



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 and the Federal Fair Labor Standards Act (FLSA).

The stricter provisions must be observed and are denoted by bold lettering. *The Federal law in italics.*

Minors 16 & 17

SCHOOL ATTENDANCE

PERMITS TO WORK HOURS OF WORK, WHEN SCHOOL IS IN SESSION

HOURS OF WORK, WHEN SCHOOL IS NOT IN SESSION (summer vacation, winter, spring breaks)

DAYS PER WEEK BREAKS

AGRICULTURE

FLSA: No employment permitted during school hours. May work after school in occupations not declared hazardous in agriculture. See Child Labor Bulletin 102. (Exception: 12 and 13 year-olds may be employed with written parental consent or on a farm where the minor's parent is also employed; minors under 12 may be employed with written parental consent on farms where employees are exempt from the Federal minimum wage provisions.)

RESTRICTED OCCUPATIONS The State of Florida has incorporated the 17 Hazardous Occupations (HOs) of the FLSA into the Florida law and Child Labor Rule. For more info on HOs, contact the U.S. Department of Labor, Wage and Hour Division. This poster represents a combination of those laws with an ** annotating Florida law "only."

Minors under the age of 18 may not work in below occupations:

- Working in or around explosives or radioactive substances
- Operating Motor vehicles
- Logging or sawmilling
- Operating 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; roofing
- Wrecking, demolition or excavation
- Mining occupations
- Operating power-driven bakery; metal-forming, punching, and shearing machines; woodworking, paper products or hoisting machines
- Manufacturing brick and tile products
- Operating circular saws, band saws, & guillotine shears
- ** Working with compressed gases exceeding 40 p.s.i.
- ** Working in or around toxic substances, corrosives or pesticides
- ** Firefighting
- ** 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

EXEMPTIONS

Hour Restrictions – (from hour restrictions only; hazard restrictions still apply until 18 yrs.)

- Minors who hold waivers from a public school or Child Labor Compliance
- Minors who have been married
- Minors who have either graduated from an accredited high school, or hold a high school equivalency diploma
- Minors who have served in the U.S. Armed Forces
- Minors who are enrolled in high school work programs

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 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 guilty 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 under Florida Workers' Compensation law.

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 the Child Labor laws.

For information on Florida laws contact:

Florida Department of Business and Professional Regulation • Child Labor Program
2601 Blair Stone Road • Tallahassee, FL 32399-2212 • Telephone 850.488.3131; Toll-Free 1.800.226.2536 • www.myfloridalicense.com

For information on Federal laws contact:

U.S. Department of Labor, Wage & Hour Division, listed in the telephone directory under U.S. Government; www.dol.gov/elaws/flsa.htm.

Minors 14 & 15 - Under 14 years old MAY NOT WORK

Florida: May NOT work during school hours unless they meet a criterion of the Hour Restrictions listed below. **FLSA: No limitations.**

Florida & FLSA: Not required, except the FLSA requires the employer to maintain date of birth information for all employees under 19 years old.

Florida: May work up to 30 hours per week. Not before 6:30 a.m. or later than 11 p.m. and for no more than 8 hours a day when school is scheduled the following day. On days when school does not follow, there are no hour restrictions.
FLSA: No limitations.

Florida: No Limitations
FLSA: No limitations.

Note: Hazardous occupations still apply for minors.

Florida: 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 on school days, when a school day follows. May work up to 8 hours on Friday, Saturday, Sunday, and on non-school days, when school days do not follow, until 9 p.m.
FLSA: Daily maximum of 3 hrs. on school days, 8 hours non-school days; weekly maximum is 18 hours; not before 7 a.m. or after 7 p.m. Note: Application of both state and federal law allows this age group to work up to 8 hours on Saturday, Sunday and non-school 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.

FLSA: May work up to 8 hrs. per day and up to 40 hrs. per week. Work must be performed between 7 a.m. and 7 p.m.; from June 1 to Labor Day may work until 9 p.m.

Florida: No more than 6 consecutive days in any one week. **FLSA: No limitations.**

Florida: Minors may work no more than 4 consecutive hours without a 30 minute uninterrupted break. **FLSA: No limitations.**

Florida: Minors participating in farm work, not on their parents or guardian's farm, must comply with the same restrictions as in other work. **FLSA: No limitations.**

Minors 14 and 15 may not work in these occupations:

- Operating any power-driven machinery other than office machines, including all power mowers and cutters
- Maintaining or repairing an establishment, machines, or equipment
- Working in freezers or meat coolers
- Operating, setting up, adjusting, or cleaning power-driven meat or vegetable slicers, grinders, food choppers, and cutters, and bakery-type mixers
- Operating motor vehicles
- Manufacturing, mining, or processing occupations where goods are manufactured, mined, or processed
- Cooking (some exceptions apply) & baking
- Working in occupations in Transportation, Warehouse & Storage, Communications, and Construction (except clerical); boiler or engine rooms
- Loading and unloading trucks
- Working in public messenger services
- ** Handling certain dangerous animals
- ** Conducting door-to-door sales of products as employment (some exceptions)
- ** Spray painting

Age Restrictions — (from age requirements; hazard restrictions still apply)

- Minors who work for their parents in occupations not declared hazardous
- Pages in the Florida legislature
- Newspaper delivery (10 years old)
- Minors in the entertainment industry registered with Child Labor Compliance

A court may authorize an exemption from age and hour restrictions.



Equal Opportunity is the Law

It is against the law for this recipient of Federal financial assistance to discriminate on the following bases:

- against any individual in the United States on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief; and
- against any beneficiary of programs financially assisted under Title I of the Workforce Investment Act of 1998 (WIA), on the basis of the beneficiary's citizenship/status as a lawfully admitted immigrant authorized to work in the United States, or his/her participation in any WIA Title I-financially assisted program or activity.

The recipient must not discriminate in any of the following areas:

- deciding who will be admitted, or have access to, any WIA Title I-financially assisted program or activity;
- providing opportunities in, or treating any person with regard to, such a program or activity; or
- making employment decisions in the administration of, or in connection with, such a program or activity.

What to Do If You Believe You Have Experienced Discrimination

If you think that you have been subjected to discrimination under a WIA Title I-financially assisted program or activity, you may file a complaint within 180 days from the date of the alleged violation with either:

**Veronica Owens, Equal Opportunity Officer
Office for Civil Rights (OCR)
Department of Economic Opportunity**
Caldwell Building - MSC 150
107 East Madison Street
Tallahassee, Florida 32399-4129

**The Director
Civil Rights Center (CRC)
U.S. Department of Labor**
200 Constitution Avenue NW
Room N-4123
Washington, DC 20210

If you file your complaint with the Office for Civil Rights (OCR), you must wait either until the OCR issues a written Notice of Final Action, or until 90 days have passed (whichever is sooner), before filing with the Civil Rights Center (CRC). (See the address above.)

If the OCR does not give you a written Notice of Final Action within 90 days of the day on which you filed your complaint, you do not have to wait for the OCR to issue that Notice before filing a complaint with the CRC. However, you must file your CRC complaint within 30 days of the 90-day deadline (in other words, within 120 days after the day on which you filed your complaint with the OCR).

If the OCR gives you a written Notice of Final Action on your complaint, but you are dissatisfied with the decision or resolution, you may file a complaint with the CRC. You must file your CRC complaint within 30 days of the date on which you received the Notice of Final Action.

For more information or to file a complaint, contact

Office for Civil Rights
Department of Economic Opportunity
Caldwell Building – MSC 150
107 East Madison Street
Tallahassee, Florida 32399-4129
Phone: 850-921-3205

Fax: 850-921-3122

E-mail: Civil.Rights@deo.myflorida.com

TTY via the Florida Relay Service (FRS): 711

An equal opportunity employer/program
Auxiliary aids and services are available upon request to individuals with disabilities

Es contra la ley que este destinatario de asistencia financiera federal discrimine por las siguientes razones:

- en contra de cualquier individuo en los Estados Unidos por razón de, raza, color, religión, sexo, edad, incapacidad, origen nacional, afiliación política o credo; y
- en contra de cualquier beneficiario de programas asistidos financieramente bajo el Título I de "Workforce Investment Act" del 1998 (WIA), por razón del estatus de ciudadanía siendo un inmigrante legalmente autorizado para trabajar en los Estados Unidos o de su participación en cualquiera de los programas o actividades financieramente asistidos por WIA Título I.

El destinatario no discriminará en ninguna de las siguientes áreas:

- decidiendo quien será admitido o tendrá acceso a cualquiera de los programas o actividades de WIA asistidos financieramente por el Título I;
- proveyendo oportunidades en o el tratamiento de cualquier persona con relación a dicho programa o actividad; o
- en la toma de decisiones de empleo en la administración de o en conexión con dicho programa o actividad.

¿Que hacer si usted cree que ha experimentado discriminación?

Si usted cree que ha sido sujeto de discriminación bajo cualquiera de los programas o actividades de WIA asistidos financieramente por el Título I, usted puede presentar una queja dentro de los primeros 180 días después de la alegada violación al Oficial de Oportunidad de Igualdad (Equal Opportunity Officer) del destinatario:

Veronica Owens, Equal Opportunity Officer
La Oficina de Derechos Civiles (OCR)
Department of Economic Opportunity o al
Caldwell Building - MSC 150
107 East Madison Street
Tallahassee, Florida 32399-4129

Director
Centro de Derechos Civiles (CRC)
El Departamento de Trabajo
de los Estados Unidos
200 Constitution Avenue NW
Room N-4123
Washington, DC 20210

Si usted presenta una queja al destinatario (OCR), deberá esperar hasta que el destinatario extiende una Notificación de Acción Final por escrito o hasta que pasen 90 días (lo primera que suceda), antes de presentar la queja al Director del Centro de Derechos Civiles (Civil Rights Center o CRC) (vea la dirección arriba).

Si el destinatario no le provee una Notificación de Acción Final por escrito dentro de 90 días de la fecha en que usted presentó su queja, usted no tiene que esperar que el destinatario expida la notificación antes de presentar su queja al CRC. Sin embargo, deberá presentar su queja dentro de 30 días después del límite de 90 días (en otras palabras, 120 días después de haber presentado la queja al destinatario).

Si el destinatario le extiende una Notificación de Acción Final por escrito respondiendo a su queja pero usted no está satisfecho con la decisión o resolución, usted puede presentar su queja a CRC. Su queja deberá ser presentada al CRC dentro de 30 días de la fecha en que usted reciba su Notificación de Acción Final.

Para información o para registrar una queja, comuníquese con

La Oficina de Derechos Civiles (OCR)
Department of Economic Opportunity
Caldwell Building – MSC 150
107 East Madison Street
Tallahassee, Florida 32399-4129
Teléfono: 850-921-3205

Fax: 850-921-3122

Correo electrónico: Civil.Rights@deo.myflorida.com

Servicios de mensajes para sordo-mudos (Florida Relay Service) (en español): 711

Programa de oportunidades de igualdad del empleo

Ayudantes auxiliares y servicios son disponibles para individuos con incapacidades si así lo requieren

Interpretive Services

Attention

If you do not speak English, or if you are deaf, hard of hearing, or sight impaired, YOU can have interpretive and translation services provided at no charge. Please ask for assistance

English

iAtención!

Si usted no habla inglés, o es sordo, o mudo, o siego, usted puede pedir servicios de interprete o traductor a no costo de su parte. Por favor, pida ayuda.

Spanish

Attention

Si vous ne parlez pas l'anglais, si vous êtes sourd, ou durs d'oreille ou si vous êtes aveugles ou avez des difficultes à bien voir, vous pouvez obtenir des services d'interprétation ou de traduction. Les services sont gratuites. S'il vous plaît, demandez de l'aide.

French

सावधान।

अगर आपको अंग्रेजी नहीं आती, अथवा आप बहरे हैं, कम सुनाई देता है, या कम दिखाई देता है, तो आपको मुफ्त में अनुवादक की सेवाएं उपलब्ध हो सकती हैं। कृपया सहायता मांगें।

Hindi

Attenzione

Si voi no parla l'inglese o sono muto, sordo o cieco voi podrei ottenere les services d'un interpetator o d'un traductor. Voi no deve pagare niente. Per favore, domandare d'assistenza.

Italian

Atenção

Se você não fala inglês, o não ouve o não ouve bem, não pode ver bem, então pode ter ajuda gratis, sem ter que pagar pelo serviço. Faça favor de pedir ajuda.

Portuguese

انجیہ:

إذا كنت لا تتكلّم الإنجليزية، أو إذا كنت أطربشاً أو خفيف السمع أو ضريراً، يمكنك الحصول على خدمات مجانية للترجمة. أطلب للمساعدة من فضلك.

Arabic

pansin

Kung hindi ka marunong magsalita ng Ingles or kaya'y bingi ka, mahina ang pandinig o masama ang paningin, may mga tagapagsalin sa iyong wika na makakatulong sa iyo. Ang serbisyong ito ay walang bayad. Mangyaring humingi lamang ng tulong.

Tagalog

공고

귀가 멀거나 앞을 못 보시는 장애자 또는 영어가 힘드시는 분에게는 무료로 통역이나 번역을 해 드릴 수 있습니다. 도움이 필요하신 분은 문의하십시오.

Korean

Προσοχή

Αν δεν μιλάτε Αγγλικά ή αν είστε κωφός, βαρήκοος ή έχετε εξασθενημένη όραση, μπορούν να σας παρέχονται δωρεάν υπηρεσίες διερμηνείας και μετάφρασης. Παρακαλούμε, ζητήστε για βοήθεια.

Greek

Bemærk

Hvis De ikke taler engelsk eller hvis De er døv, hørehemmet eller synsvækket, kan De få tolke- og oversættelsesassistance uden beregning. Anmod venligst om assistance.

Danish

請注意：如果您不會說英語，或如果您是失聰、聽覺不良、或失明的人士，您便可以獲得免費的口譯和筆譯服務。請要求協助。

Chinese

Atansyon!

Si ou pa pale angle, si ou pa kapab tande (soud), si ou mal pou tande, si je'ou pa bon, ou ka jwenn moun pou ede-w tradwi epi enteprete pou'ou gratis. Tanpri mande pou yo ede-w.

Haitian Creole

ກະລຸນາຝັ້ງ

ກະລຸນາຝັ້ງ. ຖ້າທ່ານເວົ້າຍາຫາຂໍງກົດບໍ່ໄດ້, ຫຼື ຖ້າທ່ານຫຼູ້ນວກ, ທ່ານມີຄວາມຫຼູ້ຍາກໃນການຝັ້ງ, ຫຼື ທ່ານ ມີ ປັນຫາໃນການຝັ້ງ, ທ່ານ ສາມາດ ໄດ້ຮັບການບໍລິການ ຈາກ ການແປປາກເປົາ ແລະ ການແປເອກະສານ ໂດຍທີ່ບໍ່ໄດ້ ຕັ້ງຄ່າ ບໍລິການເພີ່ມ. ກະລຸນາ ສອບຖາມ ສ້າລັບຄວາມຊ່ວຍເຫຼືອ.

Laoian

Внимание!

Если вы страдаете проблемами со слухом или зрением, или не говорите по-английски, вы можете воспользоваться услугами устного или письменного перевода бесплатно. Мы ждем ваших заявок.

Russian

uwaga

Jeżeli nie mówią Państwo po angielsku, albo jeśli Państwo są głusi lub nie dosłyszą lub nie dowidzą, mają Państwo dostęp do bezpłatnej pomocy tłumacza pisemnego lub ustnego. Proszę zwrócić się o pomoc w tym zakresie.

Polish

Viktig

Hvis du ikke snakker engelsk, er døv, hørselhemmet eller synshemmet kan du få tildekt tolk og oversetter uten ekstra kostnader. Vennligst be om assistanse.

Norwegian

Viktig

Om du ej talar engelska, eller om du är döv, har svårt för att höra, eller är synskadad, kan du erhålla tolknings- eller översättningsservice utan kostnad. Var god fråga om assistans.

Swedish

Achtung:

Wenn Sie nicht Englisch sprechen, taub sind, schlecht hören oder schlecht sehen, können Sie einen kostenlosen Dolmetscher- und Übersetzungsservice fordern

German

Nemt in akht

ען רעדא זרעעה זטיקיירעוש טאה רעדא, ביוט טיז ריא ביוא רעדא, שילגנע זיך טיג טידער ריא ביוא עט טגנאלאפ זיא טוג יוא טיז. רעשטעלמלאדר א רעדא גנטצעדרעביא זיא סיס'זמא זטומוקאב ריא טגעט. פוליה ריא לאט.

Yiddish

Chú ý

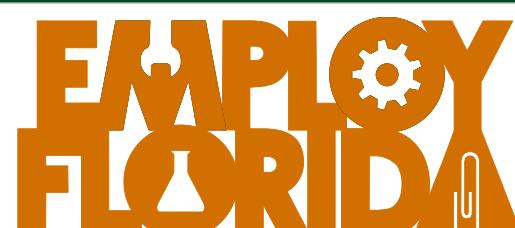
Nếu quý vị không nói tiếng Anh, hoặc nếu quý vị bị điếc, khó nghe, hoặc bị khiếm thị, quý vị có thể được cung cấp dịch vụ thông dịch và biên dịch miễn phí. Xin vui lòng để nghị giúp đỡ.

Vietnamese

通告

英語を話さない方、または耳の不自由な方、耳の遠い方、視覚の弱い方は無料で通訳や翻訳のサービスが受けられます。担当者にお尋ね下さい。

Japanese



Notice to Employees Minimum Wage in Florida

The 2020 minimum wage in Florida is \$8.56 per hour, effective January 1, 2020, with a minimum wage of at least \$5.54 per hour for tipped employees, in addition to tips.

The minimum wage rate is recalculated yearly on September 30, based on the Consumer Price Index.

An employer may not retaliate against an employee for exercising his or her right to receive the minimum wage. Rights protected by the State Constitution include the right to:

1. File a complaint about an employer's alleged noncompliance with lawful minimum wage requirements.
2. Inform any person about an employer's alleged noncompliance with lawful minimum wage requirements.
3. Inform any person of his or her potential rights under Section 24, Article X of the State Constitution and to assist him or her 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 details, see Section 24, Article X of the State Constitution and Section 448.110, Florida Statutes.

AVISO A LOS EMPLEADOS SALARIO MÍNIMO EN FLORIDA

El salario mínimo en Florida en el 2020 es \$8.56 por hora; es efectivo en enero 1, 2020; e incluye un salario mínimo de por lo menos \$5.54 por hora para empleados propinados, incluyendo propinas.

El salario mínimo es recalculado anualmente el 30 septiembre, basándose en el Índice de Precios al Consumidor.

Un patrono no puede tomar represalias contra un empleado que quiere ejercer su derecho a recibir el salario mínimo. Los derechos que protegen la Constitución del Estado incluyen el derecho a:

1. Someter una querella contra un patrono que alegadamente no esta cumpliendo con los requisitos legales de salario mínimo.
2. Reportar a un patrono que alegadamente no esta cumpliendo con los requisitos legales de salario mínimo.
3. Traer a alusión sus derechos como trabajador, conformes a la Sección 24, Artículo X de la Constitución del Estado, diseñada para que el empleado pueda afirmar tales derechos.

Si un empleado no esta recibiendo su salario mínimo legal; debe notificarlo a su patrono y darle 15 días para resolver el problema. Si el problema no es resuelto, el empleado tiene derecho a radicar una acción civil contra su patrono en un tribunal legal, con el fin de recuperar los salarios atrasados, incluyendo daños y perjuicios, y honorarios de abogado.

Un patrono que sea declarado culpable de violar intencionalmente los requisitos de salario mínimo, está sujeto a pagar una multa de \$1,000 por cada infracción, pagadera al estado. El Procurador General o funcionario designado por la Legislatura puede radicar una acción civil para enforzar el salario mínimo.

Para detalles, lea la Sección 24, Artículo X de la Constitución del Estado, y la Sección 448.110 de los Estatutos de Florida.



To Employees:

- **Your Employer** is registered with the Florida Department of Revenue as an employer who is liable under the Florida Reemployment Assistance Program* Law. This means that **You**, as employees, are covered by the Reemployment Assistance Program.
- **Reemployment taxes** finance the benefits paid to eligible unemployed workers. **Those taxes are paid by your employer and, by law, cannot be deducted from employee's wages.**
- You may be eligible to receive unemployment compensation benefits if you meet the following requirements:
 1. You must be totally or partially unemployed through no fault of your own.
 2. You must register for work and file a claim.
 3. You must have sufficient employment and wages.
 4. You must be **Able** to work and **Available** for work.
- You 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 than your weekly benefit amount.
- You must report all earnings while claiming benefits. Failure to do so is a third degree felony with a maximum penalty of 5 years imprisonment and a \$5,000 fine.
- Any employee who is discharged for misconduct connected with work may be disqualified from 1 to 52 weeks and until the worker has earned in new work, at least 17 times the weekly benefit amount of his or her claim.
- Any employee who voluntarily quits a job without good cause attributable to the employer, may be disqualified until the worker has earned in new work, at least 17 times the weekly benefit amount of his or her claim.
- If you have any questions regarding filing a claim for reemployment assistance benefits, call the Department of Economic Opportunity, Reemployment Assistance Program at 800-204-2418 or visit the website: www.floridajobs.org

**Department of Economic Opportunity
Division of Workforce Services
Reemployment Assistance Program
MSC 229
107 East Madison Street
Tallahassee, Florida 32399-4135**

This notice must be posted in accordance with Section 443.151(1) Florida Statutes, of the Florida Reemployment Assistance Program Law.

*Formerly Unemployment Compensation Program



A los Empleados:

- **Su Empleador** está registrado con el Departamento de Ingresos como un empleador responsable bajo la ley de Programa de Asistencia de Reempleo de Florida.* Esto significa que **Ustedes**, como empleados, están cubiertos por el seguro de desempleo.
- **Impuestos de reempleo**, que financian los beneficios pagados a los trabajadores desempleados. **Estos impuestos son pagados por el empleador y, por ley, no pueden deducirse de los salarios del empleado.**
- Usted puede ser elegible para recibir beneficios de asistencia de reempleo si cumples los siguientes requisitos:
 1. Debe ser totalmente o parcialmente desempleado por razones que no son atribuible a usted.
 2. Debe registrar para el trabajo y presentar una reclamación.
 3. Debe tener suficiente empleo y salarios.
 4. Debe ser **Capacitado y Disponible** para trabajo.
- Usted puede presentar una reclamación por desempleo parcial para cualquier semana donde trabaja menos de tiempo completo debido a la falta de trabajo si sus salarios durante esa semana son menos de la cantidad de beneficio semanal de su reclamación.
- Usted debe reportar todas las ganancias mientras está reclamando beneficios. No reportar sus ganancias es un delito grave de tercer grado con una penalidad máxima de 5 años de prisión y una multa de \$5.000.
- Cualquier empleado que es despedido por razones de mala conducta relacionadas al trabajo puede ser descalificado de 1 a 52 semanas y hasta que el trabajador haya ganado en un trabajo nuevo, al menos 17 veces la cantidad de beneficio semanal de su reclamación.
- Cualquier empleado que renuncie voluntariamente un trabajo sin causa buena atribuible al empleador puede ser descalificado hasta que el trabajador haya ganado en un trabajo nuevo, al menos 17 veces la cantidad de beneficio semanal de su reclamación.
- Si tiene alguna pregunta con respecto a un reclamo para beneficios de asistencia de reempleo, llame al Departamento de Oportunidad Económica, Programa de Asistencia de Reempleo en 800 204 2418 o visite el sitio Web www.floridajobs.org

**Departmentamento de Oportunidad Económica
División de Servicios para Trabajadores
Programa de Asistencia de Reempleo
MSC 229
107 East Madison Street
Tallahassee, Florida 32399-4135**

Este aviso debe publicarse de conformidad con la sección 443.151(1) de la ley de programa de asistencia de reempleo.

*Antiguamente la Programa de Compensación por Desempleo

**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

*If you feel that you have been discriminated against,
visit our web site or call us!*

**FLORIDA COMMISSION ON
HUMAN RELATIONS**

4075 Esplanade Way, Suite 110
Tallahassee, Florida 32399
<http://FCHR.state.fl.us>

Phone: (850) 488-7082

Voice Messaging 1-800-342-8170

**LA LEY DE LA FLORIDA
PROHIBE
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 VENGATIVA 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**

4075 Esplanade Way, Suite 110
Tallahassee, Florida 32399
<http://FCHR.state.fl.us>

Teléfono: (850) 488-7082

Correo de Voz: 1-800-342-8170

Workers' Comp Works For You

Workers' compensation pays for all authorized medically necessary care and treatment related to your injury or illness.

If you are unable to work or your earnings are lower because of a work related injury or illness, and you have been disabled for more than seven calendar days, you may be eligible for some wage replacement benefits.

\$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, 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

<http://www.myfloridacfo.com/fraudpage.asp>

A person is not subject to civil liability for furnishing such information, if such person acts without malice, fraud or bad faith.

This notice of compliance must be posted by the employer and maintained conspicuously in and about the employer's place or places of employment.
State of Florida
Division of Workers' Compensation

If you are injured on the job:

- 1.** Notify your employer immediately to get the name of an approved physician. Workers' comp insurance may not pay the medical bills if you don't report your injury promptly to your employer.
- 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**.