Pennsylvania State Postings



EMPLOYMENT PROVISIONS OF THE PENNSYLVANIA HUMAN RELATIONS ACT

WHO MUST POST THIS NOTICE

ING: Removing, defacing, covering up or destroying this retice is a violation of the Pennsylvania Crimes Code and may subject you to fine or imprisonment

Abstract of the Equal Pay Law

Must be Posted in a Conspicuous Place in Every Pennsylvania Business Governed by the Equal Pay Law

Probabilis discrimination by any employer in any place of employment between employees on the basis of any, by paperg seaps to any employee of a risk leak than the risk paid in employees of the opposite sook for work under equal conditions on jobs which require equal did is. Provides that recitation in payment of warps in any probabilist when based on a sensinity, training or mixed increase system that does not discriminate on the basis of any.

Engeovers the Secretary of Latior & Industry to administer the provisions of the act, and to issue raiss and regulations to make effective the provisions of the act.

Collection of Unpaid Wages in Case of Discrimination:

Anteciano to displant vagoes in cases of uncertainties of an addition, as therefore for the collection of unpair wagoe due under the set and in addition, as unpair ament of liquidated desanges and resconsible attempts for set do collect before the Sentitive of Collection of Collection (Collection of Collection) and the set of collection of the passes of collection of collection (Limits the penied for such close to the passes from the debt quality which the relation occurs.

eal information about the Equal Pay Law is available or news.state.ps.us. PA Keywerd: belon & industry, Dack on "Labor Law Compliance" under Guick Links.

REMEMBER: IT IS IMPORTANT TO TELL YOUR EMPLOYER ABOUT YOUR INJURY

Notice to Employers / Employees

ABSTRACT OF THE CHILD LABOR ACT **HOURS PROVISIONS**

MUST BE POSTED IN A CONSPICUOUS PLACE WHERE ANY PERSON UNDER AGE 18 IS EMPLOYED

HOURS OF EMPLOYMENT-AGES 14 & 15*

Exception Stateman, man open unbrown man or Statemap and Soudeys.

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During Scheel Macetices: Maximum eight tourside, 40 hourshreek,

HOURS OF EMPLOYMENT-AGES 16 & 17* **

HOURS OF ENTRY — MOCES 10 & 17" **

HOURS OF EMPLOYMENT

During Societi Term Moultance oight hours day and 28 hours per octood week.

Monday — Floory Plea sight additional hours on Statzlays and Surdays.

During Schall Visioner National of National No. 10" hourshop, on rise or may any request by work grader than 44 hourshweek. (10 hourshop, o mile or may any request by work grader than 44 hourshweek.

Where employed an aports offendeds are not subject to the Act's hours and work him establishes.

Special raise apply to young adults, 16 and 17 years of age, employed during a sol vacation as a covenetor by a summor healdest camp operated by a religious or socut.

ORDINATION

MAXIMUM EMPLOYMENT: NOT MORE THAN SIX CONSECUTIVE DAYS

(except newspaper delivery).

30 MINUTE MEAL PERIOD REQUIRED ON OR BEFORE flux

CONSECUTIVE HOURS OF WORK.

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PENNSYLVANIA UNEMPLOYMENT COMPENSATION



MINIMUM WAGE LAW SUMMARY

MUST BE POSTED IN A CONSPICUOUS PLACE IN EVERY PENNSYLVANIA BUSINESS "GOVERNED BY THE MINIMUM WAGE ACT

Minimum Wage Rate Overtime Rate \$7.25 per hour Effective July 24, 2009 (Except as Described)

Workers shall be paid 11/4 times their regular rate of pay after 40 hours worked in a workweek (Except as Described)

TIPPED EMPLOYEES:
An employer may pay a minimum of \$2.83 per hoer to an employee who makes \$135.00 per month in tips. The employer most make up the difference if the tips and \$2.83 do not inset the regular Personylwinia minimum.

MEEPING RECORDS: Every employer reset maintain accurate records of each employee's earnings and hours worked, and provide access to Labor & Industry.

PENALTIES:
Failure to pay the legal minimum wage or other violations may result in payment of back wages and other civil or criminal action, where warrantee. EXEMPTIONS: Overtime applies to certain classifications, (see below) SPECIAL ALLOWANCES FOR: Students, learners and people with disabilities, upon application only.

- Lator on a form
 Dimestic service is of about the private home of
 the employer
 Delivery of newspapers to the consumer

- stations.

 Emplayeer and subject to cleft service leave who had elective office or are an the personal old if all such as effectivities; are similar election office or are appointed by the uffice-backer to an experience of the uffice-backer to service on a policy making level.

 Executive, Alambiostotive, and Professional employees, as defined by the Department.

Contact:

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