# Pennsylvania State Postings



ABSTRACT OF Abstract of the Equal Pay Law **EMPLOYMENT PROVISIONS OF** Must be Posted in a Conspicuous Place in Every Pennsylvania Business Governed by the Equal Pay Law THE PENNSYLVANIA HUMAN **HOURS PROVISIONS RELATIONS ACT** Discrimination on Basis of Sex Prohibited: uncommission or class or Sex Prolimineur, Prohibits discrimination by any employer in any place of employment between employees con the basis of sex, by paying wages to any employee at a rate less than the rate paid to employees of the opposite sex for work under equal conditions on jobs which require equal skills. Provides that variation in payment of wages is not prohibited when tased on a sensirity, training or ment increase system that does not discriminate on the basis of sex. MUST BE POSTED IN A CONSPICUOUS PLACE WHERE ANY PERSON UNDER AGE 18 IS EMPLOYED (Act of October 27, 1955, P.L. 744, as Amended)
PURPOSE OF PROVISIONS Empowers the Secretary of Labor & Industry to administer the provisions of the act, and to issue rules and regulations to make effective the provisions of the act. HOURS OF EMPLOYMENT-AGES 14 & 15\* UNLAWFUL DISCRIMINATORY PRACTICES Provides for the collection of unpaid wages due under the act and in addition, an equal amount of liquidated diamages and resonable an employee's request, Authorizates the Sertesta yol Labor & Industry and upon a employee's request, to labe assignment of such a wage claim for collection. Limits the period for such stack assignment of such a wage claim for collection. Limits the period for such the control of the such assignment of the such such that the such as a su wan surrou alamination, rus legit abundulari mice un deuturespi eau deuturespi.

Eucopitori. Studenti 8 mai oldeis, mice employmenti 8 part of a necognized school work
program, may be employed for hours, when combined with school froum, not exceeding
eight in a day.

During School Vacations: Maximum eight hours/day, 40 hours/week. y section 450 of the critica.

Ut for any person employer, labor union or employment agency to retailable
idual because the individual has filled a complaint with the Commission, or has
cipated in any Commission proceeding, or for any person to aid or abet any
intuitory practice under the Human Relations Act. PARTIES SUBJECT TO THE ACT HOURS OF EMPLOYMENT—AGES 16 & 17\* \*\* HOURS OF EMPLOYMENT PARTIES EXEMPT FROM THE ACT More Information is Available Online \* Minors employed as sports attendants are not subject to the Act's hours and work time Auxiliary aids and services are available upon request to individuals with disabilities.

Equal Opportunity Employer/Program ormation, write, phone or visit the Pennsylvania human Pelations Co cutive Offices: 333 Market Street, 8th Floor • Harristurg, PA 17128 (717) 787-4410 • (717) 787-279 (TTV) or visit us at www.phrc.state.pa.us Notice to Employers / Employees nour state has its own minimum wage law which requires posting a notice regarding the aspects of that law. Employers are still required to post the Federa Minimum Wage notice from the U.S. Deylor of Labor Fair Labor Standards Act in addition to this state posting. According to Dept. of Labor, where Federal and state law have different minimum wage rates, the higher standard applies. MAXIMUM EMPLOYMENT: NOT MORE THAN six CONSECUTIVE DAYS (except newspaper delivery). 30 MINUTE MEAL PERIOD REQUIRED ON OR BEFORE five CONSECUTIVE HOURS OF WORK. Pittsburgh 301 5th Avenue, Suite 390 Platif Place Pittsburgh; PA 15222 (412) 565-5395 (412) 565-5711 (TTY) Harrisburg 333 Market Street, 8th Floor Harrisburg, PA 17104 (717) 787-9780 (717) 787-7279 (TTY) REMEMBER: IT IS IMPORTANT TO pennsylvania **TELL YOUR EMPLOYER ABOUT YOUR INJURY** 

IF SOMEONE OTHER THAN SELF-INSURER IS HANDLING CLAIMS:

Any individual filing misleading or incomplete information knowlingly and with the intent to defraud is in violation of Section 1102 of the Pennsylvania Workers' Compensation Act, 77 P.S. §1038.2, and may also be subject to criminal and civil penalties under 18 Pa. C.S.A. §4117 (relating to insurance fraud).

FROM TO FROM TO

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.

Hours of Work for Minors Under Eighteen

# THE CHILD LABOR ACT

Philadelphia District Office 110 North 8th St. Swite 203 Philadelphia, PA 19107 215-560-1858 or 377-817-9497

## **PENNSYLVANIA** UNEMPLOYMENT **COMPENSATION**

The UC Law can provide you with an income during periods when you are either partially or folially unemployed through no found of your own.

If you become UNEMPLOYED or your HOURS ARE REDUCED due to LACK OF WORK, the company, department, appens, commission, or bursau where you warded may provide you with a completed Form UC-1609, How to Apply for Unemployment Compensation (US Benetils.

## IMPORTANT

You may file your new application, reopen an existing claim or get information about th UC Program online at www.uc.pa.gov, or by calling the UC Service Center at 888-313-294 TTY: discript introllersh 4 888-334-24466

# <u>MINIMU</u>M WAGE LAW SUMMARY

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

### Minimum Wage Rate \$7.25 per hour Effective July 24, 2009 (Except as Described)

Workers shall be paid 1½ times their regular rate of pay after 40 (Except as Described)

e Pennsylvania Minimum Wage Act esta employees. It also sets forth complianc tustry and for employers. In addition, the noompliance. This summary is for gener mally adopted by the Department of Lat

TIPPED EMPLOYEES:

wage.

KEEPING RECORDS:
Every employer must maintain accurate records of each employee's earnings and hours worked, and provide access to Labor & Industry.

- In employment by a public amusement or recreational establishment, organized acram, or religious or morpcrefit educational conference center. If (i) it does not operated more than sever months a year or (ii) during the preceding calendar year, the average receipts or any 0 months were not more than 33% of its average receipts for the other 6 months or acrea of the contract o
- stations
  Employees not subject to civil service issue
  who hold elective office or are on the
  personal staff of such an officeholder, are
  immediate abstrate to the officeholder, or
  are appointed by the officeholder to serve
  on a policy making level
  Decoulter, Administrative, and Professional
  employees, as defined by the Department

## Exceptions from Minimum Wage Rates

Includadas with a physical or mental deficiency or injury may be paid less than the applicable minimum wage if a licenses specifying a ratio commensarable with productive capacity is obtained from the Bureas of Labor Law Complianco, (65) Boas Steen, Revon 130, Herstebury, PA 17121-0750b, or a federal certificable in coldation during becalion 14(c) of the Fair Labor Standards Act from the U.S.

### Exemptions from Overtime Rates

A seaman
Any salemman, parteman or mechanic
primarily engaged in selling and
servicing authoriobles, frailers, hrusks,
tarm implements on aircraft, if
employed by a non-manufacturing
setablishment primarily engaged in the
selling of such vehicles to utilizatio
purchasers, (Example: 51% of business is
selling as opposed to 45% in
servicing such vehicles)
Toolscab driver

Announcer, news editor, chief engineer of a radio or television station, the major studio of which is located in: located in:

- Oby or town of 100,000 population or less, if it is not part of a standard metropolitan statistical area having a bital population in excess of 100,000; or

- Oby or town of 25,000 population or less, which is part of such an area but is at least 40 arithm mites from the principal orby in the area.

The hours of an employee of an air carrier subject to the provisions of Tille in 0 the Ballwing Labor Act (Public Law 192-357, 44 Stat. 577, 45 U.S.C. § 181 et seq.) where:

Armstrong Bedford Blair Cambria Cameron Centre	Clarion Clearfield Clinton Elk Fayette Forest	Fulton Huntingdon Indiana Jefferson McKean Mifflin	Potter Somerset Warren Westmoreland
Adams Columbia Cumberland Dauphin Franklin	Junista Lancasier Lebenco Montour		
Bucks Chester Delaware Montgomery Philadelphia			
Allegheny Beaver Butter Crawford Erie	Li M Ve	rwrence ercer mango	
Berks Bradford Carbon Lackawanna Lehigh Luzerne	M No Pi Sc	onroe orthampton ke chuylkill	Susquehanna Tioga Wayne Wyoming
	Bedror Slair Cambria C	Bedror Control Countries Bisis Control Bisis Control Bisis Countries Bisis Countries Bisis Countries Bisis Countries Countries Countries Countries Countries Countries Bisis C	Bedred Clearfield Herringson Colored Profession Common Com

notre information is Available Online

Additional information about the Minimum Wage Act is available online at: www.di.pa.gov, PA Keyword:
Minimum Wage, From the Web sites you can sident a complaint form, find answers to frequently asked questions and road more about the Minimum Wage Act.







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

This Schedule and the Abstract of the Child Labor Law Must be Posted in a spicuous Place in Every Pennsylvania Business Governed by the Child Labor Law. This Schedule Must be Kept up to Date and Correct.

IF SELF-INSURED: (Complete all applicable spaces)

nployer Informati Services 717.772.3702

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

