**Occupational Safety and Health** 

SERIAL NUMBER: BN542376

Safety and Health

on the Job

338 which are applicable to their own actions and conduct.

confidential upon request.

accordance with its rules.

recordkeeping requirements.

Kentucky Labor Cabinet

500 Mero Street

(502) 564-3070

be doubled when

proceeding under the FLSA.

by the Department of Labor.

**ADDITIONAL INFORMATION:** 

www.labor.ky.gov

Frankfort, KY 40601

Mayo-Underwood Building, 3rd Floor

state minimum wage law are

Different rules apply in agricultural employment

bligated to pay the higher rate

work-related injury or illness without being retaliated against.

audits consultation and training is provided cost-free upon request

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

of Labor, OSHA, Atlanta Federal Center, 61 Forsyth Street SW, Atlanta, Georgia, 30303; (678) 237-0400.

Kentucky Revised Statute (KRS) Chapter 338 establishes a program for protecting occupational safety and health. This notice details the safety and

Employer Responsibilities: Employers shall furnish employment and places of employment which are free from recognized hazards that are causing, or

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

are likely to cause, death or serious physical harm to employees; and comply with the occupational safety and health regulations, standards, and rules

Employee Responsibilities: Employees shall comply with the occupational safety and health regulations, standards, and rules issued pursuant to KRS

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

Standards: Kentucky's occupational safety and health standards are adopted by the Kentucky Occupational Safety and Health Standards Board. The

occurrence of occupational injuries and illnesses. During an inspection a representative of the employer and a representative authorized by the employees

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

are given an opportunity to accompany the Compliance Officer for the purpose of aiding the inspection. Where there is no authorized employee

Complaints: Employees or their authorized representative have the right to file a complaint with the Division of Occupational Safety 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

the Kentucky 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 within 30 days of the alleged discrimination. Complaint forms are available at www.labor.ky.gov.

inspection. The citation(s) is provided 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,

Proposed Penalties: An employer may be assessed a penalty up to \$7,000 for each serious violation and up to \$7,000 for each other-than-serious

Contesting Procedures: An employer who has been cited may contest the action before the Kentucky Occupational Safety and Health Review

fewer employees, or whose establishment(s) fall within an exempted North American Industry Classification System code are exempt from

or repeat violation(s) may be assessed a penalty up to \$70,000 for each violation and not less than \$5,000 for each willful violation.

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

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

violation. Failure to correct a violation within the specified time period may result in penalties up to \$7,000 per day. An employer who commits a willful

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 contest will be transmitted to the Review Commission in

**Recordkeeping**: Employers are required to maintain records of occupational fatalities, injuries, and illnesses experienced by their employees. Records

Reporting: Employers must report to the Division of Occupational Safety and Health Compliance the work-related death of an employee, including

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

death resulting from a heart attack, within 8 hours from when the incident is reported to the employer, the employer's agent, or another employee. Work-

related incidents resulting in the loss of an eye, an amputation, or the in-patient hospitalization of an employee, including hospitalization resulting from a

heart attack, must be reported to the Division of Occupational Safety and Health Compliance within 72 hours from when the incident is reported to the

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

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

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

**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.

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.

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay

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.

Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions.

failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is suspected:

RACE, COLOR, RELIGION, SEX, SEXUAL ORIENTATION, GENDER IDENTITY, NATIONAL ORIGIN

• Some state laws provide greater employee protections; employers must comply with both.

are protected under Federal law from discrimination on the following base:

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

INDIVIDUALS WITH DISABILITIES

Federal laws.

AMBULANCE:

HOSPITAL:

about EEOC, including information about charge filing, is available at www.eeoc.gov.

requires affirmative action to ensure equality of opportunity in all aspects of employment.

wartime or campaign badge veterans, or Armed Forces service medal veterans.

RACE, COLOR, NATIONAL ORIGIN, SEX INDIVIDUALS WITH DISABILITIES

telephone directories under U.S. Government, Department of Labor,

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

State&FederalPoster<sup>™</sup>

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PAYCHECKS ARE ISSUED ON THE

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

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

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 a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used

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

• Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.

• 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

· Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued

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** 

• Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations •

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations

Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training,

classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes

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.

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,

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 the

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

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

There are strict time limits for filing charges of employment discrimination. To preserve the ability of EEOC to act on your behalf and to protect your right to file a private

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

**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 following bases:

Executive Order 11246, as amended, protects applicants and employees from discrimination based on inquiring about, disclosing, or discussing their compensation or the

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. Disability discrimination includes not making reasonable accommodation to the known

DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDAL VETERANS (PROTECTED VETERANS)

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

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

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination under these

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) or (202) 693-1337 (TTY). OFCCP may also be contacted by e-mail at OFCCP-Public@dol.gov, or by calling an OFCCP regional or district office, listed in most

**Programs or Activities Receiving Federal Financial Assistance** 

In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basi

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

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

the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs.

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. 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

**Emergency Notice** 

**Payday Notice** 

**PAYDAY IS ON** 

■ MONDAY ■ TUESDAY ■ WEDNESDAY ■ THURSDAY ■ FRIDAY ■ SATURDAY ■ SUNDAY

PAY SCHEDULE IS

**HAZARDOUS MATERIAL** 

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

Executive Order 11246, as amended, prohibits employment discrimination based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and

members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring,

payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the

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,

No individual in the United States shall, on the grounds of race, color,

Labor Cabinet.

Paid with Federal and State Funds

Updated September 2021

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

employer, the employer's agent, or another employee. Mechanical power press point-of-operation injuries must be reported to the Division of

representative, the Compliance Officer must consult with a reasonable number of employees regarding safety and health at the workplace.

of their rights under the law, including raising a safety and health concern or reporting a work-related injury or illness.

health protections for public and private sector employees working in the Commonwealth of Kentucky and must be prominently displayed in the

period to care for the servicemember with a serious injury or illness.

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

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 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);

**Family Medical Leave Act** 

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

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 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. 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

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 procedures. 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 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. **ENFORCEMENT:** Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an employer. 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

> For additional information: 1-866-4-USWAGE (1-866-487-9243) TTY: 1-877-889-5627 www.dol.gov/whd U.S. Department of Labor • Wage and Hour Division

# **Polygraph Protection**

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.

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. 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

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

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

service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers.

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

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

**ENFORCEMENT** 

a comparable job.

HEALTH INSURANCE PROTECTION

greater family or medical leave rights

• 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

• 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

**USERRA** 

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 attained if you had not been absent due to military service or, in some cases

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; • retention in emp

• 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., 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

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 their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.



proceeding under USERRA, even if that person has no service connection.







# **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

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:

1. File your claim within the first week after you become unemployed, by filing on the internet at www.oet.ky.gov, or by telephone at 502-875-0442 Monday through Friday, 2. After filing your claim, file continuing claims bi-weekly while you are unemployed, through the website or by tollfree telephone at 877-369-5984 or 877-3MY-KYUI

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 due to lack of available work. Benefits are not paid in the case of reduction in hours due to total disability, vacation or personal reasons.

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 abl e to use wages e arned before your injury to qualify for unemployment benefits. To qualify, you must file your claim within the first four weeks that you are

unemployed following the period covered by Workers' Compensation. Contact your nearest Unemployment Insurance office for more information. CONTRIBUTIONS TO THE UNEMPLOYMENT BENEFIT FUND ARE PAID BY EMPLOYERS. NO DEDUCTIONS ARE MADE FROM EMPLOYEE WAGES FOR THAT

PURPOSE! -- DO NOT COMMIT FRAUD-

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 release fee.

> 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



# **Public Accommodation**

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 NATIONA

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, RESORT OR AMUSEMENT INCLUDES ANY PLACE, STORE OR OTHER ESTABLISHMENT EITHER LICENSED OR UNLICENSED, WHICH SUPPLIES GOODS OR SERVICES TO THE GENERAL PUBLIC OR 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. TDD: 502.595.4084. Fax: 502.595.4801 E-mail: kchr.mail@ky.gov Website: kchr.ky.gov Facebook: Kentucky Commission on Human Rights.

Twitter: KyHumanRights PUBLIC POSTING OF THIS NOTICE WHERE IT MAY BE READILY OBSERVED IS REQUIRED BY LAW

# **Wage Discrimination**

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

WAGE DISCRIMINATION BECAUSE OF SEX

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 benefits, as defined by the Commissioner in regulations issued

PROHIBITION OF THE PAYMENT OF WAGES BASED ON SEX: 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

employee in order to comply with KRS 337.420 - 337.433. 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.

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 -

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

**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 Circuit Court of the Judicial District wherein the hearing is being held may issue an order requiring the subpoena to be obeyed. Failure to obey the court order may be punished as contempt of that court.

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 The employees or employees affected may maintain an action to collect the amount due. At the written request of any employee, the Commissioner may bring any legal 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:** Court action may be commenced no later than six months after the cause of action occurs.

All employers shall post this abstract in a conspicuous place in or about the premises wherein any employee is employed.

Any person who discharges or in any other manner discriminates against an employee because such employee has: a) made any complaint to his employer, the Commissioner or any other person, or b) instituted or caused to be instituted any proceeding under or related to KRS 337.420 – 337.433, or

(c) testified or is about to testify in any such proceedings, shall be assessed a civil penalty of not less than \$100 nor more than \$1,000. FOR FURTHER INFORMATION CONTACT:



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 ir or denied the benefits of, or be subjected to discrimination under any program or activity under the jurisdiction of the Kentucky Labor Cabinet. POST THIS ORDER WHERE ALL EMPLOYEES MAY READ

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

**Child Labor Laws** 

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

HOURS OF WORK PERMITTED FOR MINORS 14 TO 18 YEARS OF AGE

"School in session" means the time established by local school district authorities, pursuant to KRS 160.290. <sup>2</sup> Parental or guardian permission must be in writing and shall remain at the employer's place of business.

Operation of Power-Driven Woodworking machines.

Power-driven hoisting apparatus, including forklifts.

slaughtering, packing, processing, or rendering.

Operation of Power-Driven Metal Forming, punching, and shearing

Operating power-driven meat processing equipment, including meat slicers and

other food slicers, in retail establishments (such as grocery stores, restaurants,

kitchens and Delis), wholesale establishments, and most occupations in meat

Exposure to Radioactive Substances

Mining, other than coal mining.

hours per week 3 <sup>3</sup> 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 permission 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

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 by the employer

### OCCUPATIONS PROHIBITED FOR ALL MINORS UNDER 18 YEARS OF AGE

Operation of Power-driven bakery machines including vertical dough or batter Occupations in or about Plants or Establishments Manufacturing or Storing Explosives or Articles Containing Explosive Components.

revoked sooner by the school authority. The parental permission and school certification shall remain at the employer's place of business.

- Power-driven paper products machines including scrap paper baler and Motor-vehicle Driver and outside helper on a motor vehicle. Coal Mine Occupations. Logging or Sawmill Operations.
  - Manufacturing bricks, tile, and kindred products. Power-driven circular saws, band saws, and Guillotine shears. Wrecking, demolition, and shipbreaking operations.
  - Roofing operations and all work on or about a roof **Excavating Operations**
  - In, about or in connection with any establishment where alcoholic liquors are distilled, rectified, compounded, brewed, manufactured, bottled, sold for consumption or dispensed unless permitted by the rules and regulations of the Alcoholic Beverage Control Board (except they may be employed in places

Limited exemptions for 16 and 17 year old apprentices and student-learners may apply. For questions, please call (502) 564-3534.

4 Minors fourteen (14) but not yet 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 noisting 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 demolition and repair).

# 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 discrimination under any program or activity under the jurisdiction of the Kentucky Labor Cabinet."





# **Commonwealth Workers' Compensation**

Workers Compensation Carrier (or third party administrator): **Contact Person** 

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 a participating in a Managed Care Plan for medical care. The name of the Managed Care Plan 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 Claims 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 call The Kentucky Department of Workers Claims at 1-800-554-8601 to speak to an Ombudsman or Workers Compensation Specialist.

NOTIFY MANAGEMENT IMMEDIATELY OF ALL INJURIES SO THAT TIMELY REPORT CAN BE MADE AS REQUIRED BY LAW.

• EMPLOYER SUPERVISORS •

# **Wage & Hour Laws**

**KENTUCKY WAGE AND HOUR LAWS** 

MINIMUM WAGE<sup>1</sup> = \$7.25 per hour (Effective July 1, 2009)

employees or their representatives.

**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. LINI AWFUL FOR EMPLOYER TO WITHHOLD WAGES

No employer shall withhold from any employee's wages any part of the agreed wage a) the employer is required to do so by local, state, or federal law; or

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

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

b) Cash shortages in a common money till, cash box or register 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 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. 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. TIME AND ONE HALF FOR WORK DONE ON SEVENTH DAY OF WEEK<sup>1</sup> 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

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 pool participants

**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. <sup>1</sup> Certain exemptions from minimum wage and overtime apply.

divide gratuities among themselves. The employer may inform the employees of

the existence of a voluntary pool and the customary tipping arrangements of the

pool, and at the employer's own option and expense, an employer may provide

employees at the establishment. Upon petition by the participants in the voluntary

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

**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.

**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 employee; (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 in a workweek; (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

(f) Total wages paid for each workweek and date of payment. 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 Kentucky Labor Cabinet." 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

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### **Equal Housing Opportunity** THE KENTUCKY FAIR HOUSING ACT PROHIBITS DISCRIMINATION ON THE BASIS OF COLOR, DISABILITY, FAMILIAL STATUS, NATIONAL ORIGIN, RACE, RELIGION AND SEX IN THE SALE, RENTAL AND FINANCING OF HOUSING. ALL SERVICES OFFERED BY US COMPLY WITH THE LAW.

If you believe you have experienced discrimination, please call. The work that provided the basis for this publication was supported by funding under a grant with the U. S. Department of Housing and Urban Development. The substance and findings of the work are dedicated to the public. The author and publisher are solely responsible for the accuracy of the statements and interpretations contained in this publication. Such interpretations do not necessarily reflect the views of

**Kentucky Commission on Human Rights** 332 W Broadway, Suite 700 Louisville. Kentucky 40202 (502)595-4024 1(800)292-5566



the Federal Government.

Were there major changes to...



## **Equal Employment Opportunity** KENTUCKY LAW REQUIRES EQUAL EMPLOYMENT OPPORTUNITY

TDD: (502)595-4084

Email: kchr.mail@ky.gov

Visit us on the web at www.kchr.ky.gov

THE KENTUCKY CIVIL RIGHTS ACT PROHIBITS EMPLOYMENT DISCRIMINATION REGARDING:

RECRUITMENT • ADVERTISING • HIRING • PLACEMENT • PROMOTION • TRANSFER • TRAINING AND APPRENTICESHIP • COMPENSATION • TERMINATION

OR LAYOFF • PHYSICAL FACILITIES • ANY OTHER TERMS, CONDITIONS OR PRIVILEGES OF EMPLOYMENT THE KENTUCKY CIVIL RIGHTS ACT PROHIBITS EMPLOYMENT DISCRIMINATION BASED ON: · DISABILITY · RACE · COLOR · RELIGION · NATIONAL ORIGIN · SEX · AGE (40 YEARS OLD AND OVER) · TOBACCO-SMOKING STATUS · PREGNANCY

THE KENTUCKY CIVIL RIGHTS ACT PROHIBITS EMPLOYMENT DISCRIMINATION BY: • EMPLOYERS • LABOR ORGANIZATIONS • EMPLOYMENT AGENCIES • LICENSING AGENCIES

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;

> THE KENTUCKY COMMISSION ON HUMAN RIGHTS 332 W. BROADWAY, SUITE 1400.

LOUISVILLE, KENTUCKY 40202. PHONE: 502.595.4024

**IRS Withholding** 

To any of these or you owed extra tax when you filed your last return, you may need to file a new Form W-4. See your employer for a copy of Form W-4 or call the IRS

get Publication 919, How Do I Adjust My Tax Withholding?, or use the Withholding

(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

TOLL-FREE: 800.292.5566. FAX: 502.595.4801

WEBSITE: KCHR.KY.GOV

### YOU MAY NEED TO CHECK YOUR WITHHOLDING Since you last filed Form W-4 with your employer did you...

at 1-800-829-3676. Now is the time to check your withholding. For more details, Calculator at www.irs.gov/individuals on the IRS website.

Employer: Please poster or publish this Bulletin Board Poster so that your employees will see it. Please indicate where they can get forms and information on this subject.

Marry or divorce? Gain or lose a dependent? Change your name?

Your nonwage income (interest, dividend, capital gains, etc.)? Your family wage income (you or your spouse started or ended a job)? Your itemized deductions? Your

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where the sale of alcoholic beverages by the package is merely incidental to the main business actually conducted).

Pool or Billiard Room

PROOF OF AGE REQUIRED FOR MINORS 14 BUT NOT YET 18 YEARS OF AGE

Kentucky Labor Cabinet Division of Wages and Hours

> POST THIS ORDER WHERE ALL EMPLOYEES MAY READ PAID FOR WITH STATE FUNDS UPDATED FEBRUARY 2020