARAZO O ESTADO CIVIL.

LA COMISION DE LAS RELACIONES HUMANAS DE LA FLORIDA 4075 Esplanada Way, Suite 110 Tallahassee, Florida 32399

REV. 02/2022

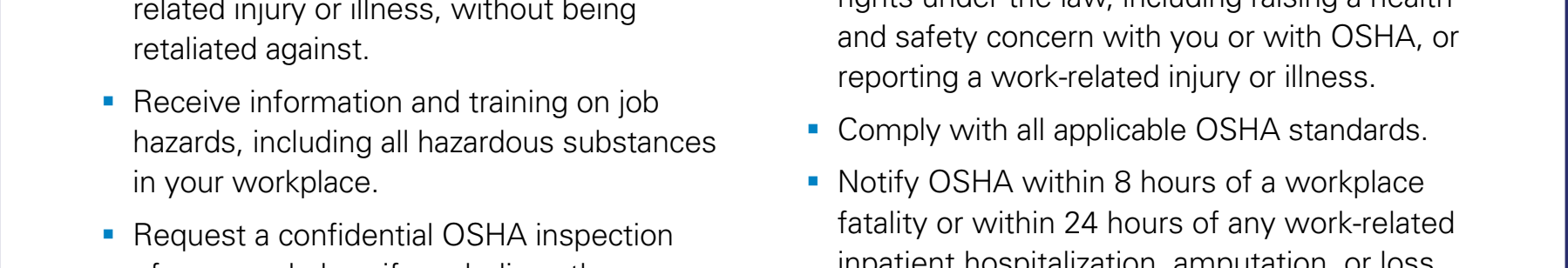


Job Safety and Health IT'S THE LAW!

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...

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...

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



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

For more information on OSHA laws, visit www.osha-slc.gov.

OSHA is an Equal Opportunity Employer. Minor language assistance is available upon request.

REV. 06/2022

OSHA is an Equal Opportunity Employer. Minor language assistance is available upon request.

For more information on OSHA laws, visit www.osha-slc.gov.

OSHA is an Equal Opportunity Employer. Minor language assistance is available upon request.

OSHA is an Equal Opportunity Employer. Minor language assistance is available upon request.

OSHA is an Equal Opportunity Employer. Minor language assistance is available upon request.

OSHA is an Equal Opportunity Employer. Minor language assistance is available upon request.

OSHA is an Equal Opportunity Employer. Minor language assistance is available upon request.

OSHA is an Equal Opportunity Employer. Minor language assistance is available upon request.