\star \star \star \star \star \star LABOR LAW POSTER \star \star \star \star \star

Scan with your

奥黎迪

UC-700 REV 09-17

mobile phone

pennsylvania

DEPARTMENT OF LABOR & INDUSTRY BUREAU OF LABOR LAW COMPLIANCE

Please post in a conspicuous place. Date Posted: Labor laws change frequently. Contact your distributor to ensure that you are in full compliance with required State and Federal posting requirements at least once a year.

LaborLawCenter, LLC. All rights reserved.

WORK TIME

Exceptions: During school vacations, minors may be employed until 9 p.m. Minors at least age 11 may be

employed in newspaper delivery from 5 a.m. to 8 p.m., except during school vacation, then until 9 p.m.

Members of volunteer fire companies may participate in training and firefighting activities until 10 p.m.

WORK TIME

Scranton, PA 18503

570-963-4577 or 877-214-3962

Bureau of Labor Law Compliance

LLC-17 REV 2-07

Exceptions: During school vacations, minors may be employed until 1 a.m. Members of volunteer fire

UNEMPLOYMENT COMPENSATION

pennsylvania EPARTMENT OF LABOR & INDUSTRY

PENNSYLVANIA UNEMPLOYMENT COMPENSATION

Under the provisions of the Pennsylvania Unemployment Compensation (UC) Law, I am registered with the Pennsylvania Department of Labor & Industry as: **EMPLOYER NAME**

PA UC ACCOUNT NUMBER

week you are unemployed.

ADDRESS

Form UC-1609, How to Apply for Unemployment Compensation (UC) Benefits.

The UC Law can provide you with an income during periods when you are either partially or totally unemployed through no fault of your own. If you become UNEMPLOYED or your HOURS ARE REDUCED due to LACK OF WORK, the company, department, agency, commission, or bureau where you worked may provide you with a completed

IMPORTANT

Your UC application will be dated effective the week in which you actually file the application for benefits. You should file a new claim or reopen an existing claim during the first week in which you are unemployed or that your hours are reduced. You may risk losing some benefit eligibility if you file after the first

NOTE: To file an application for UC benefits, you will need to provide your:

 Social Security Number • Alien registration number (if not a U.S. citizen) Complete mailing and home address

• Name, address, and account number of employer(s) from Form UC-1609 Dates of employment and reasons for leaving

Most recent pay stub (optional but helpful)

• Personal Identification Number (PIN) (if you have one from a prior claim)

You may file your new application, reopen an existing claim or get information about the UC Program online at www.uc.pa.gov, or by calling the UC Service Center at 888-313-7284. TTY: (Hearing Impaired) at 888-334-4046.

When claiming UC benefits, you must report gross wages that you earned during any week for which you are claiming UC benefits. Computer crossmatching is used to detect the illegal receipt of UC payments resulting from unreported work and earnings, as well as unreported pensions.

REMEMBER: Whenever you have questions or any problem regarding your UC claim, contact your UC Service Center. Do not take outside advice. Outside advice may be incorrect and could adversely affect your eligibility to receive UC benefits.

A person who knowingly makes a false statement or knowingly withholds information to obtain UC benefits commits a criminal offense under section 801 of the UC Law, 43 P.S. §871, and may be subject to a fine, imprisonment, restitution and loss of future benefits.

Auxiliary aids and services are available upon request to individuals with disabilities. Equal Opportunity Employer/Program

PENNSYLVANIA WORKER AND COMMUNITY RIGHT TO KNOW ACT

EMPLOYEE WORKPLACE NOTICE | PUBLIC SECTOR

Pennsylvania Worker and Community Right To Know Act

The Pennsylvania Worker and Community Right to Know Act requires that information about hazardous substances in the workplace and in the environment is available to public sector employees and employees of private sector workplaces not covered by the Federal Occupational Safety and Health Administration (OSHA) Hazard Communication Standard and to all persons living or working in the state. Employee rights listed below are further defined in the Worker and Community Right to Know Act (P.L. 734, No. 159) and Regulations. For additional information, contact the Department of Labor & Industry, Bureau of Workers' Compensation, Health & Safety Division, 1171 S. Cameron Street, Room 324, Harrisburg, Pennsylvania 17104-2501; (717) 772-1635; E-mail: RA-LI-BWC-SAFETY@pa.gov.

Employee Workplace Notice: Public sector employers (including state and local government agencies and public schools and public universities) and private sector employers not covered by the OSHA Hazard Communication Standard must post this notice informing employees of their rights under the law. This notice must be posted prominently in the workplace at a location where employee notices are normally posted. Training: Public sector employers and private sector employers not covered by the OSHA Hazard Communication Standard must provide an annual education and training program to employees exposed to hazardous substances. The training program may be

presented either in written form or in training sessions. **Hazardous Substance Survey Form:** The Hazardous Substance Survey Form (HSSF) provides an inventory of the hazardous substances found in the workplace during the prior calendar year. All employers must complete a workplace HSSF annually. Public sector employers and private sector employers not covered by OSHA must post the HSSF prominently in the workplace and must provide a copy to any employee upon request. Work Area List: The Work Area List names the hazardous substances used or produced in a specific work area in the workplace. Public sector employers and private sector

employers not covered by the OSHA Hazard Communication Standard must update a Work Area List at least annually, must provide a copy to any employee of the work area upon request, and must offer a copy to any employee newly assigned to that work area. Material Safety Data Sheet: The Material Safety Data Sheet (MSDS) provides detailed information about a hazardous substance. In public sector workplaces and private sector workplaces not covered by the OSHA Hazard Communication Standard, an MSDS must be accessible in the work area where the hazardous substance it describes is used. MSDSs must be readily available to employees without the intervention or permission of management or supervisors, and any employee may obtain and examine an MSDS for any hazardous substance in the workplace. If an employee's request to obtain a copy of an MSDS is made to the employer in writing and, after five working days from the date the request is made, the employer fails to furnish the employee with an MSDS in the employer's possession or fails to provide the employee with proof of the employer's effort to obtain the requested MSDS from the manufacturer, importer, supplier or distributor and from the

Department of Labor & Industry, the requesting employee may refuse to work with

Environmental Hazard Survey Form: The Environmental Hazard Survey Form (EHSF) provides information about any environmental hazards emitted, discharged or disposed of from the workplace. All employers are required to complete an EHSF when and if requested to do so by the Department of Labor & Industry. If an EHSF has been completed by a public sector employer or a private sector employer not covered by the OSHA Hazard Communication Standard, a copy must be provided to any employee upon request.

Labeling: All containers and ports of pipelines of hazardous and non-hazardous substances in public sector workplaces and private sector workplaces not covered by the OSHA Hazard Communication Standard must be properly labeled. Employers must ensure that each label, sign, placard or other operating instruction is prominently affixed and displayed on the container or port of a pipeline system so that employees can easily identify the contents.

Health and Exposure Records: Public sector employers and private sector employers not covered by the OSHA Hazard Communication Standard must maintain and allow employee access to records of employee chemical exposure to the extent required by OSHA (under 29 CFR 1910.1200) or by the Mine Safety Health Administration (under 30 CFR 70.210 and 71.210).

Non-discrimination: If a public sector employee or an employee of a private sector workplace not covered by the OSHA Hazard Communication Standard believes that he or she has been discharged, disciplined or discriminated against by an employer for exercising his or her rights granted under the Pennsylvania Worker and Community Right to Know Act, that employee has 180 days from the date of the alleged violation to file a written complaint with the Department of Labor & Industry, Bureau of PENNSAFE.

Auxiliary aids and services are available upon request to individuals with disabilities. Equal Opportunity Employer/Program



LIBC-262 REV 03-20

WORKERS' COMPENSATION

DEPARTMENT OF LABOR & INDUSTRY
BUREAU OF WORKERS' COMPENSATION The name, address and telephone number of your employer's workers' compensation insurance company, third-party administrator (TPA), or person handling the workers'

pennsylvania

REMEMBER: IT IS IMPORTANT TO TELL YOUR EMPLOYER ABOUT YOUR INJURY

compensation claims for your company, as shown below. **Employer Name: Date Posted:** IF SOMEONE OTHER THAN INSURER IS HANDLING CLAIMS: (Complete all applicable spaces) (Complete all applicable Spaces) Name of TPA (Claims Administrator): Name of Insurance Company:

Address: Telephone Number:

Insurer Code:

IF SELF-INSURED: (Complete all applicable spaces)

Name of Person Handling Claims at the Self-insured:

Address:

Telephone Number:

Any individual filing misleading or incomplete information knowingly and with the intent to defraud is in violation of Section 1102 of the Pennsylvania Workers' Compensation Act,

Employer Information Services 717.772.3702

Claims Information Services toll-free inside PA: 800.482.2383

77 P.S. §1039.2, and may also be subject to criminal and civil penalties under 18 Pa. C.S.A. §4117 (relating to insurance fraud).

Hearing Impaired PA Relay 7-1-1

IF SOMEONE OTHER THAN SELF-INSURER IS HANDLING CLAIMS:

ra-li-bwc-helpline@pa.gov

local & outside PA: 717.772.4447

Auxiliary aids and services are available upon request to individuals with disabilities.

Equal Opportunity Employer/Program

Address:

Address:

Telephone Number:

Telephone Number:

(Complete all applicable Spaces)

Name of TPA (Claims Administrator):

DISCRIMINATION



LIBC-500 REV 04-18

COMMONWEALTH OF PENNSYLVANIA HUMAN RELATIONS COMMISSION

EMPLOYMENT PROVISIONS OF THE PENNSYLVANIA HUMAN RELATIONS ACT

(Act of October 27, 1955, P.L. 744, as Amended)

PURPOSE OF PROVISIONS The purpose of the employment provisions of the Pennsylvania Human Relations Act is to prevent and eliminate unlawful discriminatory practices in employment because of race, color, religion, ancestry, age (40 and above), sex, national origin, non-job related disability, known association with a disabled individual, possession of a diploma based on passing a general education development test, or willingness or refusal to participate in

abortion or sterilization. **UNLAWFUL DISCRIMINATORY PRACTICES** It is unlawful -- on the basis of the facts listed above -- for an employer, labor union or employment agency to: 1. Deny any person an equal opportunity to obtain employment, to be promoted and to be accorded all other rights to compensation, tenure, and other terms, conditions and privileges of employment. 2. Deny membership rights and privileges in any labor organization. 3. Deny any person equal opportunity to be referred for employment. 4. Refuse to contract or otherwise discriminate in contracting with any independent contractor who is licensed by the Bureau of Professional and Occupational Affairs. It is also unlawful for any person, employer, labor union or employment agency to retaliate against an individual because the

discriminatory practice under the Human Relations Act. PARTIES SUBJECT TO THE ACT The employment provisions of the Pennsylvania Human Relations Act apply to: (1) Employers of 4 or more persons, including units of state and local government, (2) Labor organizations, and (3) Employment agencies.

individual has filed a complaint with the Commission, or has otherwise participated in any Commission proceeding, or for any person to aid or abet any unlawful

WHO MAY FILE A COMPLAINT Complaints may be filed within 180 days of the alleged act of discrimination by any of the following: (1) Any person who believes he or she has been discriminated against, (2) The Pennsylvania Human Relations Commission, (3) The Attorney General of Pennsylvania, or (4) An employer whose employees hinder compliance with the provisions of the Act. PARTIES EXEMPT FROM THE ACT The employment provisions of the Pennsylvania Human Relations Act do not apply to: (1) any individual employed in

agriculture or domestic service, (2) any individual who, as part of his or her employment, resides in the personal residence of the employer, (3) Any individual employed by his or her parents, spouse or child.

WHO MUST POST THIS NOTICE Every employer, labor organization and employment agency subject to the employment provisions of this Act is required by law to post this notice in a conspicuous, easily accessible and well-lighted location customarily frequented by applicants, employees or members.

> WARNING: Removing, defacing, covering up or destroying this notice is a violation of the Pennsylvania Crimes Code and may subject you to fine or imprisonment.

For further information, write, phone or visit the Pennsylvania Human Relations Commission: Central Office: 301 Chestnut Street, Suite 300 • Harrisburg, PA 17101

(717) 787-4410 • (717) 787-7279 (TTY) • www.phrc.state.pa.us To file a complaint contact the Regional Office nearest you:

Pittsburgh 301 5th Ave., Suite 390 Piatt Place Pittsburgh, PA 15222 (412) 565-5395

(412) 565-5711 (TTY)

301 5th Ave., Suite 390

Piatt Place

Pittsburgh, PA 15222

(412) 565-5395

(412)565-5711 (TTY)

Harrisburg R333 Market Street 8th Floor Harrisburg, PA 17126-0333 (717) 787-9780 (717) 787-7279 (TTY)

Philadelphia 110 North 8th Street, Suite 501 Philadelphia, PA 19107 (215) 560-2496) (215) 560-3599 (TTY)

PUBLIC ACCOMMODATION

COMMONWEALTH OF PENNSYLVANIA HUMAN RELATIONS COMMISSION

PUBLIC ACCOMMODATION PROVISIONS PENNSYLVANIA HUMAN RELATIONS ACT (Act of October 27, 1955, P.L. 744, as Amended)

Under this Act, a public accommodation is any accommodation which is open to, accepts or solicits the patronage of the general public, including government services. It is unlawful for any owner, lessee, proprietor, manager, superintendent, agent, or employee of any public accommodation to discriminate against any person in the full use and enjoyment of such public accommodation, on the basis of race, color, religion, sex, ancestry, national origin, disability, known association with a person with a disability, use of a guide or support animal due to blindness, deafness or physical disability or because the user is a handler or trainer of such animals. This notice, which has been prepared and distributed by the Pennsylvania Human Relations Commission, must be posted by any owner, lessee, proprietor or manager of a public accommodation. Notices must be posted conspicuously in easily accessible and well-lighted places at the public accommodation, where they may be readily seen by those seeking or granting any of the accommodations, advantages, facilities or privileges of such public accommodation. Complaints must be filed within 180 days of the alleged act of discrimination.

WARNING: Removing, defacing, covering up or destroying this notice is a violation of the Pennsylvania Crimes Code and may subject you to fine or **imprisonment.** For further information, write, phone or visit the Pennsylvania Human Relations Commission:

> Central Office: 301 Chestnut Street, Suite 300 • Harrisburg, PA 17101 (717) 787-4410 • (717) 787-4087 (TTY) • or visit us at www.phrc.state.pa.us To file a complaint contact the Regional Office nearest you: Pittsburgh

Harrisburg Riverfront Office Center 1101-1125 South Front Street, 5th Floor Harrisburg, PA 17104-2515 (717) 787-9784 (717) 787-7279 (TTY)

Philadelphia 110 North 8th Street, Suite 501 Philadelphia, PA 19107 (215) 560-2496 (215) 560-3599 (TTY)

B) Special rules apply to young adults, 16 and 17 years of age, employed during a school vacation as a counselor by a summer resident camp operated by a religious or scout organization.

Minors employed as sports attendants are not subject to the Act's hours and work time restrictions '

MUST BE POSTED IN A CONSPICUOUS PLACE WHERE ANY PERSON UNDER AGE 18 IS EMPLOYED

HOURS OF EMPLOYMENT

During School Term: Maximum three hours on school days, eight hours on any other day, and 18

Exception: Students 14 and older, whose employment is part of a recognized school work program, may

HOURS OF EMPLOYMENT

During School Term: Maximum eight hours a day and 28 hours per school week (Monday—Friday).

During School Vacations: Maximum 48 hours/week; 10 hours/day; a minor may refuse any request

be employed for hours, when combined with school hours, not exceeding eight in a day.

hours per school week (Monday—Friday), and only at a time that does not interfere with school

attendance. Plus eight additional hours on Saturdays and Sundays.

During School Vacations: Maximum eight hours/day, 40 hours/week.

Plus eight additional hours on Saturdays and Sundays.

to work greater than 44 hours/week.

the minor's parent or guardian acknowledging the duties and hours of employment and granting permission to work.

30 MINUTE MEAL PERIOD REQUIRED ON OR BEFORE five CONSECUTIVE HOURS OF WORK. For further information on the Child Labor Act, please consult the Department of Labor & Industry's website at www.dli.state.pa.us and click on "Labor Law Compliance." Address inquiries and complaints to one of the offices of the Bureau of Labor Law Compliance: **Harrisburg District Office Philadelphia District Office** 1130 12th Ave. 1301 Labor & Industry Building 110 North 8th St.

Altoona District Office Pittsburgh District Office Scranton District Office 301 5th Ave. 201 B State Office Building

CHILD LABOR LAWS

This summary is for general information, and is not to be considered in the same light as official statements contained in the Act or its regulations. Minors under 16 must have a written statement by

HOURS OF EMPLOYMENT—AGES 14 & 15*

HOURS OF EMPLOYMENT—AGES 16 & 17* **

**EXCEPT: A) Minors who have graduated from high school or who are exempt from compulsory attendance under the Public School Code are not subject to the Act's hours of employment or work time restrictions.

MAXIMUM EMPLOYMENT: NOT MORE THAN six CONSECUTIVE DAYS (except newspaper delivery).

ABSTRACT OF THE CHILD LABOR ACT HOURS PROVISIONS

with written parental consent.

Employment prohibited after 7 p.m. and before 7 a.m.

Employment prohibited before 6 a.m. and after 12 a.m.

companies may continue serving in answer to a fire call until excused by chief.

100 Lackawanna Ave.

Suite 200 651 Boas St. Suite 203 Suite 330 Altoona, PA 16601 Harrisburg, PA 17121 Philadelphia, PA 19107 Pittsburgh, PA 15222 814-940-6224 or 877-792-8198 717-787-4671 or 800-932-0665 215-560-1858 or 877-817-9497 412-565-5300 or 877-504-8354

Auxiliary aids and services are available upon request to individuals with disabilities. Equal Opportunity Employer/Program LLC-5 REV. 01-13

Department of Labor & Industry Hours of Work for Minors Under Eighteen employed at

(Give name of establishment, department and floor, or otherwise designate workers to whom this schedule applies.) Show daily time of starting work, time for meal or rest periods, and time of stopping work TOTAL SCHOOL HOURS PER WEEK TOTAL HOURS NAME OF EMPLOYEE AGE SUNDAY MONDAY TUESDAY WEDNESDAY **THURSDAY** FRIDAY SATURDAY FROM TO FROM TO FROM TO FROM TO FROM TO FROM TO FROM TO

I hereby certify that the schedules of hours given above are true and correct.

NOTE: Minors between 14 and 16 years of age may not be employed at times that interfere with regular school attendance. Hours spent in school must be included in daily and weekly hours of work.

DATE

Labor & industry

ADDRESS OF ESTABLISHMENT This Schedule and the Abstract of the Child Labor Law Must be Posted in a Conspicuous Place in Every Pennsylvania Business Governed by the Child Labor Law. This Schedule Must be Kept up to Date and Correct. Auxiliary aids and services are available upon request to individuals with disabilities. Equal Opportunity Employer/Program

NO SMOKING NOTICE

NO SMOKING

There's a new Air about Pennsylvania Smoke-Free is now the Law!



NO FUMAR

Hay un nuevo aire sobre Pennsylvania Libre de humo es ahora la Ley!

PENNSYLVANIA MINIMUM WAGE



workweek (Except as Described)

MINIMUM WAGE LAW SUMMARY MUST BE POSTED IN A CONSPICUOUS PLACE IN EVERY PENNSYLVANIA BUSINESS GOVERNED BY THE MINIMUM WAGE ACT

The Pennsylvania Minimum Wage Act establishes a fixed Minimum Wage and Overtime Rate for employees. It also sets forth compliance-related duties for the Department of Labor & Industry and for employers. In addition, the Minimum Wage Act provides penalties for noncompliance. This summary is for general information only and is not an official position formally adopted by the Department of Labor & Industry. Overtime Rate: Workers shall be paid 11/2 times their regular rate of pay after 40 hours worked in a

MINIMUM WAGE RATE:

\$7.25 per hour Effective July 24, 2009 (Except as Described)

Tipped Employees: An employer may pay a minimum of \$2.83 per hour to an employee who makes \$135.00 per month in tips. The employer must make up the difference if the tips and \$2.83 do not meet the regular Pennsylvania minimum wage Keeping Records: Every employer must maintain accurate records of each employee's earnings and hours worked, and provide access to Labor & Industry.

Penalties: Failure to pay the legal minimum wage or other violations may result in payment of back wages and other civil or criminal action where warranted. **Exemptions:** Overtime applies to certain employment classifications.

Special Allowances For: Students, learners and people with disabilities, upon application only. **EXEMPTIONS FROM BOTH Minimum Wage and Overtime Rates**

• Domestic service in or about the private home of the employer

• Delivery of newspapers to the consumer

• Publication of weekly, semi-weekly or daily newspaper with a circulation of less than 4,000 when the major portion of circulation is in the county where published or a bordering county • Bona fide outside salesman

• Educational, charitable, religious, or nonprofit organization where no employer-employee relationship exists and service is rendered gratuitously Golf caddy

• In seasonal employment, if the employee is under 18 years of age or if a student under 24 years of age is employed by a nonprofit health or welfare agency engaged in activities dealing with children with disabilities or by a nonprofit day or resident seasonal recreational camp for campers under the age of 18 years, which operates for a period of less than three months in any one year • In employment by a public amusement or recreational establishment, organized camp, or religious or

nonprofit educational conference center, if (i) it does not operate more than seven months a year or (ii) during the preceding calendar year, the average receipts for any 6 months were not more than 33% of its average receipts for the other 6 months of such year · Switchboard operator employed by an independently-owned public telephone company which has no

• Employees not subject to civil service laws who hold elective office or are on the personal staff of such an officeholder, are immediate advisers to the officeholder, or are appointed by the officeholder to serve

• Executive, Administrative, and Professional employees, as defined by the Department

ALLOWANCES Wages paid to any employee may include reasonable cost of board, lodging and other facilities. This may

Lodging: Housing facility available for the personal use of the employee at all hours.

be considered as part of the minimum wage if the employee is notified of this condition and accepts it as a usual condition of employment at the time of hire or change of classification. The wages, including food credit plus tips, must equal the current minimum wage. **Board:** Food furnished in the form of meals on an established schedule.

Reasonable Cost: Actual cost, exclusive of profit, to the employer or to anyone affiliated with the

EXCEPTIONS FROM MINIMUM WAGE RATES

Learners and students (bona fide high school or college), after obtaining a Special Certificate from the Bureau of Labor Law Compliance, (651 Boas Street, Room 1301, Harrisburg, PA 17121-0750) may be paid 85% of the minimum wage as follows: Learners: 40 hours a week. Maximum eight weeks

Students: Up to 20 hours a week. Up to 40 hours a week during school vacation periods

seniority, training or merit increase system that does not discriminate on the basis of sex.

due under the act and in addition, an equal amount of liquidated damages and reasonable

attorney's fee and costs. Authorizes the Secretary of Labor & Industry and upon an employee's

and to issue rules and regulations to make effective the provisions of the act.

two years from the date upon which the violation occurs.

Individuals with a physical or mental deficiency or injury may be paid less than the applicable minimum wage if a license specifying a rate commensurate with productive capacity is obtained from the Bureau of Labor Law Compliance, (651 Boas Street, Room 1301, Harrisburg, PA 17121-0750), or a federal certificate is obtained under Section 14(c) of the Fair Labor Standards Act from the U.S. Department of Labor

EXEMPTIONS FROM OVERTIME RATES

· Any salesman, parts man or mechanic primarily engaged in selling and servicing automobiles, trailers, trucks, farm implements or aircraft, if employed by a non-manufacturing establishment primarily engaged in the selling of such vehicles to ultimate purchasers. (Example: 51% of business is selling as opposed to 49% in servicing such vehicles) Taxicab driver • Any employee of a motor carrier the Federal Secretary of Transportation has power to establish

qualifications and maximum hours of service under 49 U.S.C. Section 3102 (b)(1) and (2) (relating to requirements for qualifications, hours of service, safety and equipment standards) • Any employee engaged in the processing of maple sap into sugar (other than refined sugar) or syrup • Employment by a motion picture theatre • Announcer, news editor, chief engineer of a radio or television station, the major studio of which is

· City or town of 100,000 population or less, if it is not part of a standard metropolitan statistical area having a total population in excess of 100,000; or • City or town of 25,000 population or less, which is part of such an area but is at least 40 airline miles

from the principal city in the area • The hours of an employee of an air carrier subject to the provisions of Title II of the Railway Labor Act (Public Law 69-257, 44 Stat. 577, 45 U.S.C. § 181 et seq.) when: • the hours are voluntarily worked by the employee pursuant to a shift-trading practice under which the

employee has the opportunity to reduce hours worked in any workweek by voluntarily offering a shift • the required hours of work, wages and overtime compensation have been agreed to either in a collective bargaining agreement between the employer and labor organization representing

employees for purposes of collective bargaining or pursuant to a voluntary agreement or understanding arrived at between the employer and employee

FOR QUESTIONS/COMPLAINTS **COUNTIES SERVED:**

CONTACT:

Bureau of Labor Law Compliance Altoona District Office 1130 12th Avenue, Suite 200 Altoona, PA 16601-3486 Phone: 814-940-6224 or 877-792-8198	Armstrong Clinton Jefferson Bedford Elk McKean Blair Fayette Mifflin Cambria Forest Potter Cameron Fulton Somerset Centre Huntingdon Warren Clarion Indiana Westmoreland Clearfield
Bureau of Labor Law Compliance Harrisburg District Office 651 Boas Street, Room 1301 Harrisburg, PA 17121-0750 Phone: 717-787-4671 or 800-932-0665	Adams Juniata Columbia Lancaster Cumberland Lebanon Dauphin Montour Franklin
Bureau of Labor Law Compliance Philadelphia District Office 110 North 8th St. Suite 203 Philadelphia, PA 19107 Phone: 215-560-1858 or 877-817-9497	Bucks Chester Delaware Montgomery Philadelphia
Bureau of Labor Law Compliance Pittsburgh District Office 301 5th Avenue, Suite 330 Pittsburgh, PA 15222 Phone: 412-565-5300 or 877-504-8354	Allegheny Greene Beaver Lawrence Butler Mercer Crawford Venango Erie Washington
Bureau of Labor Law Compliance Scranton District Office 201-B State Office Bldg. 100 Lackawanna Avenue Scranton, PA 18503 Phone: 570-963-4577 or 877-214-3962	Berks Lycoming Sullivan Bradford Monroe Susquehanna Carbon Northampton Tioga Lackawanna Pike Wayne Lehigh Schuylkill Wyoming Luzerne

MORE INFORMATION IS AVAILABLE ONLINE Additional information about the Minimum Wage Act is available online at: www.dli.pa.gov,

Auxiliary aids and services are available upon request to individuals with disabilities. Equal Opportunity Employer/Program

PA Keyword: Minimum Wage. From the Web site you can submit a complaint form, find answers to frequently asked questions and read more about the Minimum Wage Act.

EQUAL PAY LAW

Department of Labor & Industry

Bureau of Labor Law Compliance

LLC-1 REV 06-22



Must be Posted in a Conspicuous Place in Every Pennsylvania Business Governed by the Equal Pay Law

employment between employees on the basis of sex, by paying wages to any employee at a rate less classifications and other terms and conditions of employment of the persons employed, as the

ABSTRACT OF THE EQUAL PAY LAW

than the rate paid to employees of the opposite sex for work under equal conditions on jobs which Secretary of Labor & Industry shall prescribe. Requires that employers post an abstract of the law. require equal skills. Provides that variation in payment of wages is not prohibited when based on a Penalties Provides for a fine of not less than \$50 nor more than \$200, or imprisonment of not less than 30 days nor more than 60 days, for: Administration Empowers the Secretary of Labor & Industry to administer the provisions of the act, (1) employer who wilfully and knowingly violates provisions of the act, or discharges or otherwise

discriminates against an employee who makes a complaint, institutes, or testifies at, Collection of Unpaid Wages in Case of Discrimination Provides for the collection of unpaid wages proceedings under the act; and

(2) employer who fails to keep required records, falsifies such records, hinders, delays, or otherwise interferes with the Secretary or his authorized representative in the performance of his duties in request, to take assignment of such a wage claim for collection. Limits the period for such action to the enforcement of the act. Each day a violation continues shall constitute a separate offense.

More Information is Available Online Additional information about the Equal Pay Law is available online at: www.state.pa.us, PA Keyword: labor & industry. Click on "Labor Law Compliance" under Quick Links. Auxiliary aids and services are available upon request to individuals with disabilities. Equal Opportunity Employer/Program

PA-0822

LLC-8 REV. 2-07

Rev. 07-2010