PUERTO RICO

DISCRIMINATION IS ILLEGAL

SEXUAL HARASSMENT

ANTIDISCRIMINATION UNIT

Discrimination based on age, color, sex, sexual orientation, gender identity, social or national arigin, social status, marriage, political affiliation, political or religiose (ideas, or as a vidente or being perceived as a victim of demostic violence, sexual assault or stalking, for being a servicementhy, ex-servicementhy, serving or having served in the Armad Forces of the United States, or to veteran status.

- Prognest workers will be cettived to a lease that will include how All, who ke before the delivery and four (4) or after; full solary.

SINOT • INSURANCE

FOR TEMPORARY

NON-OCCUPATIONAL **DISABILITY LAW**

NUM. 139 OF JUNE 26, 1968,

AS AMENDED

A maximum benutit of \$4,000 provided among the dependents of an insured person, deceased due to a condition compensable by U.aw.

DISMEMBERMENT effts, between \$2,000 and \$4,000 tor an

Pale Gente fatig

Bill of Rights of Working Women Private sector Working women in the private sector enjoy all the rights set forth in the Constitution of Puerto Rico

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TI-UISCRIMINATION UMIT MEGOTIATED LABOR STANDARDS (787) 625-3137 eel. 3259 Tel. (787) 754-2100

Filed with the State Election Commission, Application No. EEC SA-2323-5339

NEGOTIATED WORK RULES

UNJUSTIFIED DISMISSAL LAW, 29 OF LPRA SEC. 185a, ET. SEQ

componention equivalent to three (3) notes of solary

LAW NO. 289 OF APRIL 9, 1946, ACCORDING TO AMENDED, KNOWN AS A LAW TO FIX A DAY OF REST IN LABOR CONFERENCE, 29 LPRA SEC. 295, ET. SEQ.

BONUS LAW FOR EMPLOYEES IN THE PRIVATE ENTERPRISE, 29 LPRA SEC. 501, ET. SEQ.

KNOWN AS MINIMUM WAGE LAW, VACATION AND LICENSE FOR PUERTO RICO DISEASE, 29 LPRA SEC. 250, ET. SEQ.

LAW NO. 17 OF APRIL 17, 1931, ACCORDING TO AMENDED, WAGE PAYMENT LAW, 29 LPRA SEC, 171, ET. SEQ.

idi Payroll Card

REGULATIONS OF THE DEPARTMENT OF LABOR AND HUMAN RESOURCES NO. 7082 OF JANUARY 18, 2005, KNOWN AS REGULATION NO. 13 (FIFTH REVIEW 2005)

Parker Gentle Parting

THE LAW OF SAFETY AND HEALTH **IN PUERTO RICO**

THE EMPLOYEE

COMPLAINTS



THE EMPLOYEE
The employee must comply with all standards of safety and occupational health and, in addition, with all rules, regulations, and orders issued under the Act, that are applicable to his or her own actions and conduct on the job.

SCOPE
This law shall apply to all work performed at each place of employment in the Commonwealth of Puerto Rice, excluding the employers within the maritime industry, the postal service of the United States (USPS) and Federal Agencies.

CUber-Juni 16 Employees or feet representatives who believe that there is a violate of a provision of ecopational safety and feaths can request an inspection by sling a conspicial with the Area Office of the compact of the compact of the compact of Paris Risco. Compact of the Compact of Paris Risco. of Compact of the Compact of Paris Risco. of Compact of the Compact of the Compact of Paris Risco. The Compact of the Compact of Paris Risco. The Compact of Paris Risco.

COMPLAINTS ON THE ADMINISTRATION OF STATE PROGRAM
The administration of this Act is being evaluated by OSHA. Anyone

FEDERAL JURISDICTION
Puerto Rico Area Office
B7 Tabonaco Street, Suite 1105 Gusynabo, PR 00968
[0] (787) 277-1580 [0] (787) 277-1597

ADDITIONAL INFORMATION

DISCRIMINATION COMPLAINTS

WHAT IS THE LAW? On August 5, 1975, the legislature passed Law 16 to ensure, as much as possible, safe and healthy working conditions to any employee in the Commonwealth of Puerto Rico and to preserve our

CITATIONS

LA FARTURIS

If there an inspection or investigation PR OSNA understands that an employer less vicialed the lare. It will some a challant to the employer, with researciale promptimes, a shelping visibilitant. Each clatina should include a period of correction for the alleged vicinion. This clatino include the deployer permissivity of or marriay each also where the alleged violation has occurred to warm employees about the inside but they exit at that location.

PENALTIES

PENALTIES

The law selfs mandatury fines of up to \$7,000 for each serious vasition and optional penalties of up to \$7,000 for each visition causafted as non-severe. They may also impose fines of up to \$7,000 for each wight to the employer of the existion within the period penalties for in correction. Every employer with interestionally or represently visitions be into what the first of an amount of the described yieldings the law shallow. The Act also mandation the described \$70,000 for each visition. The Act also mandation the described \$70,000 for each visition. The Act also mandation the described \$70,000 for each visition. The Act also makes the first of the periodices. Once cause the first of the employers. Once cause the first of the employers. Once caused the first of the employers for an employer of the employer of the employers of the employers of the employers. Once caused the state of the employers of the employer of the employers of

VOLUNTARY ACTIVITY

The employee must provide each one of hishire employees with employment and a evolutions free of risks acknowledged to cause or label to cause death or physical dismage the employees. He of she must also comply with the standards of occupational health and safety adapted by Law.

Carlos Genela fating Hon. Carlos J. Sasvedra Gutiérrez Secretary

For assistance and additional information, including copies of the Law, State standards of occupational safety and health and other applicable regulations, contact the nearest PR GSIA office. These are located in Arectic, Capius, Carnille, Mayagiez, Ponce and San Juan. The numbers of these offices are located in the



onal Safety and Health Administration of Puerto Rico PO BOX 195540 San Juan, PR 00919-5540 [t] 787, 754, 2172 • [f] 787, 767, 6051

LAW NO. 207 OF SEPTEMBER 27, 2006 ON RESTRICTIONS ON THE USE OF THE SOCIAL SECURITY NUMBER



WHAT DOES THE LAW PROVIDE?

REACH

INSPECTIONS

RESTRICTIONS

Some of these notifications were translated by a private company, unless the government agency has published it.

130 131 133 134 135 SP-PR-E



LAW NO. 230 OF MAY 12, 1942, AS AMENDED, KNOWN AS A MINOR EMPLOYMENT LAW, 29 LPRA SEC. 431, ET. SEQ.

LAW NO. 379 OF MAY 15, 1948, AS AMENDED, KNOWN AS A

Compliance Date 20220909 ALLC **April 2020**



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\$12 up to \$55 tor

Hon. Carlos J. Saavedra Gutiém