La Notify your employer immediately to

get the name of an approved physician.

Workers' comp insurance may not pay

injury promptly to your employer.

bills may be properly filed.

1-800-342-1741.

the medical bills if you don't report your

2. Notify the doctor and medical staff

that you were injured on the job so that

5 If you have any problems with your

treatment, contact the State of Florida's

PLACE INSURER INFORMATION STICKER HERE

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

Where polygraph tests 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

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.

1-866-487-9243

Division of Workers' Compensation at

claim or suffer excessive delays in

If you are injured on the job:

Since 1953

FED Your Employee Rights Under the Family and Medical Leave Act

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 employees.

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, To 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

An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember 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 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 #28M(c) for more information

FMLA leave is not paid leave, but you may choose, or be required by your employer, to use any employer-provided

Am I eligible to take FMLA leave? You are an eligible employee if 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 Your 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

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 II 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 You do not have to share a medical diagnosis but must provide enough information to your employer so they

can determine whether the leave qualifies for FMLA protection. You must also inform your employer if FMLA leave was previously taken or approved for the same reason when requesting additional leave Your employer may request certification from a health care provider to verify medical leave and may request

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are

subject to the jurisdiction of the U.S. Office of Personnel Management or Congress. 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, Continue your group health plan coverage while you are on leave on the same basis as if you had not taken

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 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 awsuit 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

u may file a claim for partial unemployment for any week you work less than full time due to lack of work if your wages during that week are less



REV. 04/2023

To Employees:

LABOR

LAWS

Workers' compensation pays for

all authorized medically necessary

care and treatment related to

If you are unable to work or your earnings are lower because of

\$25,000 Reward

ANTI-FRAUD REWARD PROGRAM

providing information to the Department of Financial

the employer's place or

State of Florida

Rewards of up to \$25,000 may be paid to persons

Services leading to the arrest and conviction of

persons committing insurance fraud, including

employers who illegally fail to obtain workers'

compensation coverage. Persons may report

suspected fraud to the department at

1-800-378-0445 or online at

https://first.fldfs.com

person acts without malice, fraud

A person is not subject to civil liability

for furnishing such information, if such

a work related injury or illness,

and you have been disabled for

more than seven calendar days,

you may be eligible for some

your injury or illness.

Voluntarily quitting a job without good cause attributable to the employer may result in disqualification until a set amount o may be eligible to receive reemployment assistance benefits if you meet the following require You must be totally or partially unemployed through no fault of your own. nce benefits, contact the Department of Commerce, Reei You must apply for benefits at https://connect.myflorida.com You must register for work at www.employflorida.com.

DEPARTMENT OF REVENUE

FL

You must be Able to work and Available for work

DEPARTMENT OF ECONOMIC OPPORTUNITY

FLORIDA COMMERCE

Ron DeSantis GOVERNOR

J. Alex Kelly SECRETARY

MINIMUM WAGE IN FLORIDA **Notice to Employees**

Effective September 30, 2025, the Florida minimum wage will be \$14.00 per hour, with a minimum wage of at least \$10.98 per hour for tipped employees, in addition to tips, through September 29, 2026.

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. On September 30, 2025, Florida's minimum wage will increase to \$14.00 per hour. Each year thereafter, Florida's minimum wage will increase by \$1.00 until the minimum wage reaches \$15.00 per hour on September 30, 2026. Resuming in 2027, the minimum wage will be adjusted annually for inflation.

protected by the State of Florida Constitution include the right to:

An employer may not retaliate against an employee for exercising his or her right to receive the minimum wage. Rights

- File a complaint about an employer's alleged noncompliance with lawful minimum wage requirements.
- Inform any person 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.

An employee who has not received the lawful minimum wage after notifying his or her employer and giving the employer 15 days to resolve any claims for unpaid wages may bring a civil action in a court of law against an employer to recover back wages plus damages and attorney's fees.

An employer found liable for intentionally violating minimum wage requirements is subject to a fine of \$1,000 per violation, payable to the State. The Attorney General, or other official designated by the Legislature, may bring a civil action to enforce the minimum wage.

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

CALDWELL BUILDING | 107 E. MADISON STREET TALLAHASSEE, FL 32399 850.245.7105 | www.FloridaJobs.org | Twitter: @FLACommerce

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

VOTICE: 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 age. 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.

DEPARTMENT OF BUSINESS & 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. This chart summarizes the child labor laws of the State of Florida. The Federal Fair Labor Standards Act (FLSA) may be more restrictive. Florida: May not work during school hours (some exceptions apply). May NOT work during school hours unless they meet a criterion of the Hour CHOOL ATTENDANCE As provided in 450.021(1), no person 13 years or younger shall be employed, permitted or suffered to work in any gainful

PERMITS TO WORK Not required under Florida Law May work up to 30 hours per week. Not before 6:30 a.m. or later than 11 p.m. and IOURS OF WORK, WHEN on a holiday or Sunday. On days when school does not follow, there are no hou

HOURS OF WORK, WHEN CHOOL IS NOT IN SESSIO ımmer vacation; winter and pring breaks)

15 yrs. or younger may not work more than 6 consecutive days in any one week. 15 yrs. or younger without a 30-minute break after working 4 consecutive hours, applicable to 17/16 years of age when working 8 hours or more. Florida: Minors participating in farm work, not on their parents or guardian's farm, must comply with the same restrictions as in other work. IESTRICTED OCCUPATIONS This section represents Chapter 450.061- Hazardous Occupations Prohibited, Exemptions. Note that HB917 (2024) authorizes minors aged 16/17 to work in residential construction if the minor: has earned his/her OSHA 10 certification s under the direct supervision of a person 21 years of age with at least 2 years of related experience and has his/her OSHA 10 Certification: is not working on any scaffolding, roof, superstructure, or ladder above 6 feet: and is not in violation of any OSHA rules

under the age of 18 may not work in below occupations Working in or around explosives or radioactive substances Operating any power-driven machinery other than office machines, including all power mowers and cutters Operating Motor vehicles Maintaining or repairing, machines, or equipment Working in freezers or meat coole

Logging or sawmilling perating power-driven meat processing machines to include meat and vegetable slicers, slaughtering, meat packing, processing, or rendering Working on any scaffolding, roofs or ladders above 6 feet; or non-residential building construction Vrecking, demolition or excavatior

perating power-driven bakery; metal-forming, punching, and shearing machines; woodworking, paper products or

hoisting machines Manufacturing brick and tile products perating circular saws, band saws, & guillotine shear Working with compressed gases exceeding 40 p.s.i. Working in or around toxic substances, corrosives or pesticide Working with electrical apparatus or wiring

Operating or assisting to operate tractors over 20 PTO horsepower, forklifts, earthmoving equipment, any harvesting, planting, or plowing machinery or any moving machinery

DAYS PER WEEK

Restrictions — (from hour restrictions only; hazard restrictions apply until 18 yrs.

Ainors who have either graduated from an accredited high school or hold a high school equivalency diploma Minors 16/17yrs. who are enrolled in a home education program, or an approved virtual instruction school program Minors 16/17 yrs. who have obtained a waiver allowing them to work more than 30hrs/week. The 40-hour limitation

Ainors who hold waivers from a K-12 Public School or Child Labor Compliance with specified hours restrictions.

Age Restrictions – (from age requirements; hazard restrictions still apply until 18 yrs.

Operating motor vehicles

boiler or engine rooms

Loading and unloading truck

Working in public messenger servi Handling certain dangerous animals

Minors who work for their parents who owned the business in occupations not declared hazardous Minors in the entertainment industry registered with Child Labor Compliance as prescribed in ss. 450.012 and 450.132,

May work up to 15 hours per week. Not before 7 a.m. or after 7 p.m. and for no more than 3 hours a day

non-school days, when school days do not follow, until 9 p.m. Daily maximum of 3 hrs. on school days, 8 hour.

non-school days; weekly maximum is 18 hours; not before 7 a.m. or after 7 p.m. Note: Application of state law allows this age group to work up to 8 hours on days when school days do not follow, until 7 p.m.

Florida: May work up to 8 hrs. per day and up to 40 hrs. per week; may not work before 7 a.m. or after 9 p.m

Operating, setting up, adjusting, or cleaning power-driven meat or vegetable slicers, grinders, food choppers, and

Working in occupations in Transportation, Warehouse & Storage, Communications, and Construction (except clerical);

Manufacturing, mining, or processing occupations where goods are manufactured, mined, or processed

For information on Federal laws contact

Child Labor | U.S. Department of Labor (dol.gov)

Conducting door-to-door sales of products as employment (some exceptions

PARTIAL WAIVERS The Florida Child Labor law is designed to serve and protect minors and encourage them to remain in school. At times, some minors may feel that the law conflicts with their best interest or their life circumstances; therefore, they have the right to request an exemption from the law. If a minor is attending the K-12 public school, a waiver may be obtained and granted by the local school district. All other minors may request an application by contacting the Department of Business and Professional Regulation Child Labor Program. Waiver applications are reviewed and granted on a case-by-case basis. To qualify, applicants must demonstrate that certain requirements of Florida law need to be waived. Employers must keep a copy of partial waivers of employed minors. PENALTIES Florida: Employment of minors in violation of Florida Child Labor laws may result in fines up to \$2,500 per offense and/or be quilty of a second-degree misdemeanor. FLSA: Maximum fines up to \$11,000 per minor / per violation WORKERS' COMPENSATION Florida: If an injured minor is employed in violation of any provisions of the Child Labor laws of Florida, an employer may be subject to up to double the compensation otherwise payable unde POSTING REQUIREMENTS Florida: All employers of minors must post in a conspicuous place on the property or place of employment, where it may be easily read, a poster notifying minors of Florida Child Labor law:

For information on Florida laws contact: FLORIDA DEPARTMENT OF BUSINESS AND PROFESSIONAL REGULATION CHILD LABOR PROGRAM 2601 BLAIR STONE ROAD

s. 450.045(2), F.S

TALLAHASSEE, FL 32399-2212 TELEPHONE 850.488.3131; TOLL-FREE 1.800.226.2536 www.myfloridalicense.com

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

FED

FED

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 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. 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

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 (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers

WHD DEPARTMENT OF LABOR WAGE AND HOUR DIVISION UNITED STATES OF AMERICA UNITED STATES DEPARTMENT OF LABOR

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

\$7.25 PER HOUR **BEGINNING JULY 24, 2009**

69L-6.007, F.A.C. Compensation Notice

(Fraud reporting link updated May 2021)

DFS-F4-1548

Revised March 2010

he Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The

Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimur Dage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penaltie nay be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violatio Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Com Some state laws provide greater employee protections; employers must comply with both.

Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificate

OF LABOR HOUR DIVISION UNITED STATES

re a past or present member of the uniformed service

have applied for membership in the uniformed service; or

FED





REV. 05/2022

or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from discrimination on the following bases:

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity

Executive Order 11246, as amended, prohibits employment discrimination by

opportunity in all aspects of employment

Protected Veteran Statu

U.S. Department of Labor 200 Constitution Avenue, N.W.

Race, Color, National Origin, Sex

Individuals with Disabilities

Washington, D.C. 20210 1–800–397–6251 (toll-free)

Retaliation

Asking About, Disclosing, or Discussing Pay

Federal contractors based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of

section 303 of the Renabilitation Rct of 1973, as amended, protects qualined individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not makin reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38

U.S.C. 4212, prohibits employment discrimination against, and requires affirmativ action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active

duty), active duty wartime or campaign badge veterans, or Armed Forces service

Retaliation is prohibited against a person who files a complaint of discrimination participates in an OFCCP proceeding, or otherwise opposes discrimination by participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal laws. Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact

The Office of Federal Contract Compliance Programs (OFCCP)

If you are deaf, hard of hearing, or have a speech disability, please dial

at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S.

ent of Labor and on OFCCP's "Contact Us" webpage at www.dol.gov/agencies/ofccp/contact.

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits em

ation on the basis of disability in any program or activity which

REV. 06/27/2023

employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job

PROGRAMS OR ACTIVITIES RECEIVING

FEDERAL FINANCIAL ASSISTANCE



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 disc

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: have five years or less of cumulative service in the uniformed services while with that particular employe you return to work or apply for reemployment 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 condition you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had no RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

hen an employer may not deny you: reemployment; any benefit of employment retention in employment because of this status.

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 coverage for you and your dependents for up to 24 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

For assistance in filing a complaint, or for any other information on USERRA, contact VETs at 1-866-4-USA-DOL or visit is website at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be viewed at https://webapps.dol.gov/elaws/vets/userra.

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 You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA. he 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:

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

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. What Types of Employment Discrimination are Illegal? Under the EEOC's laws, an employer may not discriminate against you, regardless

National origin

Sex (including pregnancy, childbirth, and related medical conditions, Age (40 and older) Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding nterference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation rganizations are Covered?

Staffing agencies What Employment Practices can be Challenged as Discharge, firing, or lay-off Pay (unequal wages or compensation)

State and local governments (as employers)

Obtaining or disclosing genetic information of employees Requesting or disclosing medical information of employees Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation ne exercising their rights, or someone assisting or encouragi ne else to exercise rights, regarding disability discrimination ling accommodation) or pregnancy accommodation What can You Do if You Believe Discrimination has Occurred? Contact the EEOC promptly if you suspect discrimination. Do not delay, because

lays, depending on where you live/work). You can reach the EEOC in any of the

an inquiry through the EEOC's public portal https://publicportal.eeoc.gov/Portal/Login.aspx 1-800-669-4000 (toll free) 1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone) an EEOC field office (information at

Additional information about the EEOC, including information about filing a charge of discrimination, i

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

Workers' Comp Works For You

notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.



REV. 02/2022

FLORIDA LAW FEDERAL MINIMUM WAGE 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 If you feel that you have been discriminated agains visit our web site or call us! **FLORIDA COMMISSION ON HUMAN RELATIONS**

EMPLOYEE RIGHTS

EMPLOYEE POLYGRAPH PROTECTION ACT

4075 Esplanade Way, Suite 110 http://FCHR.state.fl.us Phone: (850) 488-7082 Voice Messaging 1-800-342-8170

DISCRIMINACIÓN **BASADA EN:** RAZA, COLOR, RELIGIÓN, SEXO, ORIGEN NACIONAL, INCAPACIDAD, EDAD, EMBARAZO, O ESTADO CIVIL. LO QUE ESTÁ CUBIERTO BAJO LA LEY: • EMPLEO • LUGARES DE ACOMODO PÚBLICO ACCIÓN VENGATIVE DESPUES DE PRESENTAR UNA QUEJA ACCIÓN VENGATIVA EN CONTRA DE PRESENTAR UNA QUEJA BAJO LALEY DE "SOPLAÓN" (WHISTLE-BLOWER) ¡Si usted siente que ha sido discriminado visite nuestra página web o llámenos! LA COMISIÓN DE RELACIONES **HUMANAS DE LA FLORIDA** Tallahassee, Florida 32399 http://FCHR.state.fl.us Teléfono: (850) 488-7082

Correo de Voz: 1-800-342-8170

LA LEY DE LA FLORIDA



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 workrelated injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights. See any OSHA citations issued to your
- employer. Request copies of your medical records, tests that measure hazards in the workplace, and

the workplace injury and illness log.

This poster is available free from OSHA.

Contact OSHA. We can help.

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, or reporting a work-related injury or illness.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.

Comply with all applicable OSHA standards.

- 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.

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



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. JJKeller.com/laborlaw 800-327-6868

65738F

SEP2025





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This poster is in compliance with federal and state posting requirements.

REV. 04/2024