

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.

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.

FL DEPARTMENT OF REVENUE To Employees.
The Florida Department of Revenue is an employer who is liable under the Florida Department of Revenue and the Florida Department of Labor and the Florida Department of Banking Regulation.

FED EMPLOYEE RIGHTS WAGE AND HOUR DIVISION OF LABOR
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 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.

FL 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.

FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT
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.

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 DISCRIMINACIÓN
BASADA EN: RAZA, COLOR, RELIGIÓN, SEXO, ORIGEN NACIONAL, INCAPACIDAD, EDADES, EMBARAZO O ESTADO CIVIL.
LO QUE ESTÁ CUBIERTO BAJO LA LEY: EMPLEO, LUGARES DE ACOMODO PÚBLICO, ACCIÓN VENGATIVA DESPUÉS DE PRESENTAR LA QUEJA, ACCIÓN VENGATIVA CONTRA PRESENTAR LA QUEJA BAJO LA LEY DE "SOPALÓN" (WHISTLE-BLOWER).

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 Medical System.

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.

FL DEPARTMENT OF BUSINESS AND PROFESSIONAL REGULATION 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.

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.

Contact OSHA. We can help.
1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov
To update your labor law posters contact J.J. Keller & Associates, Inc. JKeller.com/lablaw 800-327-6868