

KENTUCKY AND FEDERAL LABOR LAW POSTERS

ALL EMPLOYEES: Your rights as an employee are protected by state and federal laws and regulations. To help make you aware of your rights, your employer is displaying these notices in compliance with these laws and regulations. If you have any questions or need to clarify something you read here, please contact your immediate supervisor or the personnel department.

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

\$7.25 PER HOUR

BEGINNING JULY 24, 2009

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

OVERTIME PAY
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 farm jobs declared hazardous by the Secretary of Labor. Youth 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work restrictions. Different laws apply in agricultural employment.

TIP CREDIT
Employers of "tipped employees" who must meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers may not tip tipped employees a cash wage of at least \$2.13 per hour. They may claim a 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 or not equal the minimum hourly wage, the employer must make up the difference.

PUMP AT WORK
The National Labor Relations Board requires a reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, when they may be used by the employee to express breast milk.

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR
1-866-487-9243
www.dol.gov/whd

COMMONWEALTH OF KENTUCKY WORKERS' COMPENSATION NOTICE

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

Employee Name: _____
Address: _____
Policy #: _____ effective _____ to _____
Address: _____
Telephone: _____ Contact Person _____

EMPLOYERS, IF INQUIRED - 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 enrolled in an approved Managed Care Plan, employee selection of physicians is LIMITED to the Approved Provider Network, except in certain emergencies. FOR INJURIES RECEIVING 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 ☐ NOT ☐ participating in a Managed Care Plan for medical care. The name of the Managed Care Plan is: _____, its representative is: _____, phone number: _____

DISABILITY BENEFITS to replace wages lost due to a workplace injury are payable under the Workers' Compensation Act after seven (7) days 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 disability benefits.

NEED ASSISTANCE? Contact your employer's claim representative. If your questions about workers' compensation rights are not promptly answered at 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 REQUIRED BY LAW.

FOR HELP WITH DISCRIMINATION, CONTACT:
Kentucky Commission on Human Rights
332 W Broadway, Ste. 700 Louisville, KY 40202
Phone: 502.595.4024 Toll-free: 800.292.5566
TDD: 502.595.4084 Fax: 502.595.4801
Email: kchr@mail.ky.gov
Website: www.kchr.ky.gov

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PUBLIC POSTING OF THIS NOTICE WHERE IT MAY BE READILY OBSERVED IS REQUIRED BY LAW.

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

- you ensure that your employer receives advance written or verbal notice of your service;
- you have two 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
- you have not been separated from service with a disqualifying discharge or under other than honorable conditions.

If you are eligible to be reemployed, you must be restored to the job and benefits you would have obtained 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
If you:

- are a past or present member of the uniformed services;
- have applied for membership in the uniformed services or
- are obligated to serve in the uniformed services;

then an employer may not deny you:

- initial employment;
- reemployment;
- retention in employment;
- promotions or;
- any benefit of employment;

because of this status.

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 same connection.

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by ETS, and may be viewed on the internet at this address: <http://www.dhs.gov/govservice/volprograwm/volprograwm.html>. 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
1-800-336-4590
Publication Date - May 2002

Kentucky Law Requires Equal Employment Opportunity

THE KENTUCKY CIVIL RIGHTS ACT PROHIBITS EMPLOYMENT DISCRIMINATION REGARDING:

- RECRUITMENT
- ADVERTISING
- HIRING
- PLACEMENT
- PROMOTION
- TRANSFER
- TRAINING AND APPRENTICESHIP
- COMPENSATION

• TERMINATION

• LAYOFF

• PHYSICAL FACILITIES

• ANY OTHER TERMS, CONDITIONS OR

• NATIONAL ORIGIN

• SEX

• DISABILITY

• AGE (40 YEARS OLD AND OVER)

• RACE

• COLOR

• RELIGION

• SMOKING STATUS

• PREGNANCY (including childbirth and related medical conditions)

• SEX

In addition, under the KRCRA 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 condition who requests an accommodation, including but not limited to: (1) the need for more frequent or longer breaks; (2) the need to recover from childbirth; (3) the 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) provide space that is not a bathroom for expressing breast milk.

IND KENTUCKY'S GUARANTEE OF EQUAL EMPLOYMENT OPPORTUNITY AT KRS 344.020 AND KRS 344.110.

FOR HELP WITH DISCRIMINATION, CONTACT THE KENTUCKY COMMISSION ON HUMAN RIGHTS
332 WHITTINGTON PARKWAY, SUITE 700, LOUISVILLE, KENTUCKY 40202
PHONE: 502.595.4024 TOLL-FREE: 800.292.5566 FAX: 502.595.5209 EMAIL: kchr@mail.ky.gov
WEBSITE: KCHRKY.GOV URL: KentuckyCommissiononHumanRights61

PUBLIC POSTING OF THIS NOTICE WHERE IT MAY BE READILY OBSERVED IS REQUIRED BY LAW. 104 KY ADMS, REGS. 10.010 5.1, Edition Date: 1/2004

Welcome! Kentucky Law Requires THAT EVERY PERSON SHALL RECEIVE FULL AND EQUAL SERVICE IN A BUSINESS ESTABLISHMENT

THIS KENTUCKY CIVIL RIGHTS ACT PROHIBITS DISCRIMINATION IN PUBLIC ACCOMMODATIONS BASED ON RACE, COLOR, DISABILITY, RELIGION, OR NATIONAL ORIGIN. SEX IS A PROTECTED CLASS IF THE PUBLIC ACCOMMODATION IS A RESTAURANT, HOTEL, MOTEL, OR IS SUPPORTED DIRECTLY OR INDIRECTLY BY GOVERNMENT FUNDS, A PLACE OF PUBLIC ACCOMMODATION, DISCOUNT OR PROMOTION INCLUDES ANY PLACE, STORE OR ESTABLISHMENT EITHER LICENSED OR UNLICENSED, WHICH SUPPLIES GOODS OR SERVICES TO THE GENERAL PUBLIC, WHICH SOLICITS OR ACCEPTS THE PATRONAGE OR TRADE OF THE GENERAL PUBLIC OR WHICH IS SUPPORTED DIRECTLY OR INDIRECTLY BY GOVERNMENT FUNDS.

IT IS OUR POLICY TO FULLY COMPLY WITH THE KENTUCKY CIVIL RIGHTS ACT

FOR HELP WITH DISCRIMINATION, CONTACT THE **Kentucky Commission on Human Rights**

332 W. Broadway, Suite 700, Louisville, Kentucky 40202. Phone: 502.595.4024 Toll-Free: 800.292.5566 Fax: 502.595.4801 Email: kchr@mail.ky.gov Website: kchr.ky.gov Facebook: Kentucky Commission on Human Rights Twitter: [KyHumanRights](https://twitter.com/KyHumanRights)

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