Florida State Postings





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 Work, This charl summatize the child later laws of the State of Florida. The Federal Feir Labor Standards Act (FLSA) may be more restrictive.

ors 16 & 17

Minors 14 & 15

Foods. May work up to it has, per day and up to 48 hrs. per week; may not work before 7 s.m. or other 9 p.m.

DAYS PER WEEK

MINIMUM WAGE IN FLORIDA

FLORIDAC@MMERCE

Ron DeSantis GOVERNOR
J. Alex Kelly SECRETARY

Notice to Employees

Effective September 30, 2024, the Florida minimum wage will be \$13.00 per hour, with a minimum wage of at least \$9.98 per hour for tipped employees, in addition to tips, through September 29, 2025.

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, 2024, Florida's minimum wage will increase to \$13.00 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.

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

- · File a complaint about an employer's alleged noncompliance with lawful minimum wage
- 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

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 nd 448.110, Florida Statutes

Caldwell Building 107 E. Madison Street Tallahassee, FL 32399 850.245.7105 - www.FloridaJobs.org - Twitter: ©FLACommerce

telephone numbers on this document may be reached by persons using TTY/TTD equipment via the Florida Relay Service at 711.

To Employees:

law against an employer to recover back wages plus damages and attorney's fees.

- You must be totally or partially anemployed through no foult of
- t. You must agaly for benefits at https://boenect.avalles.com
- You must have a history of sufficient employment and way



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 https://first.fldfs.com

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:

- 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.

PLACE INSURER INFORMATION STICKER HERE

Notice to Employers / Employees

age law which requires parang a nance regarding the appeals of our see. Expressive one Wage notice from the U.S. Best, of Lator Fair Lator Standards Act in addition to this to the Control and white law home different entertains sange value, the higher standard ago.



631-285-3306





Compliance Date ALLC 20241004 September 2024