takes precedence.

Minors 17 Years of Age & Younger

Minors 17 Years of Age & Younger

PROHIBITED OCCUPATIONS

MINORS IN ENTERTAINMENT

Georgia Department of Labor

pay a part of the worker's lost wages.

Child Labor Section

www.dol.georgia.gov

Minors 17 Years of Age & Younger

Minors 15 Years of Age & Younger

ALCOHOLIC BEVERAGES

SKU: GA2-27X40-ENG



Occupational Safety and Health Administration Job Safety and Health Administration 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
- See any OSHA citations issued to your employer.

using your rights.

 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
- Comply with all applicable OSHA standards.
- in a language and vocabulary they can understand.

Provide required training to all workers

- Prominently display this poster in the
- 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



Employers subject to the state minimum wage law are obligated to pay the higher rate

OVERTIME PAY:

\$7.25 PER HOUR BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see 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-

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 employee'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. **NURSING MOTHERS:**

employee has a need to express breast milk. Employers are also required to 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. **ENFORCEMENT:** The 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 minimum wage 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 penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may

the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA. **ADDITIONAL INFORMATION:**

 Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. · Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the

Commonwealth of Puerto Rico. Some state laws provide greater employee protections; employers must comply with both.

important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not.

• Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

1-866-487-9243 • TTY: 1-877-889-5627 • www.dol.gov/whd WAGE AND HOUR DIVISION • WAGE AND HOUR DIVISION • UNITED STATES DEPARTMENT OF LABOR

Equal Employment Opportunity

Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in

Who is Protected? • Employees (current and former), including managers and

temporary employees Job applicants • Union members and applicants for membership in a union

What Organizations are Covered?

 Most private employers State and local governments (as employers) Educational institutions (as employers)

 Unions Staffing agencies

Age (40 and older)

Assignment

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:

 Color Religion National origin Sex (including pregnancy and related conditions, sexual orientation, or gender identity)

 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.

What Employment Practices can be Challenged as Discriminatory?

All aspects of employment, including: Discharge, firing, or lay-off Harassment (including unwelcome verbal or physical conduct) Hiring or promotion

 Pay (unequal wages or compensation) Failure to provide reasonable accommodation for a disability or a sincerelyheld religious belief, observance or practice

 Benefits Job training Classification

 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 or proceeding.

What can You Do if You Believe Discrimination has Occurred? Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/ work). You can reach the EEOC in any of the following ways:

Submit an inquiry through the EEOC's public portal: https:// publicportal.eeoc.gov/Portal/Login.aspx

Call 1–800–669–4000 (toll free) 1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone) Visit an EEOC field office (information at www.eeoc.gov/field-office)

E-Mail info@eeoc.gov



ProServiceHAWAII

TO REORDER, CALL 1-888-488-7678 OR ORDER AT STATEANDFEDERALPOSTER.COM

HR that powers your business

Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov. EMPLOYERS HOLDING FEDERAL CONTRACTS OR

SUBCONTRACTS

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. If you are applying for a job with, 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:

- 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.
- workplace.

programs in every state.



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

Federal Minimum Wage

mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment. **TIP CREDIT:**

The FLSA requires employers to provide reasonable break time for a nursing mother employee who is subject to the FLSA's overtime requirements in order for the employee to express breast milk for her nursing child for one year after the child's birth each time such

Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is

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

Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race, color, religion employment. If you believe you've been discriminated against at sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all work or in applying for a job, the EEOC may be able to help. aspects of employment.

> **Asking About, Disclosing, or Discussing Pay** Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees.

Disability

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified 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 making 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.

Protected Veteran Status

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative 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 medal veterans. Retaliation Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately:

opposes discrimination by Federal contractors under these Federal

The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, D.C. 20210 1-800-397-6251 (toll-free)

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at https://www.dol.gov/agencies/

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL

Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Rights Act

ofccp/contact.

of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

Individuals with Disabilities Section 504 of the Rehabilitation Act of 1973, as amended,

prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job. If you believe you have been discriminated against in a program

of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such



procedures.

Family Medical Leave Act

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT



LEAVE ENTITLEMENTS: Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons: • The birth of a child or placement of a child for adoption or foster care;

• To bond with a child (leave must be taken within 1 year of the child's birth or placement);

 To care for the employee's spouse, child, or parent who has a qualifying serious health condition; • For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job; • For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent. An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness.

leave intermittently or on a reduced schedule Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies. BENEFITS & PROTECTIONS: While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave.

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions. An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave,

opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA. **ELIGIBILITY REQUIREMENTS:** An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must:

Have worked for the employer for at least 12 months;

• Have at least 1,250 hours of service in the 12 months before taking leave;* and Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite. *Special "hours of service" requirements apply to airline flight crew employees. **REQUESTING LEAVE:** Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual

Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if

the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will be

unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified. Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional information is required. EMPLOYER RESPONSIBILITIES: Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also

provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as **ENFORCEMENT:** Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a

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. For additional information: 1-866-4-USWAGE (1-866-487-9243) TTY: 1-877-889-5627 www.dol.gov/whd

USERRA

U.S. Department of Labor • Wage and Hour Division

• FOR USE BY PRIVATE SECTOR AND STATE GOVERNMENT EMPLOYERS • 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 fou 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

military service or, in some cases, a comparable job.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

private lawsuit against an employer.

service in the uniformed services while with that particular employer; • 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 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

If you: • are a past or present member of the uniformed service; • have applied for membership in the uniformed service; or • are obligated to serve in the uniformed service; then an employer may not deny you: • initial employment; • reemployment; • retention in employment; promotion; or • any benefit of 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

service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods

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

or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries. 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 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 Counsel, as applicable, for representation. • You may also bypass the VETS process and

bring a civil action against an employer for violations of USERRA. 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.

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: https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify employees of









Polygraph Protection

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for preemployment 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. **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 (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors

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** 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 notice before testing, the right to refuse or discontinue a

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected

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

1-866-487-9243 • TTY: 1-877-889-5627 www.dol.gov/whd WAGE AND HOUR DIVISION **UNITED STATES DEPARTMENT OF LABOR**

BILL OF RIGHTS FOR THE INJURED WORKER







Workers' Compensation Bill of Rights

WC-BILL OF RIGHTS **GEORGIA STATE BOARD OF WORKERS' COMPENSATION**

test, and the right not to have test results disclosed to unauthorized persons.

As required by law, O.C.G.A. §34-9-81.1, this is a summary of your rights and responsibilities. The Workers' Compensation Law provides you, as a worker in the State of Georgia, with certain rights and responsibilities should you be injured on the job. The Workers' Compensation Law provides you coverage for a work-related injury even if an injury occurs on the first day on the job. In addition to rights, you also have certain responsibilities. Your rights and

responsibilities are described below. **Employee's Rights**

doctor on the posted list.

will be paid for the first week.

Compensation at (404) 656-0849.

READILY SEE IT.

If you are injured on the job, you may receive medical rehabilitation and income benefits. These benefits are provided to help you return to work. Your dependents may also receive benefits if you die as a result of a job-related injury.

2. Your employer is required to post a list of at least six doctors or the name of the certified WC/MCO that provides medical care, unless the Board has granted an exception. You may choose a doctor from the list and make one change to another doctor on the list without the permission of your employer. However, in an emergency, you may get temporary medical care from any doctor until the emergency is over, then you must get treatment from a

3. Your authorized doctor bills, hospital bills, rehabilitation in some cases, physical therapy, prescriptions, and necessary travel expenses will be paid if injury was caused by an accident on the job. All injuries occurring on or before June 30, 2013 shall be entitled to lifetime medical benefits. If your accident occurred on or after July 1, 2013 medical treatment shall be limited to a maximum of 400 weeks from the accident date. If your injury is catastrophic in nature you may be entitled to lifetime medical benefits.

4. You are entitled to weekly income benefits if you have more than

seven days of lost time due to an injury. Your first check should be

mailed to you within 21 days after the first day you missed work. If

you are out more than 21 consecutive days due to your injury, you

5. Accidents are classified as being either catastrophic or noncatastrophic. Catastrophic injuries are those involving amputations, severe paralysis, severe head injuries, severe burns, blindness, or of a nature and severity that prevents the employee from being able to perform his or her prior work and any work available in substantial numbers within the national economy. In catastrophic cases, you are entitled to receive two-thirds of your average weekly wage but not more than \$725 per week for a job-related injury for as long as you are unable to return to work. You also are entitled to receive medical and vocational rehabilitation benefits to help in recovering from your injury. If you need help in this area call the State Board of Workers'

two-thirds of your average weekly wage but not more than \$725 per week for a job related injury. You will receive these weekly benefits as long as you are totally disabled, but no longer than 400 weeks. If you are not working and it is determined that you have been capable of performing work with restrictions for 52 consecutive weeks or 78 aggregate weeks, your weekly income benefits will be reduced to two-thirds of your average weekly wage but no more than \$483 per week, not to exceed 350 weeks. 7. When you are able to return to work, but can only get a lower

6. In all other cases (non-catastrophic), you are entitled to receive

efit of not more than \$483 per week for no longer than 350 weeks. 8. Your dependent(s), in the event you die as a result of an on-thejob accident, will receive burial expenses up to \$7,500 and twothirds of your average weekly wage, but not more than \$725 per week. A widowed spouse with no children will be paid a maximum

of \$290,000. Benefits continue until he/she remarries or openly

paying job as a result of your injury, you are entitled to a weekly

cohabits with a person of the opposite sex. 1-800-533-0682 OR VISIT https://www.sbwc.georgia.gov WILLFULLY MAKING A FALSE STATEMENT FOR THE PURPOSE 9. If you do not receive benefits when due, the insurance carrier/ OF OBTAINING OR DENYING BENEFITS IS A CRIME SUBJECT employer must pay a penalty, which will be added to your payments. TO PENALTIES OF UP TO \$10,000.00 PER VIOLATION (O.C.G.A. §34-9-18 AND §34-9-19).

MAKING UNAUTHORIZED COPIES IS AGAINST THE LAW AND MAY SUBJECT YOU TO CIVIL AND CRIMINAL LIABILITY

policies and procedures of the employer.

Employee's Responsibilities 1. You should follow written rules of safety and other reasonable

2. You must report any accident immediately, but not later than 30 days after the accident, to your employer, your employer's representative, your foreman or immediate supervisor. Failure to do so may result in the loss of the benefits.

3. An employee has a continuing obligation to cooperate with medical providers in the course of their treatment for work related injuries. You must accept reasonable medical treatment and rehabilitation services when ordered by the State Board of Workers' Compensation or the Board may suspend your benefits.

employee's willful misconduct. 5. You must notify the insurance carrier/employer of your address

4. No compensation shall be allowed for an injury or death due to the

when you move to a new location. You should notify the insurance carrier/employer when you are able to return to full-time or part-time work and report the amount of your weekly earnings because you may be entitled to some income benefits even though you have returned to work.

8. If you believe you are due benefits and your insurance carrier/ employer denies these benefits, you must file a claim within one year after the date of last authorized medical treatment or within two years of your last payment of weekly benefits or you will lose your right to these benefits.

physician even if the pay is lower than the job you had when you

were injured. If you do not attempt the job, your benefits may be

9. If your dependent(s) do not receive allowable benefit payments, the dependent(s) must file a claim with the State Board of Workers' Compensation within one year after your death or lose the right to

10. Any request for reimbursement to you for mileage or other

expenses related to medical care must be submitted to the

11. If an employee unjustifiably refuses to submit to a drug test following an on-the-job injury, there shall be a presumption that the accident and injury were caused by alcohol or drugs. If the presumption is not overcome by other evidence, any claim for workers' compensation benefits would be denied.

insurance carrier/employer within one year of the date the expense

up to 12 months, or both, for making false or misleading statements when claiming benefits. Also, any false statements or false evidence given under oath during the course of any administrative or appellate division hearing is perjury. The State Board of Workers' Compensation will provide you with information regarding how to file a claim and will answer any other questions regarding your rights under the law. If you are calling in

12. You shall be guilty of a misdemeanor and upon conviction shall

be punished by a fine of not more than \$10,000.00 or imprisonment,

the Atlanta area the telephone number is (404) 656-3818, outside the metro Atlanta area call 1-800-533-0682, or write the State Board of Workers' Compensation at: 270 Peachtree Street, N.W., Atlanta, Georgia 30303-1299 or visit our website: https://www.sbwc.georgia. gov. A lawyer is not needed to file a claim with the Board; however, if you think you need a lawyer and do not have your own personal lawyer, you may contact the Lawyer Referral Service at (404) 521-0777 or 1-800-237-2629. IF YOU HAVE QUESTIONS PLEASE CONTACT THE STATE BOARD OF WORKERS' COMPENSATION AT 404-656-3818 OR

Child Labor Summary Sheet

When there is a difference in state, federal or local law regarding child labor, the law providing the most protection to the minor

Below are the more restrictive requirements for employing a minor. **JURISDICTION** 14 Years of Age **FEDERAL** 15 Years of Age & Under **EMPLOYMENT CERTIFICATE** STATE Work Permit) Includes home schooled minors & minors Obtained from Georgia School attended from out-of-state working in Georgia) OR County School Superintendent Ga Dept. of Labor Home School Form **HOURS OF WORK FEDERAL** 3 Hours (school day) 8 Hours (non-school day) Minors 14 & 15 Years of Age 18 Hours (school week) 40 Hours (non-school week) Not during normal school hours. Not Not after 7 p.m. (Evening hours extended to 9 p.m. June 1 to Labor Day). HAZARDOUS OCCUPATIONS http://www.youthrules.gov/know-the-limits/hazards/index.htm FEDERAL

May not: Dispense, serve, sell or take orders for alcoholic

http://dol.georgia.gov/child-labor-hazardous-occupations

http://www.youthrules.gov/know-the-limits/hazards/index.htm

Requires special application and certificate of consent. Certificate

of consent must be issued by Georgia Child Labor Section prior to

OFF the premises). NOTE: Local law may be more restrictive.

STATE

STATE

STATE

(678) 237-0521 (Atlanta)

(912) 652-4221 (Savannah)

FEDERAL

NOTE: Minors working for a parent/guardian who owns the business are exempt from all but the hazardous/prohibited occupation

Child Labor personnel are available, when scheduling is possible, for presentations to school classes, issuing officers, PTA's, employer groups, etc. Please contact the Child Labor Section if you are interested.

U.S. Department of Labor

Wage & Hour Division

FOR MORE DETAILED INFORMATION ON CHILD LABOR PLEASE CALL:

1-877-709-8185

Workers' Compensation

(This notice must be posted in a conspicuous place readily accessible to the employee at all times.) MANAGED CARE ORGANIZATION PROCEDURES OFFICIAL NOTICE

WORKERS MUST REPORT ALL ACCIDENTS IMMEDIATELY TO THE EMPLOYER BY ADVISING THE EMPLOYER PERSONALLY, AN AGENT, REPRESENTATIVE, BOSS, SUPERVISOR, OR FOREMAN.

This business operates under the Georgia Workers' Compensation Law.

Work injuries and occupational diseases should be reported in writing whenever possible. The worker may lose the right to receive compensation if an accident is not reported within 30 days (see O.C.G.A. § 34-9-80).

Your employer has enrolled with the certified Workers' Compensation Managed Care Organization (WC/MCO) listed below to provide all the necessary medical treatment for workers' compensation injuries. The effective date is shown below. If you had an injury prior to the effective date listed below you may continue to receive treatment from your current non-participating authorized physician until you elect to utilize the services of the WC/MCO.

NAME OF WC/MCO MAILING ADDRESS GEOGRAPHICAL SERVICE AREA NAME OF CONTACT PERSON PHONE NUMBER OF CONTACT PERSON

IF YOU HAVE QUESTIONS PLEASE CONTACT THE STATE BOARD OF WORKERS' COMPENSATION AT 404-656-3818 OR 1-800-533-0682 OR VISIT https://sbwc.georgia.gov



No Smoking

Equal Pay For Equal Work EQUAL PAY FOR EQUAL WORK ACT POLICY

PROHIBITION OF DISCRIMINATION No employer having employees subject to any provisions of this section shall discriminate, within any establishment in which such

employees are employed, between employees on the basis of sex by paying wages at a rate less than the rate paid to the opposite sex, EXCEPT WHERE SUCH PAYMENT IS MADE PURSUANT TO:

3. A system which measures earnings by quantity or quality of production, or 4. A differential based on any other factor other than SEX: Provided, that an employer who is paying a wage rate differential in violation of this subsection shall not, in order to comply with the provisions of this subsection, reduce the wage rate of any employee. It shall also be unlawful for any person to cause or attempt to cause an employer to discriminate against any employee in violation of the provisions of this Chapter. It shall be unlawful for any person to discharge or in any other manner discriminate against any employee covered by this Chapter because such employee has made a complaint against the employer or any other person or has instituted or caused to be

> FOR INFORMATION ON EQUAL FOR ADDITIONAL POSTERS PHONE: (404) 232-3392 PAY FOR EQUAL WORK ACT CONTACT: POST IN PROMINENT PLACE AS REQUIRED BY LAW Georgia Department of Labor Georgia Department of Labor Office of Equal Opportunity

6. A dependent spouse of a deceased employee shall notify the insurance carrier/employer upon change of address or remarriage. 7. You must attempt a job approved by the authorized treating

AMBULANCE:

OSHA:

IMPORTANT: YOU MAY FILE A CLAIM FOR UNEMPLOYMENT INSURANCE BENEFITS VIA THE INTERNET AT dol.georgia.gov. YOU MAY ALSO FILE A CLAIM IN PERSON AT ANY GEORGIA DEPARTMENT OF LABOR (GDOL) CAREER CENTER LISTED THE GEORGIA EMPLOYMENT SECURITY LAW STATES FOR

Employers cannot deduct any money from employees' paychecks to pay unemployment insurance tax. The funding

OFFICES WHERE UNEMPLOYMENT INSURANCE CLAIMS MAY BE FILED

BAINBRIDGE, BLUE RIDGE, BRUNSWICK, CAIRO, CARROLLTON, CARTERSVILLE, CLAYTON COUNTY, COBB/ CHEROKEE, COLUMBUS, COVINGTON, DALTON, DEKALB, DOUGLAS, DUBLIN, EASTMAN, GAINESVILLE, GRIFFIN, GWINNETT COUNTY, HABERSHAM AREA, HINESVILLE

Vacation Unemployment Insurance VACATION UNEMPLOYMENT INSURANCE IS NOT PAYABLE WHEN YOU ARE ON LEAVE OF ABSENCE at your own request PAID VACATION UNPAID VACATION, up to two weeks in a calendar year if provided by EMPLOYMENT CONTRACT, or by

PARAGRAPH (a)(3) OF OCGA SECTION 34-8-195 GEORGIA DEPARTMENT OF LABOR

PAY SCHEDULE IS

PAYCHECKS ARE ISSUED ON THE _____

PHYSICIAN:

Unemployment Insurance UNEMPLOYMENT INSURANCE FOR EMPLOYEES for unemployment insurance benets comes from taxes paid by

> HOUSTON COUNTY, KINGS BAY, LAFAYETTE, LAGRANGE MACON, MILLEDGEVILLE, MOULTRIE, ROME, SAVANNAH,

Payday Notice

FIRE-RESCUE

HOSPITAL: ALTERNATE:

If a worker is injured at work, the employer shall pay medical and rehabilitation expenses within the limits of the law. In some cases the employer will also

The employer will supply free of charge, upon request, a form for reporting accidents and will also furnish, free of charge, information about workers' compensation. The employer will also furnish to the employee, upon request, copies of board forms on file with the employer pertaining to an employee's claim. The insurance company providing coverage for this business under the Workers' Compensation Law is

Each employee will be furnished with a publication which explains in detail how to access the services of the WC/MCO and provides a complete list of the medical providers available. In addition, each employee will be given a wallet-sized card which contains information on the services of the WC/MCO including a 24-hour toll-free phone number with recorded messages of information on how to utilize these services.

ADDRESS OF CONTACT PERSON 24-HOUR TOLL-FREE PHONE NUMBER EFFECTIVE DATE OF WC/MCO

essentially the same knowledge, skill, effort and responsibility unjustly discriminates against the person receiving the lesser rate: It is hereby declared to be the policy of the State of Georgia through the exercise of the police power of this State to correct and, as rapidly as possible, to eliminate discriminatory wage practices based on sex.

Insurance if you become TOTALLY or PARTIALLY unemployed through no fault of your own and comply with all requirements.

EACH WEEK YOU CLAIM UNEMPLOYMENT BENEFITS YOU • Be UNEMPLOYED, ABLE to work, AVAILABLE for work, ACTIVELY SEEKING WORK, and be willing to immediately accept

• Report weekly work search contacts, all earnings each week, and

• Register for employment services with the Georgia Department of

Emergency Notice

Smokefree Air Act The law prohibits smoking inside most public places and outlines specific guidelines for allowing smoking in and around establishments that serve the public. O.C.G.A. § 31-12A-1 et seq.

The General Assembly of Georgia hereby declares that the practice of discriminating on the basis of sex by paying wages to employees of one sex at a lesser rate than the rate paid to employees of the opposite sex for comparable work on jobs which require the same or

Mark Butler, Commissioner 148 Andrew Young International Blvd., N. E. An Equal Opportunity Employer/Program Atlanta, Georgia 30303-1751

ATLANTA, ALBANY, AMERICUS, ATHENS, AUGUSTA,

Equal Opportunity Employer/Program • Auxiliary Aids & Services Are Available Upon Request To Individuals With Disabilities

□ MONDAY □ TUESDAY □ WEDNESDAY □ THURSDAY □ FRIDAY □ SATURDAY □ SUNDAY

HAZARDOUS MATERIAI

Willfully making a false statement for the purpose of obtaining or denying benefits is a crime subject to penalties of up to \$10,000.00 per violation (O.C.G.A. § 34-9-18 and § 34-9-19).

1. A seniority system;

Your job with this employer is covered by the Employment Security Law. You may be able to establish a claim for Unemployment

☐ WEEKLY ☐ BI-WEEKLY ☐ SEMI-MONTHLY ☐ MONTHLY ☐

PAYDAY IS ON

TIFTON, TOCCOA, VALDOSTA, VIDALIA, WAYCROSS **GEORGIA DEPARTMENT OF LABOR**

ESTABLISHED EMPLOYER CUSTOM, PRACTICE OR POLICY

STATESBORO, THOMASVILLE, THOMSON

instituted any proceeding under or related to this Chapter or has testified or is about to testify in any such proceedings. Any person who violates any provision of this Code section shall, upon conviction thereof, be punished by a fine not to exceed \$100.00. (OCGA Section