

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.

OVERTIME PAY
At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR
An employee must be at least 16 years old to work in most non-farm jobs and at least 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 certain work hours limitations. Different rules apply in agricultural employment.

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 obligation. If an employer'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.

PUMP AT WORK
The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for her nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR
1-866-487-9243
www.dol.gov/agencies/whd
WH1068

WHD
WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR
1-866-487-9243
www.dol.gov/agencies/whd
WH1068
REV. 04/2023

KY
Education and Labor Cabinet
WAGE AND HOUR LAWS
MINIMUM WAGE = \$7.25 per hour
(Effective July 1, 2009)

WAGES
PAYMENT OF WAGES:
Any employee who leaves or is discharged from employment shall be paid in full all wages or salary earned not later than the next normal pay period following the date of dismissal or voluntary leaving whichever last occurs.

UNLAWFUL FOR EMPLOYER TO WITHHOLD WAGES
No employer shall withhold from any employee's wages any part of the agreed wage rate, unless:
a) the employer is required to do so by local, state, or federal law; or
b) when a deduction is expressly authorized in writing by the employee to cover insurance premiums, hospital, or medical dues; or
c) when a deduction is expressly authorized in writing by the employee for other deductions not amounting to a rebate or deduction from the standard wage arrived at by collective bargaining or pursuant to wage agreement or statute; or
d) Deductions for union dues where such deductions are authorized by joint wage agreements or collective bargaining contracts negotiated between employers and employees or their representative.

OVERTIME
No employer shall employ any employee for a workweek longer than forty hours unless such employee receives compensation for employment in excess of forty hours in a workweek. The rate of pay for time in excess of forty hours shall be not less than one and one-half the hourly rate employed.

TIPPED EMPLOYEES
Any employee engaged in an occupation in which more than \$30 dollars per month is customarily and regularly received in tips, the employer may pay a minimum of \$2.13 per hour if the employer's records can establish for each week where credit is taken, when the employee's tips received by the employee are not less than the minimum wage as received by the employee. No employer shall:
• Use all or part of any tips or gratuities received by employees toward the payment of the minimum wage.
• Require an employee to remit to the employer any gratuity, or any portion thereof, except for the purpose of withholding amounts required by federal or state law.
• Employers may enter into an agreement to divide tips among themselves. If employees enter into this type of agreement, the amounts retained by the employees shall be considered tips of the individuals who retain them. If an employer requires the use of a tip pool, then the amount used to hold the tip pool shall be segregated from the employer's other business records and the employer shall make the account open to the pool's participants.

PERFORMANCE BONDS: Performance Bonds must be kept on file for employers in the construction and mining industries (including the transportation of minerals) who have conducted business within the Commonwealth for less than five (5) consecutive years. For more information, see KRS 337.200.

Certain exemptions from minimum wage and overtime apply. For questions, please call (502)564-3534.

BREAKS
REST PERIODS: No employer shall require any employee to work without a rest period of at least ten (10) minutes during each four (4) hours worked. This shall be in addition to the regularly scheduled lunch period. No reduction in compensation shall be made for hourly or salaried employees.

LUNCH PERIODS: Employers shall grant their employees a reasonable period for lunch, and such time shall be as close to the middle of the employee's scheduled work shift as possible. In no case shall an employee be required to take a lunch period more than three (3) hours after the work shift commences, nor more than five (5) hours from the time the work shift commences. This section shall not be construed to negate the provisions of a collective bargaining agreement or mutual agreement between the employee and employer.

RECORDS
RECORD RETENTION: ONE (1) YEAR AFTER ENTRY
Every employer subject to the provisions of the Kentucky Minimum Wage Law shall make and preserve records containing the following information:
(a) Name, address, and Social Security Number of each employee;
(b) Hours worked each day and each week by each employee;
(c) Regular hourly rate of pay;
(d) Overtime hourly rate of pay for hours in excess of forty hours in a workweek;
(e) Additions to cash wages at cost, or deductions (meals, board, lodging, etc.) from stipulated wages in the amount deducted, or of the cost of the item for which deductions are made;
(f) Total wages paid for each workweek and date of payment.

POST THIS ORDER WHERE ALL EMPLOYEES MAY READ
Education and Labor Cabinet
Division of Wages and Hours
Mayo-Underwood Building
500 Meno Street, 3rd Floor
Frankfort, Kentucky 40601-4381
Phone (502) 564-3534
elc.ky.gov
PAID FOR WITH STATE FUNDS
REV. 04/2024

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. 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.

KY
Workers' Compensation Notice
Employees of this business are covered by the Kentucky Workers' Compensation Act (KRS Chapter 342). Conspicuous posting of this Notice is required by law.
Employer Name: _____
Address: _____
Workers' Compensation Carrier (or third party administrator): _____
Policy #: _____ effective _____ to _____
Address: _____
Telephone: _____ Contact Person: _____

EMPLOYEES: IF INURED - NOTIFY your supervisor IMMEDIATELY when possible Notice should be in writing. FAILURE to notify your supervisor could result in denial of benefits. OBTAIN MEDICAL CARE. Your employer must pay for ALL NECESSARY MEDICAL CARE. Your employer must select the physician or medical facility to render care. If the employee is enrolled in an approved Managed Care Plan employee selection of physicians is LIMITED to the Approved Provider Network, except in certain emergencies. FOR INJURIES RECEIVING CONTINUING CARE, THE EMPLOYEE MUST DESIGNATE A TREATING PHYSICIAN, a form to do so will be furnished by the employer or its insurance carrier.
This employee IS ☐ IS NOT ☐ participating in a Managed Care Plan for medical care.
The name of the Managed Care Plan is _____, its representative is _____, phone number _____.

DISABILITY BENEFITS: To replace wages lost due to a workplace injury are payable under the Workers' Compensation Act after seven (7) day of disability. A CLAIM MUST BE filed with the Department of Workers' Claim WITHIN TWO YEARS of the date of injury, or last payment of temporary total disability benefits.
NEED ASSISTANCE? Call the Kentucky Department of Workers' Claims at 1-800-554-8601 to speak to an Onsite Auditor or Workers' Compensation Specialist.
EMPLOYER SUPERVISORS - NOTIFY MANAGEMENT IMMEDIATELY OF ALL INJURIES SO THAT TIMELY REPORT CAN BE MADE AS REQUIRED BY LAW.
REV. 04/09/2009

KY
Information about Unemployment Insurance Benefits
EMPLOYERS ARE SUBJECT TO KENTUCKY UNEMPLOYMENT INSURANCE LAW. YOU MAY BE ELIGIBLE FOR UNEMPLOYMENT BENEFITS IF YOU LOSE YOUR JOB, ARE LAID OFF OR YOUR HOURS ARE REDUCED.

TO QUALIFY FOR BENEFITS, YOU MUST
• Be unemployed through no fault of your own;
• Be able and available to work and making a reasonable effort to obtain new work;
• Register for work when you file your claim.
You must also meet monetary eligibility requirements based on your earnings in the "base period" of the last four of the five completed calendar quarters preceding your claim. These earnings also determine the amount of benefits you may be entitled to draw. Generally, you have worked for more than a year and earned at least \$1500 during your base period, you may meet the monetary requirements for a claim.

IF YOU LOSE YOUR JOB OR ARE LAID OFF:
1. File your claim within the first week after you become unemployed, by filing on the internet at www.cw.ky.gov or by telephone at (502) 575-0442 Monday through Friday, 7:30am-5:30pm ET. (This is a toll-free number).

2. After filing your claim, file continuing claims bi-weekly while you are unemployed, through the web site or by toll-free telephone at 877-369-5984 or 877-383-0154.

IF YOUR HOURS ARE REDUCED
You may be eligible for partial benefits if you are not fully employed by your regular employer but are working less than your normal full-time hours due to lack of available work. Benefits are not paid in case of reduction in hours due to total disability, vacation or personal reasons.

WORKERS' COMPENSATION RECIPIENTS
If you missed at least seven weeks of earnings due to injury in any quarter during your base period, and were eligible for Workers' Compensation (whether or not you drew it), you may be able to use wages earned before your injury to qualify for unemployment benefits. To qualify, you must file your claim within the first four weeks that you are unemployed following the period covered by Workers' Compensation. Contact your nearest Unemployment Insurance office for more information.

CONTRIBUTIONS TO THE UNEMPLOYMENT BENEFIT FUND ARE PAID BY EMPLOYERS.

NO DEDUCTIONS ARE MADE FROM EMPLOYEE WAGES FOR THAT PURPOSE!

-DO NOT COMMIT FRAUD-
If you make a false statement in claiming benefits, you can be disqualified for up to 52 weeks.
You could face other penalties as well including felony charges, fines and possible imprisonment.
All benefits fraudulently received must be repaid to the Division of Unemployment Insurance.
Interest will accrue and there may be a lien filing as well as a lien release fee.

EDUCATION AND WORKFORCE DEVELOPMENT COUNCIL
DIVISION OF WORKING INVESTMENT
OFFICE OF EMPLOYMENT AND TRAINING
DIVISION OF UNEMPLOYMENT INSURANCE
275 EAST MAIN STREET
FRANKFORT, KY 40601
POS-51.5
REV. 11/2012

KY
KENTUCKY LAW REQUIRES EQUAL EMPLOYMENT OPPORTUNITY
In addition, under the KCRB it is unlawful for an employer to fail to make reasonable accommodations for any employee with limitations related to pregnancy, childbirth, or a related medical condition who requests an accommodation, including but not limited to: (1) the need for more frequent or longer breaks; (2) time off to recover from childbirth; (3) acquisition or modification of equipment; (4) appropriate seating; (5) temporary transfer to a less strenuous or less hazardous position; (6) job restructuring; (7) light duty; modified work schedule; and (8) private space that is not a bathroom for expressing breast milk.

FIND KENTUCKY'S GUARANTEE OF EQUAL EMPLOYMENT OPPORTUNITY AT KRS 344.030-KRS 344.110.

FOR HELP WITH DISCRIMINATION, CONTACT
Kentucky Commission on Human Rights
112 WHITTINGTON PARKWAY, SUITE 020
LOUISVILLE, KENTUCKY 40222
PHONE: (502) 595-4244 TOLL-FREE: (800) 225-5566
FAX: (502) 626-5330
E-MAIL: KCHR.MAIL@KY.GOV WEBSITE: KCHR.KY.GOV

THE KENTUCKY CIVIL RIGHTS ACT PROHIBITS EMPLOYMENT DISCRIMINATION BY:
• EMPLOYERS
• LABOR ORGANIZATIONS
• EMPLOYMENT AGENCIES

THE KENTUCKY CIVIL RIGHTS ACT PROHIBITS EMPLOYMENT DISCRIMINATION BASED ON:
• DISABILITY
• AGE 40 YEARS OLD AND OLDER
• RACE
• COLOR
• TOBACCO-SMOKING STATUS
• RELIGION
• NATIONAL ORIGIN
• PREGNANCY (including childbirth and related medical conditions)

THE KENTUCKY CIVIL RIGHTS ACT PROHIBITS EMPLOYMENT DISCRIMINATION BY:
• EMPLOYERS
• LICENSING AGENCIES
• LABOR ORGANIZATIONS
• EMPLOYMENT AGENCIES

REV. 01/2024

KY
Information about Unemployment Insurance Benefits
EMPLOYERS ARE SUBJECT TO KENTUCKY UNEMPLOYMENT INSURANCE LAW. YOU MAY BE ELIGIBLE FOR UNEMPLOYMENT BENEFITS IF YOU LOSE YOUR JOB, ARE LAID OFF OR YOUR HOURS ARE REDUCED.

TO QUALIFY FOR BENEFITS, YOU MUST
• Be unemployed through no fault of your own;
• Be able and available to work and making a reasonable effort to obtain new work;
• Register for work when you file your claim.
You must also meet monetary eligibility requirements based on your earnings in the "base period" of the last four of the five completed calendar quarters preceding your claim. These earnings also determine the amount of benefits you may be entitled to draw. Generally, you have worked for more than a year and earned at least \$1500 during your base period, you may meet the monetary requirements for a claim.

IF YOU LOSE YOUR JOB OR ARE LAID OFF:
1. File your claim within the first week after you become unemployed, by filing on the internet at www.cw.ky.gov or by telephone at (502) 575-0442 Monday through Friday, 7:30am-5:30pm ET. (This is a toll-free number).

2. After filing your claim, file continuing claims bi-weekly while you are unemployed, through the web site or by toll-free telephone at 877-369-5984 or 877-383-0154.

IF YOUR HOURS ARE REDUCED
You may be eligible for partial benefits if you are not fully employed by your regular employer but are working less than your normal full-time hours due to lack of available work. Benefits are not paid in case of reduction in hours due to total disability, vacation or personal reasons.

WORKERS' COMPENSATION RECIPIENTS
If you missed at least seven weeks of earnings due to injury in any quarter during your base period, and were eligible for Workers' Compensation (whether or not you drew it), you may be able to use wages earned before your injury to qualify for unemployment benefits. To qualify, you must file your claim within the first four weeks that you are unemployed following the period covered by Workers' Compensation. Contact your nearest Unemployment Insurance office for more information.

CONTRIBUTIONS TO THE UNEMPLOYMENT BENEFIT FUND ARE PAID BY EMPLOYERS.

NO DEDUCTIONS ARE MADE FROM EMPLOYEE WAGES FOR THAT PURPOSE!

-DO NOT COMMIT FRAUD-
If you make a false statement in claiming benefits, you can be disqualified for up to 52 weeks.
You could face other penalties as well including felony charges, fines and possible imprisonment.
All benefits fraudulently received must be repaid to the Division of Unemployment Insurance.
Interest will accrue and there may be a lien filing as well as a lien release fee.

EDUCATION AND WORKFORCE DEVELOPMENT COUNCIL
DIVISION OF WORKING INVESTMENT
OFFICE OF EMPLOYMENT AND TRAINING
DIVISION OF UNEMPLOYMENT INSURANCE
275 EAST MAIN STREET
FRANKFORT, KY 40601
POS-51.5
REV. 11/2012

KY
KENTUCKY LAW REQUIRES EQUAL EMPLOYMENT OPPORTUNITY
In addition, under the KCRB it is unlawful for an employer to fail to make reasonable accommodations for any employee with limitations related to pregnancy, childbirth, or a related medical condition who requests an accommodation, including but not limited to: (1) the need for more frequent or longer breaks; (2) time off to recover from childbirth; (3) acquisition or modification of equipment; (4) appropriate seating; (5) temporary transfer to a less strenuous or less hazardous position; (6) job restructuring; (7) light duty; modified work schedule; and (8) private space that is not a bathroom for expressing breast milk.

FIND KENTUCKY'S GUARANTEE OF EQUAL EMPLOYMENT OPPORTUNITY AT KRS 344.030-KRS 344.110.

FOR HELP WITH DISCRIMINATION, CONTACT
Kentucky Commission on Human Rights
112 WHITTINGTON PARKWAY, SUITE 020
LOUISVILLE, KENTUCKY 40222
PHONE: (502) 595-4244 TOLL-FREE: (800) 225-5566
FAX: (502) 626-5330
E-MAIL: KCHR.MAIL@KY.GOV WEBSITE: KCHR.KY.GOV

THE KENTUCKY CIVIL RIGHTS ACT PROHIBITS EMPLOYMENT DISCRIMINATION BY:
• EMPLOYERS
• LICENSING AGENCIES
• LABOR ORGANIZATIONS
• EMPLOYMENT AGENCIES

THE KENTUCKY CIVIL RIGHTS ACT PROHIBITS EMPLOYMENT DISCRIMINATION BASED ON:
• DISABILITY
• AGE 40 YEARS OLD AND OLDER
• RACE
• COLOR
• TOBACCO-SMOKING STATUS
• RELIGION
• NATIONAL ORIGIN
• PREGNANCY (including childbirth and related medical conditions)

THE KENTUCKY CIVIL RIGHTS ACT PROHIBITS EMPLOYMENT DISCRIMINATION BY:
• EMPLOYERS
• LICENSING AGENCIES
• LABOR ORGANIZATIONS
• EMPLOYMENT AGENCIES

REV. 01/2024

KY
KENTUCKY LAW REQUIRES EQUAL EMPLOYMENT OPPORTUNITY
In addition, under the KCRB it is unlawful for an employer to fail to make reasonable accommodations for any employee with limitations related to pregnancy, childbirth, or a related medical condition who requests an accommodation, including but not limited to: (1) the need for more frequent or longer breaks; (2) time off to recover from childbirth; (3) acquisition or modification of equipment; (4) appropriate seating; (5) temporary transfer to a less strenuous or less hazardous position; (6) job restructuring; (7) light duty; modified work schedule; and (8) private space that is not a bathroom for expressing breast milk.

FIND KENTUCKY'S GUARANTEE OF EQUAL EMPLOYMENT OPPORTUNITY AT KRS 344.030-KRS 344.110.

FOR HELP WITH DISCRIMINATION, CONTACT
Kentucky Commission on Human Rights
112 WHITTINGTON PARKWAY, SUITE 020
LOUISVILLE, KENTUCKY 40222
PHONE: (502) 595-4244 TOLL-FREE: (800) 225-5566
FAX: (502) 626-5330
E-MAIL: KCHR.MAIL@KY.GOV WEBSITE: KCHR.KY.GOV

THE KENTUCKY CIVIL RIGHTS ACT PROHIBITS EMPLOYMENT DISCRIMINATION BY:
• EMPLOYERS
• LICENSING AGENCIES
• LABOR ORGANIZATIONS
• EMPLOYMENT AGENCIES

THE KENTUCKY CIVIL RIGHTS ACT PROHIBITS EMPLOYMENT DISCRIMINATION BASED ON:
• DISABILITY
• AGE 40 YEARS OLD AND OLDER
• RACE
• COLOR
• TOBACCO-SMOKING STATUS
• RELIGION
• NATIONAL ORIGIN
• PREGNANCY (including childbirth and related medical conditions)

THE KENTUCKY CIVIL RIGHTS ACT PROHIBITS EMPLOYMENT DISCRIMINATION BY:
• EMPLOYERS
• LICENSING AGENCIES
• LABOR ORGANIZATIONS
• EMPLOYMENT AGENCIES

REV. 01/2024

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. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employers.

Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period for:
• The birth, adoption or foster placement of a child with you;
• Your serious mental or physical health condition that makes you unable to work;
• Your care for your spouse, child or parent with a serious mental or physical health condition; and
• Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military service member.

An eligible employee who is the spouse, child, parent or next of kin of a covered service member with a serious injury or illness may take up to 26 workweeks of FMLA leave in a single 12-month period to care for the service member.

You have the right to use FMLA leave in one block of time. When it is medically necessary or otherwise permitted, you may take FMLA leave intermittently in separate blocks of time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet #28(M) for more information.

FMLA leave is not paid leave, but you may choose, or be required by your employer, to use any employer-provided leave if your employer's paid leave policy covers the reason you need FMLA leave.

Am I eligible to take FMLA leave?
An eligible employee is all of the following apply:
• You work for a covered employer;
• You have worked for your employer at least 12 months;
• You have at least 1,250 hours of service for your employer during the 12 months before your leave, and
• The employer has at least 50 employees within 75 miles of your work location.

Airline flight crew employees have different "hours of service" requirements.

You work for a covered employer if one of the following applies:
• You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year,
• You work for an elementary or public or private secondary school, or
• You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title I of the FMLA, administered by the Office of Personnel Management.

How do I request FMLA leave?
Generally, to request FMLA leave you must:
• Follow your employer's normal policies for requesting leave,
• Give notice at least 30 days before your need for FMLA leave, or
• If advance notice is not possible, give notice as soon as possible.

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. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

REEMPLOYMENT RIGHTS
You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and:
• 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 employment 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.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION
If you:
• are a past or present member of the uniformed service;
• are obligated to serve in the uniformed service;
• have applied for membership in the uniformed service;
• are promoted; or
• any benefit of employment

In addition, an employer may not retaliate against anyone 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.

HEALTH INSURANCE PROTECTION
If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan covering you and your dependents for up to 36 months while in the military.
Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries.

ENFORCEMENT
• The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations.
• 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 <http://www.dol.gov/agencies/vets/>. An interactive online USERRA Advisor can be viewed at <http://webapps.dol.gov/elsaws/vets/usersa/>.
• 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, which is applicable for requests under USERRA.
• You may also bypass the VETS process and bring a civil action 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: <http://www.dol.gov/agencies/vets/programs/userrsa/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 customarily place notices for employees.

U.S. Department of Labor • 1-866-487-2365 • U.S. Department of Justice • Office of Special Counsel
Employer Support of the Guard and Reserve • 1-800-336-4590
REV. 05/2022

KY
Education and Labor Cabinet
CHILD LABOR LAWS
HOURS OF WORK PERMITTED FOR MINORS 14 TO 18 YEARS OF AGE

AGE	MAY NOT WORK BEFORE	MAY NOT WORK AFTER	MAXIMUM HOURS WHEN SCHOOL IS IN SESSION	MAXIMUM HOURS WHEN SCHOOL IS NOT IN SESSION
14 & 15 years	7:00 A.M.	7:00 P.M. (9:00 P.M. June 1 through Labor Day)	Three (3) hours per day on school day Eight (8) hours per day on non-school day Eighteen (18) hours per week Six (6) hours per day on school day Eight (8) hours per day on non-school day Thirty (30) hours per week	Eight (8) hours per day Forty (40) hours per week
16 & 17 years	6:00 A.M.	10:30 P.M. preceding school day/100 A.M. preceding non-school day	Six (6) hours per day on school day Eight (8) hours per day on non-school day Thirty (30) hours per week	NO RESTRICTIONS
18 & 17 years with Permit	6:00 A.M.	11:00 P.M. preceding school day/100 A.M. preceding non-school day	Six and one-half (6.5) hours per day on school day Eight (8) hours per day on non-school day Thirty-two and one-half (32.5) or forty (40) hours per week	NO RESTRICTIONS

"School in session" means the time established by local school district authorities, pursuant to KRS 160.290. Parental or guardian permission must be in writing and shall remain the employer's place of business.
A minor may work up to thirty-two and one-half (32.5) hours in any one (1) workweek. If a parent or legal guardian gives permission in writing. A minor may work up to forty (40) hours in any one (1) workweek if a parent or legal guardian gives permission in writing and the principal or head of the school the minor attends certifies in writing that the minor has maintained at least a 2.0 grade point average in the most recent grading period. School certification shall be valid for one (1) year unless revoked sooner by the school authority. The parental permission and school certification shall remain at the employer's place of business.
Lunch Break: Minors under 18 years of age shall not be permitted to work more than five (5) hours continuously without an interval of at least thirty (30) minutes for a lunch period. The beginning and ending of the lunch period shall be documented by the employer.

OCCUPATIONS PROHIBITED FOR MINORS UNDER 18 YEARS OF AGE
• Occupations in or about Plants or Establishments Manufacturing or Storing Explosives or Articles Containing Explosive Components.
• Motor-vehicle Driver and outside helper on a motor vehicle.
• Coal Mine Occupations.
• Logging or Sawmill Operations.
• Operation of Power-Driven Woodworking machines.
• Exposure to Radioactive Substances.
• Power-driven hoisting apparatus, including forklifts.
• Operation of Power-Driven Metal Forming, punching, and shearing machines.
• Mining, other than coal mining.
• Operating power-driven meat processing equipment, including meat slicers and other food slicers, in retail establishments such as grocery stores, restaurants, kitchens and Delis, wholesale establishments, and meat occupations in meat slaughtering, packing, processing, or rendering.
• Operation of Power-driven bakery machines including vertical dough or batter mixers.
• Power-driven paper products machines including scrap paper baler and cardboard box compactor.
• Manufacturing bricks, tile, and kindred products.
• Power-driven circular saws, band saws, and Gullstone shears.
• Wrecking, demolition, and shipbreaking operations.
• Roofing operations and all work on or about a roof.
• Hoisting Operations.
• In, about or in connection with any establishment where alcoholic beverages are distilled, rectified, compounded, brewed, manufactured, bottled, sold for consumption or dispensed unless permitted by the rules and regulations of the Alcoholic Beverage Control Board (except they may be employed in the operation or tending of holding apparatus or where the sale of alcoholic beverages by the package is merely incidental to the main business actually conducted).
• Pool or Billiard Room.

Limited exemptions for 16 and 17 year old apprentices and student-learners may apply. For questions, please call (502) 564-3534.

Minors fourteen (14) but not yet sixteen (16) years of age may NOT be employed in: manufacturing, mining, or processing occupations, including occupations requiring the performance of any duties in a room or work area where goods are manufactured, mined, or otherwise processed; occupations which involve the operation or tending of hoisting apparatus or any power-driven machinery other than office machines; operation of motor vehicles or service as helpers on such vehicles; public messenger service (occupations in connection with: (1) transportation of persons or property by rail, highway, air, water, pipeline, or other means; (2) warehousing and storage; (3) communications and public utilities; or (4) construction (including demolition and repair).

PROOF OF AGE REQUIRED FOR MINORS 14 BUT NOT YET 18 YEARS OF AGE
Driver's License, Birth Certificate, Government Document with Date of Birth
"No individual in the United States shall, on the grounds of race, color, religion, sex, national origin, age, disability, political affiliation or belief, be excluded from participation in, or denied the benefits of, or be subjected to discrimination under any program or activity under the jurisdiction of the Education and Labor Cabinet."

EDUCATION AND LABOR CABINET
DIVISION OF WAGES AND HOURS
MAYO-UNDERWOOD BUILDING
500 MENO STREET, 3RD FLOOR
FRANKFORT, KENTUCKY 40601
PHONE: (502) 564-3534
www.elc.ky.gov

POST THIS ORDER WHERE ALL EMPLOYEES MAY READ
PAID FOR WITH STATE FUNDS
REV. 04/2024

KY
Education and Labor Cabinet
WAGE DISCRIMINATION BECAUSE OF SEX
wherein the hearing is being held may issue an order requiring the subpoena to be obeyed. Failure to obey the court order may be punished as contempt of that court.

EMPLOYEE
Any individual employed by any employer, including but not limited to individuals employed by the State or any of its political subdivisions, instrumentalities, or instrumentalities of political subdivisions.

EMPLOYER
A person who has two or more employees within the State in each of twenty or more calendar weeks in the current or preceding calendar year and an agent of such a person.

WAGE RATE
All compensation for employment, including payment in kind and amounts paid by employers for employee benefits, as defined by the Commissioner in regulations issued under KRS 337.425.

PROHIBITION OF THE PAYMENT OF WAGES BASED ON SEX:
The employer is prohibited from discriminating between employees of opposite sexes in the same establishment by paying different wages for comparable work on jobs which have comparable requirements. This prohibition covers any employee in any occupation in Kentucky. Any employee in violation shall not reduce the wages of any employee in order to comply with KRS 337.420 - 337.425.
No employer can discharge or discriminate against any employee for the reason that the employee sought to invoke or assist in the enforcement of KRS 337.423.

EXEMPTIONS FROM COVERAGE:
A differential pay paid through a bona fide seniority system or merit increase system is permitted by KRS 337.423 if it does not discriminate on the basis of sex.
Employees subject to the Fair Labor Standards Act of 1938, as amended, are excluded "where the act imposes comparable or greater requirements than contained" in KRS 337.420 - 337.423. However, to be excluded, the employer must file with the Commissioner of the Kentucky Office of Workplace Standards a statement that is covered by the Fair Labor Standards Act of 1938, as amended.

ENFORCEMENT OF LAW AND POWER TO INSPECT:
The Commissioner or his agent, to enter the premises of any employer to inspect the employer's personnel and operations, question witnesses, and to obtain any information necessary to administer and enforce KRS 337.420 - 337.423. The Commissioner or his authorized representative may examine witnesses under oath, and require by subpoena the attendance and testimony of witnesses and the production of any documentary evidence relating to the subject matter of any investigation undertaken pursuant to KRS 337.425. If a person fails to obey a subpoena, the Circuit Court of the judicial district in which the hearing is being held may issue an order requiring the subpoena to be obeyed. Failure to obey the court order may be punished as contempt of that court.

COLLECTION OF UNPAID WAGES:
Any employer who discriminates based on sex is liable to the employee or employees affected in the amount of the unpaid wages. If the employer is in a willful violation, he is liable for an additional equal amount as liquidated damages. The court may order other appropriate action, including reinstatement of employees discharged in violation of KRS 337.420 - 337.423. The employer or employees affected may maintain an action to collect the amount due. At the written request of any employee, the Commissioner may bring any legal action necessary to collect the claim for unpaid wages in behalf of the employee. An agreement between an employer and employee to work for less than the wage to which an employee is entitled will not bar any legal action or voluntary wage restitution.

STATUTE OF LIMITATIONS:
Court action may be commenced no later than six months after the cause of action occurs.

POSTING OF LAW:
All employers shall post this abstract in a conspicuous place or on the premises where any employee is employed.

PENALTIES:
Any employer who discharges or in any other manner discriminates against an employee because such employee has:
(a) made any complaint related to KRS 337.420 - 337.423, or
(b) instituted or caused to be instituted any proceeding under or pursuant to KRS 337.420 - 337.423, or
(c) testified or is about to testify in any such proceedings, shall be liable to the employee or employees affected in the amount of not less than \$100 nor more than \$1,000.

FOR FURTHER INFORMATION CONTACT:
EDUCATION AND LABOR CABINET
DIVISION OF WAGES AND HOURS
MAYO-UNDERWOOD BUILDING
500 MENO STREET, 3RD FLOOR
FRANKFORT, KENTUCKY 40601
PHONE: (502) 564-3534
www.elc.ky.gov

"No individual in the United States shall, on the grounds of race, color, religion, sex, national origin, age, disability, political affiliation or belief, be excluded from participation in, or denied the benefits of, or be subjected to discrimination under any program or activity under the jurisdiction of the Education and Labor Cabinet."

POST THIS ORDER WHERE ALL EMPLOYEES MAY READ
PAID FOR WITH STATE FUNDS
REV. 04/2024

What does your employer need to do?
If you are eligible for FMLA leave, your employer must:
• Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and
• Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave.

Your employer cannot interfere with your FMLA rights or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation.

After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your employer must confirm whether you are eligible or not eligible for FMLA leave. If your employer determines that you are eligible, your employer must notify you in writing:
• About your FMLA rights and responsibilities, and
• How much of your requested leave, if any, will be FMLA-protected leave.

Where can I find more information?
Call 1-866-487-9243 or visit dol.gov/fmla to learn more.
If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. Scan the QR code to learn about our WHD complaint process.

DEPARTMENT OF LABOR
UNITED STATES OF AMERICA
WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR
WH1420
REV. 04/2023

FED
EMPLOYEE RIGHTS
EMPLOYEE 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.

PROHIBITIONS
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 (armed 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.

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests.

EXAMINEE RIGHTS
When polygraph examinations 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 to not have test results disclosed to unauthorized persons.

ENFORCEMENT
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.

DEPARTMENT OF LABOR
UNITED STATES OF AMERICA
WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR
1-866-487-9243
www.dol.gov/agencies/whd
WH1462
REV. 02/2022

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 (current and former), including managers and temporary employees
• Job applicants
• Union members and applicants for membership in a union

What Types of Employment Discrimination are Illegal?
Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of:
• Race
• Color
• Religion
• National origin
• Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity)
• Age (40 and older)
• Disability
• Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)
• Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding
• Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation

What Organizations