Delaware State Postings



ELAWARE

TITLE 19 • Labor • General Provisions • CHAPTER 17.

WHISTLEBLOWERS' PROTECTION

§ 1702. Definitions.

od.

(i) "Ferrori" meass on individual, onle proprietamble, marble, corporation, escolables, or any other legal entity, (ii) "Pasific body" means all of the following:

A. A statist-writis sector of filest, appere, department, low, traines, benth, ceremission, council, sathering, or ir body in the electable branch of date government or lowe of them:

3. A legislator or employee of the legislative branch

An employer may not do any of the following: · Employ an individual without reporting the individual's employm

(74 Det Laws, c. 361, § 1; 79 Det Laws, c. 344, § 1; 83 Det Laws, c. 488, § 1.)

used in subsection (ii) of this section, "damages" temages for injury or loss caused by such violation legiter.

§ 1705. Collective bargaining.
This chapter shall not be construed to destinate or imputite rights of a person under any collective tempering agreement (74 Del Laver, c. 961. § 1.)

§ 1707. Notices requirement.
An employe shall post rotices and use other appropriate reason to Swap the engloyer's employer shall post rotices and chargeter and objections select that stocker.
(34 Del Lavo, c. 351, § 1; 70 Del Lavo, c. 186, § 1.)

WAGE THEFT

government agencies and paying all applicable taxes and fees for the individual

Pay an employee wages that are less than the minimum wage established under state and federal law for the work performed.

Misclassify a worker as an independent contractor for purposes of avoiding wage, tax, or workers 'compensation obligations under this title.

Following an investigation in which the Department makes an initial determination that an employer has violated one or more provisions of subsection (a) of this section, the Department may decide to impose a civil penalty.

An employer who violates this section is subject to a civil penalty of not less than \$2,000 and not more than \$20,000 for each violation.

· Each instance of a violation of subsection (a) of this section per employee is a

The Department may also refer cases to the Department of Justice for criminal prosecution consistent with § 841D of Title 11

An employer is subject to a civil penalty of not less than \$20,000 and not more than \$50,000 for each violation if the employer discharges or in any manner reballates or discriminates against an individual because that individual does any of the following under this section:

a.Made a complaint or provided information to the Department. b.Caused, or is going to cause, an investigation to be instituted. c. Testified, or is going to testify, in a hearing.

Knowingly consolre to assist advise or facilitate a violation of this section.

Fail to properly withhold state and federal taxes from an employee. Fail to forward money withheld from an employee's wages to the appropriate state or federal agency within 7 days of the applicable pay period.

CHILD LABOR

General Provisions

- Work Permits are required for all employed minors under the age of 18.
- Employers are required to keep Work Permits on file for each employed minor. . A new Work Permit is required when the employer of a

MINORS 14-15 YEARS OF AGE SHALL NOT

- More than eight (8) hours per day on non-school days More than eightoen (18) hours in any week when school is in session for five (5) days
- More than six (6) days in any week . More than forty (40) hours per week; and

Specific Provisions for Individuals 16 and 17 Years of Age:

... , wars of Age: Not more than twelve (12) hours in a combination of achool and work hours per day

(24) hour period.
May not work more than five (5) hours continuously without a non-work period of at least thirty (30) consecutive minutes. For a list of Prohibited Occupations,

The Delaware Department of Labor, Division of Industrial Affairs, Office of Labor Law Enforcement at any of the addresses listed.

MINIMUM WAGE

Regular Rate:

offective: 06-01-15 - \$8.25/h EMPLOYEES WHO RECEIVE TIPS

Tips may not be taken or retained by an employer except as required by law. Tip-poeling is permitted junder on conditions in an amount not to exceed 15% of the actual tips received by the employee.

MINIMUM WAGE EXEMPTIONS:

- Employees in agriculture.

 Employees in domestic service in or about private homes.
- Employees of the United States Government
- Employees engaged in fishing and fish processing of sea.
 Volunteer workers for educational, religious or non-profit orp.

limpleyers must keep records (including rate of pay, bears worked, and around poid for each employee for three (3) years.

mans: doLdelsmare.gsv

The Delaware Discrimination in Employment Act

Sexual Harassment and the Law

Some Examples of Sexual Harassment

unwelcome or inappropriate touching

Report Sexual Harassment

DELAWARE

SEXUAL HARASSMENT NOTICE

Sexual rarassiment aino une LaW Sexual rarassiment aino une LaW Sexual brassiment of an engloyan in statutul infem this emission is subjected to sexual the include sexual brassiment of a result of a result of a result of a result of provider of a result rather where IT sidemission to such conduct is made effer exploitly or impolarly a term or condition of an emission of a result of a sexual result is used as the beautiful decision and result of a result of a result of a result of a sexual result is used as the beautiful decision and result of a result of a result of a result of a sexual result is used as the beautiful decision and result is used to the result of a result of a sexual result of a re

umassicone de l'appropriate l'auctivir più l'archive formezia reflusie a desudi absance
i tribativiring or espaging in adesse action after somezia reflusie a desudi absance
missilipi levat or sessal commente about an individual appressoro, body, et sipé of dress
condistrang premistration on sessal tibrori.
displaying pomographic integes, carbores, or graffili or computers, masts, cell phones, bulleti
bords, etc.

• MINING seaso recursor courses of business. A transfer of the California of the Season in the California of the Season in the California of the Californ

Réport Sexual Harassment
I you have winseed or expérience seaul horassment inform a marager, the equal employment opportunity officer at para verojdeux, or framma resources as cost as possible.
Report sexual harassment te la the Delaware Despartment of Labor Office of Anti-Discrimination, Call
302-761-8200 or 302-402-1134 or visit https://doi.obstrancesecks.com/discrimination/
to learn how the Carcollation report officientation. The Delaware complaint report officientation. For incomplaint report officientation. The Delaware complaint and may be able to help you collect lost wages and other demages.

Res 11/16.

DEFARTMENT OF LABOR Erick dol. die. workpostspüdelsewere gev

LABOR DIVISION OF INDUSTRIAL AFFAIRS Erick dol. die. wo. compliance@delaware.gov

WORKERS COMPENSATION

Carry Workers' Compensation Insurance Coverage per Title 19, Chapter 22, 2203. Every employer shall keep of record of all injuries recolved by employees, and within 10 days, the a First Report of lajory with the Office of Michael Compensation as per Title 15, Upper 22, 237.31, and addition, the analyses included adulty than Workers' compensation Insurance carrier of said (repr.) Rest Report of Injury forms are available on our westerla listed above.

8 Georgetown Plaza, Suite 2 Georgetown, DE 19947 (302) 422-1134

This Posting is for Informational Purposes Only

Notice to Employers / Employees

BREAKS

Must be after the first 2 hours of work and below the last 2 hours of work.

- There is a collective bargarring agreement or other employer-employee written agreement of the makes

- Compliance would adventify affect packs safety.

 Only one (1) entryloge may perform the dates of a position.

 An encloper tax fower than the (5) entryloges on a dath of one location (the excuption would only apply to the fower than the (5) entryloges on a dath of one location (the excuption would only apply to that out (5).

Where exemptions are allowed, employees must be allowed to eat meals at their work stat authorized locations and use restroom facilities as reasonably occassary.

PAYMENT OF WAGES

EMPLOYERS OF FOUR (4) OR MORE EMPLOYEES ARE REQUIRED TO

- Day, hour and place of paym 3. Employer's fringe benefits policies
- Notify employees in writing of any reductions in the rate of pay, and any changes in the day, hour or place of payment or benefits.
- Furnish each employee with a pay statement showing:
- - Amount of wages due;
 Pay period covered by the payment;
- Amounts of deductions (separately specified) which have been made from the wages; Total number of hours worked in pay period (for employees who are paid at an licenty rate).

PAYMENT OF WAGES

- Wages must be paid of least once each month.

 Employees must be paid of least once each month.

 Employees must be paid of leaster within series (7) days from the clase of each pay period [with some exceptions, use §1102bt)].
- If the payday falls on a non-work day, payment shall be made on the praceding work day
- If an employee is not present on the regular payday, payment shall be made on the next regular workday that the employee is present or by mad (only if requested by the employee). Wages may be paid to a bank account designated by an employee jupon the employee's written

UNLAWFUL DEDUCTIONS

- Interest of permitted to deduct or withhold wages for:

 1. Cash of interestry distripute;

 2. Cash identically of the product of pools and survises (article there is a signed agreement specifying the amount event and the programmer schooling);

LABOR D

Delaware Department of Labor Division of Industrial Affairs

THE EMPLOYEE SHALL:

Or acression the many heapthy is betail, notify the employer as soon as possible of an accidental ispay or occupational disease and request medical services if medics, failure to give soldies or los accopting medical experiences on property to employee the major to companishe. Only appropriate, protection of large the medical experiences may desprise medically experiences and property to the medical experiences on properties, retical or any claim for compensation for the protect of describely beyond the finite day and the three described in accordant in our sear finishes protection must be given by or a premise described in the decrease the three described in the decrease of the decrease of the property of the decrease of th

It is uniquellal to retailate against an employee because (spte) has made a complaint or given information to the Dept of Labor about possible base has strictions.

IMPORTANT THINGS TO DO IN CASE OF INJURY

Violations of Delaware Worker's Compensation Labor Laws could result in Texas

UNEMPLOYMENT INSURANCE Notice to Employers/Employees

Employers: You must be a registered employer in this state in order to receive the ifficial Unemployment Insurance posting. If you have any questions concerning this nandatory posting, please contact your local unemployment office.

Employees: Contact your local unemployment office for your rights concerning unemployment benefits as an employee.

This Posting is for Informational Purposes Only

Compliance Date

January 2022

SP-DE-E





Copyright © 2024 ADP, LLC. ALL RIGHTS RESERVED. The ADP Logo, ADP, ADP Always Designing for People, and RUN Powered by ADP are registered trademarks of ADP, LLC.