

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL. Know Your Rights: Workplace Discrimination is Illegal. The U.S. Equal Employment Opportunity Commission (EEOC) enforces federal laws that protect you from discrimination in employment.

WAGE DISCRIMINATION BECAUSE OF SEX. DEFINITIONS: KRS 337.420 to 337.433 and KRS 337.990 (11) EMPLOYEE: Any individual employed by an employer, including but not limited to individuals employed by the State or any of its political subdivisions, instrumentalities, or instrumentalities of political subdivisions.

FMLA - FAMILY AND MEDICAL LEAVE ACT. Your Employee Rights Under the Family and Medical Leave Act. What is FMLA eligible? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons.

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 federal contractors.

WAGE DISCRIMINATION BECAUSE OF SEX (continued). 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.

WITHHOLDING STATUS. YOU MAY NEED TO CHECK YOUR WITHHOLDING. Since you last filed form W-4 with your employer did you...? - Married or divorced? - Gain or lose a dependent? - Change of address?

ANTI-DISCRIMINATION NOTICE. It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which documents they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.

EMPLOYEE POLYGRAPH PROTECTION ACT. EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT. 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.

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 MAXIMUM HOURS WHEN SCHOOL IS NOT IN SESSION

FEDERAL MINIMUM WAGE. 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.

PAYDAY NOTICE. Regular Paydays for Employees of (Company Name). Shall be as follows: Weekly, Bi-Weekly, Monthly, Other.

OCCUPATIONS PROHIBITED FOR MINORS UNDER 18 YEARS OF AGE. Occupations in or about Plants or Establishments Manufacturing or Storing Explosives or Articles Containing Explosive Components. Motor-vehicle Driver and Outside Helper on a motor vehicle.

DISCRIMINATION IN PUBLIC ACCOMMODATIONS. 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, RACE, ORIGIN, RELIGION, OR NATIONAL ORIGIN.

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT. 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 periods of service in the National Disaster Relief Administration.

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. Education and Labor Cabinet Division of Wages and Hours Mayo-Underwood Building 500 Mero Street, 3rd Floor Frankfort, Kentucky 40601

DISCRIMINATION IN EMPLOYMENT. KENTUCKY LAW REQUIRES EQUAL EMPLOYMENT OPPORTUNITY. THE KENTUCKY CIVIL RIGHTS ACT PROHIBITS EMPLOYMENT DISCRIMINATION REGARDING: RECRUITMENT - ADVERTISING - HIRING - PLACEMENT - PROMOTION - TRAINING AND APPRENTICESHIP - COMPENSATION - TERMINATION OR LAWFUL OTHER TERMS, CONDITIONS OR PRIVILEGES OF EMPLOYMENT.

UNEMPLOYMENT INSURANCE. INFORMATION ABOUT UNEMPLOYMENT INSURANCE BENEFITS. EMPLOYERS ARE SUBJECT TO KENTUCKY UNEMPLOYMENT INSURANCE LAW. YOU MAY BE ELIGIBLE FOR UNEMPLOYMENT BENEFITS IF YOU LOSE YOUR JOB, ARE LAID OFF OR YOUR HOURS ARE REDUCED.

OCCUPATIONAL SAFETY AND HEALTH PROTECTION. Safety and Health on the Job. TEAM KENTUCKY. OCCUPATIONAL SAFETY AND HEALTH. Kentucky Revised Statute (KRS) Chapter 338 establishes a program for protecting occupational safety and health. This mandatory poster details the safety and health protections for public and private sector employees working in the Commonwealth and must be prominently displayed in the workplace.

KENTUCKY MINIMUM WAGE. KENTUCKY WAGE AND HOUR LAWS. MINIMUM WAGE = \$7.25 per hour (Effective July 1, 2009). WAGES. 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.

WORKERS' COMPENSATION. 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. Employer Name: Address: Workers' Compensation Carrier (or third party administrator):

DISCRIMINATION PROTECTIONS. Discrimination Protections: Employees are protected against discharge and other discriminatory actions for having filed complaints 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 Education and Labor Cabinet within 120 days of the alleged discrimination. Private sector employees also have the option of filing discrimination complaints with the U.S. Department of Labor at osha.gov within 30 days of the alleged discrimination.

POST THIS ORDER WHERE ALL EMPLOYEES MAY READ. 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 Education and Labor Cabinet.

POST THIS ORDER WHERE ALL EMPLOYEES MAY READ. PAID FOR WITH STATE FUNDS. UPDATED April 2024. 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 Education and Labor Cabinet.

POST THIS ORDER WHERE ALL EMPLOYEES MAY READ. PAID FOR WITH STATE FUNDS. REVISED April 2024. 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 Education and Labor Cabinet.

REST PERIODS: No employer shall require any employee to work 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.

REST PERIODS: No employer shall require any employee to work 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.

REST PERIODS: No employer shall require any employee to work 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.

REST PERIODS: No employer shall require any employee to work 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.

REST PERIODS: No employer shall require any employee to work 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.

REST PERIODS: No employer shall require any employee to work 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.