KENTUCKY

FED

OVERTIME PAY

employment.

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR **BEGINNING JULY 24, 2009**

At least 1½ times the regular rate of pay for all hours worked over 40 in a

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

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-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural

TIP CREDIT 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

NURSING MOTHERS 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 employee has a need to express breast milk. Employers are also required to provide

DEPARTMENT OF LABOR

WAGE AND HOUR DIVISION

a place, other than a bathroom, that is shielded from view and free from

ENFORCEMENT

employee to express breast milk.

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 be doubled when 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

intrusion from coworkers and the public, which may be used by the

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

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

REV. 07/2016

FED

LEAVE ENTITLEMENTS

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

REQUESTING LEAVE

FED

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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. 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.

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take 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. While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave.

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.

agreement that provides greater family or medical leave rights.

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

REV. 04/2016

REV. 07/2016

KY

LABOR CABINET

MINIMUM WAGE¹ = \$7.25 per hour

WAGES

WAGE AND HOUR LAWS

(Effective July 1, 2009)

PAYMENT OF WAGES:

Any employee who leaves or is discharged from employment shall be paid in full all wages or salary earned not later than the next

normal pay period following the date of dismissal or voluntary leaving or fourteen (14) days following such date of dismissal or voluntary leaving whichever last occurs.

UNLAWFUL FOR EMPLOYER TO WITHHOLD WAGES

No employer shall withhold from any employee's wages any part of the agreed wage rate; unless

a) the employer is required to do so by local, state, or federal b) when a deduction is expressly authorized in writing by the

employee to cover insurance premiums, hospital, or medical dues; or c) when a deduction is expressly authorized in writing by the employee for other deductions not amounting to a rebate or deduction from the standard wage arrived at by collective

bargaining or pursuant to wage agreement or statute; or d) Deductions for union dues where such deductions are authorized by joint wage agreements or collective bargaining contracts negotiated between employers and employees or their representatives.

OVERTIME¹

No employer shall employ any employee for a workweek longer than forty hours unless such employee receives compensation for employment in excess of forty hours in a workweek. The rate of pay for time in excess of forty hours shall be not less than one and one-half the hourly rate employed.

No employer shall deduct the following from the wages of employees:

used by two (2) or more persons; c) Breakage; d) Losses due to acceptance by an employee of checks which are subsequently dishonored if such employee is given discretion to accept or reject any check; or

b) Cash shortages in a common money till, cash box or register

e) Losses due to defective or faulty workmanship, lost or stolen property, damage to property, default of customer credit or nonpayment for goods or services received by the customer if such losses are not attributable to employee's willful or intentional disregard of employer's interest.

TIME AND ONE HALF FOR WORK DONE ON SEVENTH DAY OF WEEK¹

Any employer who permits any employee to work seven days in any one workweek shall pay the rate of time and a half for the time worked on the seventh day. This shall not apply where an employee is not permitted to work more than forty (40) hours during the workweek.

TIPPED EMPLOYEES

Any employee engaged in an occupation in which more than \$30 dollars per month is customarily and regularly received in tips, the employer may pay a minimum of \$2.13 per hour if the employer' records can establish for each week where credit is taken, when adding the tips received to wages paid, not less than the minimum wage is received by the employee. No employer shall: Use all or part of any tips or gratuities received by employees toward the payment of the minimum wage.

Require an employee to remit to the employer any gratuity, or any portion thereof, except for the purpose of withholding amounts required by federal or state law. Require an employee to participate in a tip pool whereby the employee is required to remit to the pool any gratuity, or any

portion thereof, for distribution among employees of the employer. Employees may voluntarily enter into an agreement to divide gratuities among themselves. The employer may inform the employees of the existence of a voluntary pool and the customary tipping arrangements of the employees at the establishment. Upon petition by the participants in the voluntary pool, and at the employer's own option and expense, an employer may provide custodial services for the safekeeping of funds placed in the pool if the account is properly identified and segregated from the other business records and open to examination by

PERFORMANCE BONDS: Performance Bonds must be kept on file for employers in the construction and mining industries (including the transportation of minerals) who have conducted business within the Commonwealth for less than five (5) consecutive years. For more information, see KRS 337.200. Certain exemptions from minimum wage and overtime apply. For questions, please call (502)564-3534.

BREAKS

REST PERIODS: No employer shall require any employee to work without a rest period of at least ten (10) minutes during each four (4) hours worked. This shall be in addition to the regularly scheduled lunch period. No reduction in compensation shall be made for hourly or salaried employees.

LUNCH PERIODS: Employers shall grant their employees a reasonable period for lunch, and such time shall be as close to the middle of the employee's scheduled work shift as possible. In no case shall an employee be required to take a lunch period sooner than three (3) hours after the work shift commences, nor more than five (5) hours from the time the work shift commences. This section shall not be construed to negate any provision of a collective bargaining agreement or mutual

agreement between the employee and employer.

RECORDS **RECORD RETENTION: ONE (1) YEAR AFTER ENTRY** Every employer subject to the provisions of the Kentucky Minimum Wage Law shall make and preserve records containing the following information:

(a) Name, address, and Social Security Number of each (b) Hours worked each day and each week by each employee;

(c) Regular hourly rate of pay; (d) Overtime hourly rate of pay for hours in excess of forty hours

(e) Additions to cash wages at cost, or deductions (meals, board, lodging, etc.) from stipulated wages in the amount deducted, or at cost of the item for which deductions are made;

(f) Total wages paid for each workweek and date of payment.

POST THIS ORDER WHERE ALL EMPLOYEES MAY READ

Kentucky Labor Cabinet Division of Wages and Hours Mayo-Underwood Building 500 Mero Street, 3rd Floor Frankfort, Kentucky 40601 Phone (502) 564-3534

www.labor.ky.gov

"No individual in the United States shall, on the grounds of race, color, religion, sex, national origin, age, disability, political affiliation or belief, be excluded from participation in, or denied the benefits of, or be subjected to discrimination under any program or activity under the jurisdiction of the Kentucky Labor Cabinet."

REV. 02/2020

NOTICE: 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 wage. 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.

Employees of this business are covered by the Kentucky Workers' Compensation Act (KRS Chapter 342). Conspicuous posting of this Notice is required

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

, Contact Person

KY **Workers' Compensation Notice**

Employer Name: _ Workers Compensation Carrier (or third party administrator): Address:

EMPLOYEES: IF INJURED - NOTIFY your supervisor IMMEDIATELY; when possible Notice should be in writing. FAILURE to notify your supervisor could result in denial of benefits. OBTAIN MEDICAL CARE. Your employer must pay for ALL NECESSARY MEDICAL CARE to treat a workplace injury. The employee may select the physician or medical facility to render care. If the employer is enrolled in an approved Managed Care Plan employee selection of physicians is LIMITED to the Approved Provider Network, except in certain emergencies. FOR INJURIES REQUIRING CONTINUING CARE the EMPLOYEE MUST DESIGNATE A TREATING PHYSICIAN, a form to do so will be furnished by your employer or its insurance carrier. This employer IS IS NOT participating in a Managed Care Plan for medical care. The name of the Managed Care Plan is_ _, its representative is

DISABILITY BENEFITS to replace wages lost due to a workplace injury are payable under the Workers Compensation Act after seven (7) day of disability. A CLAIM MUST BE filed with the Department of Workers' Claim WITHIN TWO YEARS of the date of injury, or last payment of temporary total

NEED ASSISTANCE? Contact your employer's claim representative. If your questions about workers' compensation rights are not promptly answered call THE KENTUCKY DEPARTMENT OF WORKERS CLAIMS at 1-800-554-8601 to speak to an Ombudsman or Workers' Compensation Specialist. EMPLOYER SUPERVISORS - NOTIFY MANAGEMENT IMMEDIATELY OF ALL INJURIES SO THAT TIMELY REPORT CAN BE MADE AS REQUIRED BY LAW.

Information about Unemployment Insurance Benefits

more information

KY

INSURANCE LAW. YOU MAY BE ELIGIBLE FOR UNEMPLOYMENT BENEFITS IF YOU LOSE YOUR JOB, ARE LAID OFF OR YOUR HOURS ARE REDUCED.

TO QUALIFY FOR BENEFITS, YOU MUST Be unemployed through no fault of your own; Be able and available to work and making a reasonable effort to

obtain new work; and

Register for work when you file your claim. You must also meet monetary eligibility requirements based on your earnings in the "base period," the first four of the five completed calendar quarters preceding your claim. These earnings also determine the amount of benefits you may be entitled to draw. Generally, if you have worked for more than a year and earned at least \$1500 during your base

period, you may meet the monetary requirements for a claim. IF YOU LOSE YOUR JOB OR ARE LAID OFF: File your claim within the first week after you become unemployed, by filing on the internet at www.oet.ky.gov, or by

5:30pm ET (this is **not** a toll-free number). After filing your claim, file continuing claims bi-weekly while you are unemployed, through the web site or by toll-free telephone at 877-369-5984 or 877-3MY-KYUI

telephone at 502-875-0442 Monday through Friday, 7:30am-

IF YOUR HOURS ARE REDUCED You may be eligible for partial benefits if you are still employed by your regular employer but are working less than your normal full-time hours

reduction in hours due to total disability, vacation or personal reasons.

due to lack of available work. Benefits are not paid in the case of

EMPLOYERS ARE SUBJECT TO KENTUCKY UNEMPLOYMENT WORKERS' COMPENSATION RECIPIENTS If you missed at least seven weeks of earnings due to injury in any quarter during your base period, and were eligible for Workers' Compensation (whether or not you drew it), you may be able to use wages earned **before** your injury to qualify for unemployment benefits. To qualify, you must file your claim within the first four weeks

> ARE PAID BY EMPLOYERS. *NO DEDUCTIONS* ARE MADE FROM EMPLOYEE WAGES FOR THAT PURPOSE! -DO NOT COMMIT FRAUD-

that you are unemployed following the period covered by Workers'

Compensation. Contact your nearest Unemployment Insurance office for

CONTRIBUTIONS TO THE UNEMPLOYMENT BENEFIT FUND

If you make a false statement in claiming benefits, you can be disqualified for up to 52 weeks. You could face other penalties as well including felony charges, fines and possible imprisonment.

Also, all benefits fraudulently received must be repaid to the **Division of Unemployment Insurance.** Interest will accrue and there may be a lien filing fee as well as a lien

EDUCATION AND WORKFORCE DEVELOPMENT CABINET DEPARTMENT FOR WORKFORCE INVESTMENT OFFICE OF EMPLOYMENT AND TRAINING DIVISION OF UNEMPLOYMENT INSURANCE 275 EAST MAIN STREET

Frankfort, KY 40621

KY **Kentucky Law Requires**

The Kentucky Civil Rights Act prohibits employment discrimination Recruitmen Training and Apprenticeship Advertising Compensation Termination or Layoff Placement Physical Facilities · Any other terms, conditions or Promotion privileges of employment Transfe

The Kentucky Civil Rights Act prohibits employment discrimination based on: Disability Sex

· Age (40 Years Old and Over) Color **Tobacco-Smoking Status** Religion Pregnancy National Origin The Kentucky Civil Rights Act prohibits employment discrimination by: • Employment Agencies Employers

Labor Organizations

EQUAL EMPLOYMENT OPPORTUNITY Kentucky Pregnant Workers Act, (eff. 6/27/2019) The Kentucky Pregnant Workers Act, (KPWA), (KRS 344.030 to 344.110), expressly prohibits employment discrimination in relation to an

> employee's pregnancy, childbirth, and related medical conditions. In addition, under the KPWA it is unlawful for an employer to fail to make reasonable accommodations for any employee with limitations related to pregnancy, childbirth, or a related medical conditions who requests an accommodation, including but not limited to: (1) the need for more frequent or longer breaks; (2) time off to recover from childbirth; (3) acquisition or modification of equipment; (4) appropriate seating; (5) temporary transfer to a less strenuous or less hazardous position; (6) job restructuring; (7) light duty; modified work schedule; and (8) private space that is not a bathroom for expressing breast milk. For help with discrimination, contact

The Kentucky Commission on Human Rights 332 W. Broadway, Suite 1400, Louisville, Kentucky 40202. Phone: 502.595.4024 TOLL-FREE: 800.292.5566. Fax: 502.595.4801 E-mail: kchr.mail@ky.gov Website: kchr.ky.gov

FED

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. You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service

you have not been separated from service with a disqualifying discharge or under other than honorable conditions.

are obligated to serve in the uniformed service:

you ensure that your employer receives advance written or verbal notice of your service; you have five years or less of cumulative 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

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 military service or, in some cases, a comparable job. RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

are a past or present member of the uniformed service: have applied for membership in the uniformed service; or then an employer may not deny you:

any benefit of employment reemployment;

retention in employment; 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

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., preexisting condition exclusions) except for service-connected illnesses or injuries. **ENFORCEMENT**

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 http://www.dol.gov/vets. An interactive online USERRA Advisor can be viewed at

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. 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: http://www.dol.gov/vets/programs/userra/poster.htm. Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.

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

REV. 04/2017

LABOR CABINET **CHILD LABOR LAWS** HOURS OF WORK PERMITTED FOR MINORS 14 TO 18 YEARS OF AGE

AGE	MAY NOT WORK BEFORE	MAY NOT WORK AFTER	MAXIMUM HOURS WHEN SCHOOL IS IN SESSION ¹	MAXIMUM HOURS WHEN SCHOOL IS NOT IN SESSION
14 & 15 years	7:00 A.M.	7:00 P.M. (9:00 P.M. June 1 through Labor Day)	Three (3) hours per day on school day Eight (8) hours per day on non- school day Eighteen (18) hours per week	Eight (8) hours per day Forty (40) hours per week
16 & 17 years	6:00 A.M.	10:30 P.M. preceding school day/1:00 A.M. preceding non- school day	Six (6) hours per day on school day Eight (8) hours per day on non- school day Thirty (30) hours per week	NO RESTRICTIONS
16 & 17 years with Parental Permission ²	6:00 A.M.	11:00 P.M. preceding school day/1:00 A.M. preceding non- school day	Six and one-half (6.5) hours per day on school day Eight (8) hours per day on non- school day Thirty-two and one-half (32.5) or forty (40) hours per week ³	NO RESTRICTIONS

"School in session" means the time established by local school district authorities, pursuant to KRS 160.290. Parental or guardian permission must be in writing and shall remain at the employer's place of business. ³ A minor may work up to thirty-two and one-half (32.5) hours in any one (1) workweek if a parent or legal guardian gives permission in writing. A minor may work up to forty (40) hours in any one (1) work week if a parent or legal guardian gives rmission in writing and the principal or head of the school the minor attends certifies in writing that the minor has maintained at least a 2.0 grade point average in the most recent grading period. School certification shall be valid for one (1) year unless revoked sooner by the school authority. The parental permission and school certification shall remain at the

Lunch Break. Minors under 18 years of age shall not be permitted to work more than five (5) hours continuously without an interval of at least thirty (30) minutes for a lunch period. The beginning and ending of the lunch period shall be documented

OCCUPATIONS PROHIBITED FOR MINORS UNDER 18 YEARS OF AGE⁴ Occupations in or about Plants or Establishments Operation of Power-driven bakery machines including vertical dough or batter mixers.

Manufacturing or Storing Explosives or Articles Containing Motor-vehicle Driver and outside helper on a motor vehicle. Coal Mine Occupations. Logging or Sawmill Operations. Operation of Power-Driven Woodworking machines.

Exposure to Radioactive Substances. Power-driven hoisting apparatus, including forklifts. Operation of Power-Driven Metal Forming, punching, and • shearing machines. Mining, other than coal mining. Operating power-driven meat processing equipment

ncluding meat slicers and other food slicers, in retail establishments (such as grocery stores, restaurants, kitchens and Delis), wholesale establishments, and most occupations in meat slaughtering, packing, processing, or rendering. Limited exemptions for 16 and 17 year old apprentices and student-learners may apply.

Minors fourteen (14) but not vet sixteen (16) years of age may NOT be employed in: manufacturing, mining, or processing occupations, including occupations requiring the performance of any duties in workrooms or workplaces where goods are manufactured, mined, or otherwise processed; occupations which involve the operation or tending of hoisting apparatus or any power-driven machinery other than office machines; operation of motor vehicles or service as helpers on such vehicles;

public messenger service; occupations in connection with: (1) transportation of persons or property by rail, highway, air, water

pipeline, or other means, (2) warehousing and storage, (3) communications and public utilities, or (4) construction (including

For questions, please call (502) 564-3534.

PROOF OF AGE REQUIRED FOR MINORS 14 BUT NOT YET 18 YEARS OF AGE Driver's License, Birth Certificate, Government Document with Date of Birth "No individual in the United States shall, on the grounds of race, color, religion, sex, national origin, age, disability, political affiliation or belief, be excluded from participation in, or denied the benefits of, or be subjected to

scrimination under any program or activity under the jurisdiction of the Kentucky Labor Cabinet." KENTUCKY LABOR CABINET DIVISION OF WAGES AND HOURS MAYO-UNDERWOOD BUILDING 500 Mero Street, 3rd Floor FRANKFORT, KENTUCKY 4060 Phone: (502) 564-3534 www.labor.ky.gov

KY

POST THIS ORDER WHERE ALL EMPLOYEES MAY READ

LABOR CABINET

Wage Discrimination Because of Sex

DEFINITIONS (KRS 337.420 to 337.433 and KRS 337.990 (11))

Any individual employed by any employer, including but not limited to individuals employed by the State or any of its political subdivisions, instrumentalities, or instrumentalities of political subdivisions.

A person who has two or more employees within the State in each of twenty or more calendar weeks in the current or preceding calendar year and an agent of such a person. All compensation for employment, including payment in kind and amounts paid by employers for employee

PROHIBITION OF THE PAYMENT OF WAGES BASED ON The employer is prohibited from discriminating between employees of opposite sexes in the same establishment by paying different wage rates for comparable work on jobs which have comparable requirements. This prohibition covers any employee in any occupation in Kentucky. Any

employer in violation shall not reduce the wages of any

No employer can discharge or discriminate against any

employee for the reason that the employee sought to

invoke or assist in the enforcement of KRS 337.423.

employee in order to comply with KRS 337.420 – 337.433.

benefits, as defined by the Commissioner in regulations

issued under KRS 337.425.

EXEMPTIONS FROM COVERAGE: A differential paid through an established seniority system or merit increase system is permitted by KRS 337.423 if it does not discriminate on the basis of sex. Employers subject to the Fair Labor Standards Act of 1938, as amended, are excluded "when that act imposes comparable or greater requirements than contained" in KRS 337.420 – 337.433. However, to be excluded, the employer

must file with the Commissioner of the Kentucky Office of

Workplace Standards a statement that he is covered by the

Fair Labor Standards Act of 1938, as amended.

ENFORCEMENT OF LAW AND POWER TO INSPECT: The Commissioner or his authorized agent has the power to enter the employer's premises to inspect records, compare character of work and operations of employees. question employees, and to obtain any information necessary to administer and enforce KRS 337.420 – 337.433. The Commissioner or his authorized representative may examine witnesses under oath, and require by subpoena the attendance and testimony of witnesses and the production of any documentary evidence relating to the subject matter of any investigation undertaken pursuant

to KRS 337.425. If a person fails to obey a subpoena, the

contempt of that court.

COLLECTION OF UNPAID WAGES: Any employer who discriminates based on sex is liable to the employee or employees affected in the amount of the unpaid wages. If the employer is in willful violation, he is liable for an additional equal amount as liquidated damages. The court may order other appropriate action, including reinstatement of employees discharged in violation of KRS 337.420 - 337.433. The employee or employees affected may maintain an

Power-driven paper products machines including scrap

Power-driven circular saws, band saws, and Guillotine shears.

Manufacturing bricks, tile, and kindred products.

Wrecking, demolition, and shipbreaking operations.

Roofing operations and all work on or about a roof.

In, about or in connection with any establishment where

brewed, manufactured, bottled, sold for consumption or

the Alcoholic Beverage Control Board (except they may be

employed in places where the sale of alcoholic beverages

by the package is merely incidental to the main business

alcoholic liquors are distilled, rectified, compounded,

Excavating Operations.

actually conducted)

Pool or Billiard Room.

action necessary to collect the claim for unpaid wages in behalf of the employee. An agreement between an employer and employee to work for less than the wage to which such employee is entitled will not bar any legal action or voluntary wage restitution. **STATUTE OF LIMITATIONS:**

action to collect the amount due. At the written request

of any employee, the Commissioner may bring any legal

Court action may be commenced no later than six months after the cause of action occurs. POSTING OF LAW: All employers shall post this abstract in a conspicuous

place in or about the premises wherein any employee is

Any person who discharges or in any other manner discriminates against an employee because such employee testified or is about made any complaint

penalty of not less instituted or caused than \$100 nor more to be instituted any than \$1,000. proceeding under or related to KRS 337.420 - 337.433, or FOR FURTHER INFORMATION CONTACT: KENTUCKY LABOR CABINET

DIVISION OF WAGES AND HOURS

MAYO-UNDERWOOD BUILDING

500 Mero Street, 3rd Floor

Frankfort, Kentucky 40601

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

to his employer, the

other person, or

Commissioner or any

PHONE: (502) 564-3534 www.labor.ky.gov "No individual in the United States shall, on the grounds of race, color, religion, sex, national origin, age, disability, political affiliation or belief, be excluded from participation in, or denied the benefits of, or be subjected Circuit Court of the Judicial District wherein the hearing is to discrimination under any program or activity under the being held may issue an order requiring the subpoena to be jurisdiction of the Kentucky Labor Cabinet." obeyed. Failure to obey the court order may be punished as POST THIS ORDER WHERE ALL EMPLOYEES MAY READ

REV. 02/2020

to testify in any such

proceedings, shall

be assessed a civil



TWO ways to

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 Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the

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 procedures.

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 for ineligibility. Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA leave. Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits,

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining

DEPARTMENT OF LABOR

For additional information or to file a complaint:

resulted in economic loss to the employer.

U.S. Department of Labor • Wage and Hour Division • WH1420

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.

PROHIBITIONS 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

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.

WAGE AND HOUR DIVISION UNITED STATES OF AMERICA

EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

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

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

The law does not preempt any provision of any State or local law or

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

persons. **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 READILY SEE IT.

separated veterans (within three years of discharge

or release from active duty), other protected veterans

(veterans who served during a war or in a campaign

or expedition for which a campaign badge has been

(veterans who, while on active duty, participated in

Retaliation is prohibited against a person who files a

complaint of discrimination, participates in an OFCCF

Any person who believes a contractor has violated its

nondiscrimination or affirmative action obligations

Programs (OFCCP), U.S. Department of Labor, 200

Constitution Avenue, N.W., Washington, D.C. 20210,

1-800-397-6251 (toll-free) or (202) 693-1337 (TTY).

OFCCP-Public@dol.gov, or by calling an OFCCP regional

Programs or Activities Receiving Federal

Financial Assistance

Rights Act of 1964, as amended, prohibits discrimination

on the basis of race, color or national origin in programs

In addition to the protections of Title VII of the Civil

Rights Act of 1964, as amended, Title VI of the Civil

or activities receiving Federal financial assistance.

Employment discrimination is covered by Title VI if

the primary objective of the financial assistance is

discrimination causes or may cause discrimination in

providing services under such programs. Title IX of the

Education Amendments of 1972 prohibits employment

the basis of disability in any program or activity which

receives Federal financial assistance. Discrimination is

with disabilities who, with or without reasonable

prohibited in all aspects of employment against persons

provision of employment, or where employment

discrimination on the basis of sex in educational

or district office, listed in most telephone directories

under the authorities above should contact

The Office of Federal Contract Compliance

OFCCP may also be contacted by e-mail at

under U.S. Government, Department of Labor.

RACE, COLOR, NATIONAL ORIGIN, SEX

proceeding, or otherwise opposes discrimination under

a U.S. military operation for which an Armed Forces

authorized), and Armed Forces service medal veterans

1-866-487-9243 TTY: 1-877-889-5627 www.dol.gov/whd

service medal was awarded).

RETALIATION

mmediately

these Federal laws.

Governments, Educational Institutions, **RETALIATION Employment Agencies and Labor** Organizations

employment agencies and labor organizations are protected under Federal law from discrimination on the following bases: **HAS OCCURRED** There are strict time limits for filing charges of RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN employment discrimination. To preserve the ability of Title VII of the Civil Rights Act of 1964, as amended, EEOC to act on your behalf and to protect your right to protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects

Private Employers, State and Local

Applicants to and employees of most private employers,

state and local governments, educational institutions,

Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship. DISABILITY Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring. promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. 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.

of employment, on the basis of race, color, religion,

sex (including pregnancy), or national origin.

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of **SEX (WAGES)** In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act

of 1963, as amended, prohibits sex discrimination in

substantially equal work, in jobs that require equal

skill, effort, and responsibility, under similar working

the payment of wages to women and men performing

conditions, in the same establishment. Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their

family members; the manifestation of diseases or

disorders in family members (family medical history);

Equal Employment Opportunity is THE LAW and requests for or receipt of genetic services by applicants, employees, or their family members.

All of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful employment practice. WHAT TO DO IF YOU BELIEVE DISCRIMINATION

file a private lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for individuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including

information about charge filing, is available at

www.eeoc.gov.

following bases:

Employers Holding Federal Contracts or Subcontracts Applicants to and employees of companies with a Federal government contract or subcontract are

protected under Federal law from discrimination on the

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment. **INDIVIDUALS WITH DISABILITIES** Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training,

Disability discrimination includes not making

with a disability who is an applicant or employee,

barring undue hardship. 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. **DISABLED, RECENTLY SEPARATED, OTHER** PROTECTED, AND ARMED FORCES SERVICE

MEDAL VETERANS

programs or activities which receive Federal financial classification, referral, and other aspects of employment. INDIVIDUALS WITH DISABILITIES Section 504 of the Rehabilitation Act of 1973, as reasonable accommodation to the known physical or amended, prohibits employment discrimination on mental limitations of an otherwise qualified individual

> accommodation, can perform the essential functions of If you believe you have been discriminated against in a program of any institution which receives Federal Federal agency providing such assistance.

requirements.

Safety and Health on the Job

Occupational Safety and Health

Kentucky Revised Statute (KRS) Chapter 338 establishes a program for protecting occupational safety and health. This notice details the safety and health protections for public and private sector employees working in the Commonwealth of Kentucky and must be prominently displayed in the workplace. **Employer Responsibilities:** Employers shall furnish employment

and places of employment which are free from recognized hazards that are causing, or are likely to cause, death or serious physical harm to employees; and comply with the occupational safety and health regulations, standards, and rules issued pursuant to KRS 338. Employers must provide information and training on hazards in the workplace including all hazardous substances. Required training must be provided to all employees in a language and vocabulary they understand. It is illegal to retaliate against an employee for exercising any of their rights under the law, including raising a safety and health concern or reporting a work-related injury or illness.

Employee Responsibilities: Employees shall comply with the occupational safety and health regulations, standards, and rules issued pursuant to KRS 338 which are applicable to their own actions

Records: Employees may request from their employer copies of their medical records, tests that measure hazards in the workplace, as well

as the injury and illness log. Standards: Kentucky's occupational safety and health standards are adopted by the Kentucky Occupational Safety and Health Standards Board. The Board consists of 13 members, comprised of the Secretary of Labor who serves as Chair, and 12 other members equally representing agriculture, industry, labor, and the safety and health profession. The Board meets annually and additionally as needed. All

meetings are open to the public.

Inspections: The Division of Occupational Safety and Health Compliance conducts workplace inspections to determine the cause or prevent the occurrence of occupational injuries and illnesses. During an inspection a representative of the employer and a representative authorized by the employees are given an opportunity to accompany the Compliance Officer for the purpose of aiding the inspection. Where there is no authorized employee representative, the Compliance Officer must consult with a reasonable number of

employees regarding safety and health at the workplace.

and Health Compliance requesting an inspection if they believe a hazardous condition(s) exists in their workplace. The name of the complainant will be kept confidential upon request. **Discrimination Protections:** Employees are protected against discharge and other discriminatory actions for having filed complaint and exercising any other right provided by the occupational safety and health laws. Employees who feel they have been so discriminated

against may file a complaint with the Kentucky Labor Cabinet within

also have the option of filing discrimination complaints with the U.S.

Department of Labor within 30 days of the alleged discrimination.

120 days of the alleged discrimination. Private sector employees

Complaints: Employees or their authorized representative have

the right to file a complaint with the Division of Occupational Safety

Complaint forms are available at www.labor.ky.gov. **Citations:** A citation(s) alleging violation of a Kentucky occupational safety and health law(s) or regulation(s) may be issued to an employer following an inspection. The citation(s) is mailed to the employer and specifies an abatement date by which the alleged violation must be corrected. To inform employees, the employer must post each citation at or near the location of the alleged violation for three (3) days or until the violation is corrected, whichever is longer.

\$7,000 for each serious violation and up to \$7,000 for each other-thanserious violation. Failure to correct a violation within the specified time period may result in penalties up to \$7,000 per day. An employer

Proposed Penalties: An employer may be assessed a penalty up to

financial assistance, you should immediately contact the The Vietnam Era Veterans' Readjustment Assistance EEOC 9/02 and OFCCP 8/08 Versions Useable With 11/09 Act of 1974, as amended, 38 U.S.C. 4212, prohibits job discrimination and requires affirmative action to employ EEOC-P/E-1 and advance in employment disabled veterans, recently

who commits a willful or repeat violation(s) may be assessed a penalty

REV. 11/2009

Contesting Procedures: An employer who has been cited may contest the action before the Kentucky Occupational Safety and Health Review Commission. Equally, any employee or employee representative of an employer who has been cited may also contest the action. Any party wishing to contest a citation(s) must notify the Division of Occupational Safety and Health Compliance in writing of its intent to do so. Notices of contest must be postmarked within 15 working days of receipt by the employer of the citation(s). Notices of

up to \$70,000 for each violation and not less than \$5,000 for each

contest will be transmitted to the Review Commission in accordance with its rules. **Recordkeeping:** Employers are required to maintain records of occupational fatalities, injuries, and illnesses experienced by their employees. Records must be kept using OSHA 300, 300-A, 301, or equivalent forms. Unless requested to do so by the U.S. Bureau of Labor Statistics, employers with 10 or fewer employees, or whose establishment(s) fall within an exempted North American Industry Classification System code are exempt from recordkeeping

Reporting: Employers must report to the Division of Occupational Safety and Health Compliance any incident that results in a fatality or the hospitalization of 3 or more employees within 8 hours from when the incident is reported to the employer, the employer's agent, or another employee. Incidents resulting in the loss of an eye, an amputation, or the in-patient hospitalization of 1 or 2 employees must be reported to the Division of Occupational Safety and Health Compliance within 72 hours from when the incident is reported to the employer, the employer's agent, or another employee. Mechanical power press point-of-operation injuries must be reported to the Division of Occupational Safety and Health Compliance within 30 days of the occurrence. Employees have a right to report a safety and health concern or report a work-related injury or illness without being retaliated against.

Education and Training Services: The Division of Occupational Safety and Health Education and Training assists employers who are interested in preventing workplace injuries and illnesses by developing and improving their workplace safety management programs. All assistance, such as on-site audits, consultation, and training, is provided **cost-free** upon request.

Kentucky provides occupational safety and health protections under a plan approved in 1973 by the U.S. Department of Labor. Questions and concerns regarding Kentucky's program may be addressed to the Kentucky Labor Cabinet, Office of Federal-State Coordinator. The U.S. Department of Labor monitors Kentucky's program. Any person who has a complaint regarding the administration of the Kentucky program may contact the U.S. Department of Labor, OSHA, Atlanta Federal Center, 61 Forsyth Street SW, Atlanta, Georgia, 30303; (678) 237-0400.

KENTUCKY LABOR CABINET

Frankfort, KY 40601

www.labor.ky.gov

500 Mero Street

(502) 564-3070

Mayo-Underwood Building, 3rd Floor

No individual in the United States shall, on the grounds of race, color, religion, sex, national origin, age, disability, political affiliation or belief, be excluded from participation in, or denied the benefits of, or be subjected to discrimination under any program or activity under the jurisdiction of the Labor Cabinet.

REV. 02/2020



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Licensing Agencies

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