

GEORGIA



EQUAL PAY FOR
EQUAL WORK ACT

POLICY

The General Assembly of Georgia hereby declares that the practice of discriminating on the basis of sex by paying wages to employees of one sex at a lesser rate than the rate paid to employees of the opposite sex for comparable work on jobs which require the same or essentially the same knowledge, skill, effort and responsibility unjustly discriminates against the person receiving the lesser rate:

It is hereby declared to be the policy of the State of Georgia through the exercise of the police power of this State to correct and, as rapidly as possible, to eliminate discriminatory wage practices based on sex.

PROHIBITION OF DISCRIMINATION

No employer having employees subject to any provisions of this section shall discriminate, within any establishment in which such employees are employed, between employees on the basis of sex by paying wages at a rate less than the rate paid to the opposite sex, EXCEPT WHERE SUCH PAYMENT IS MADE PURSUANT TO:

1. A seniority system;
2. A merit system;
3. A system which measures earnings by quantity or quality of production; or
4. A differential based on any other factor other than SEX: Provided, that an employer who is paying a wage rate differential in violation of this subsection shall not, in order to comply with the provisions of this subsection, reduce the wage rate of any employee.

It shall also be unlawful for any person to cause or attempt to cause an employer to discriminate against any employee in violation of the provisions of this Chapter.

It shall be unlawful for any person to discharge or in any other manner discriminate against any employee covered by this Chapter because such employee has made a complaint against the employer or any other person or has instituted or caused to be instituted any proceeding under or related to this Chapter or has testified or is about to testify in any such proceeding. Any person who violates any provision of this Code section shall, upon conviction thereof, be punished by a fine not to exceed \$100.00. (OCGA Section 34-6-3.)

FOR INFORMATION ON EQUAL PAY
FOR EQUAL WORK ACT, CONTACT:

Georgia Department of Labor
Office of Equal Opportunity
145 Andrew Young International Bldg., N.E.
Atlanta, Georgia 30303-1751
Phone: 1-877-709-8185

An Equal Opportunity Employer/Program



VACATION
UNEMPLOYMENT
INSURANCE IS
NOT PAYABLE

When you are on:

- Leave of absence at your own request
- Paid vacation
- Unpaid vacation, up to two weeks in a calendar year if provided by:
 - Employment contract or agreement, or by;
 - Established employer custom, practice, or policy; and
 - Announced at least 30 days before the beginning of the scheduled period

PARAGRAPH 3)(A) of OCGA SECTION 34-8-195



Bruce Thompson
Commissioner of Labor



(R-07-24)

Notice to Employers/Employees

The Georgia Workers' Compensation Board requires the Bill of Rights posting and one of these notices to be posted. We have displayed the most common Panel of Physicians posting on our poster. It may be required for your company to post an additional posting if you are known as a Confirmed Panel of Physicians or if you have contracted with a Workers' Compensation Managed Care Organization. Please contact the State Board of Workers' Compensation at 1-800-533-0682 or visit their website <http://www.sbwcc.georgia.gov> to obtain these additional postings.

This Posting is for Informational Purposes Only

UNEMPLOYMENT INSURANCE
FOR EMPLOYEES

Your job with this employer is covered by Georgia Employment Security Laws. You may be able to establish a claim for Unemployment Insurance if you become TOTALLY or PARTIALLY unemployed through no fault of your own and comply with all eligibility requirements.

IMPORTANT: You may file a claim for Unemployment Insurance benefits via the internet at dol.georgia.gov. You may also file a claim in person at any Georgia Department of Labor (GDOL) career center listed below.

Georgia Employment Security Laws state for each week you request unemployment benefits, you must:

- Be UNEMPLOYED, ABLE to work, AVAILABLE for work, ACTIVELY SEEKING WORK, and be willing to accept suitable work immediately.
- Register for employment services at worksourcegaportal.com.
- Report weekly work search contacts, all gross earnings each week, and any job refusal.

NOTICE

Employers cannot deduct any money from employees' paychecks to pay unemployment insurance tax. The funding for unemployment insurance benefits comes from taxes paid by employers.

OFFICES WHERE UNEMPLOYMENT INSURANCE CLAIMS MAY BE FILED

ATLANTA	CARROLLTON	DEKALB	LACRAW	THOMASVILLE
ALBANY	CARTERSVILLE	DOUGLAS	Macon	TIFTON
AMERICUS	CLAYTON COUNTY	DUBLIN	MILLEDGEVILLE	TOCOGA
ATHENS	COBB/CORNER	GAINESVILLE	MOULTREE	VALDOSTA
AUGUSTA	COLUMBUS	GRIFFIN	ROME	VIDALIA
BLUE RIDGE	COWARTON	GWYNETH COUNTY	SAVANNAH	WAYCROSS
BRUNSWICK	DALTON	HOUSTON COUNTY	STATESBORO	



Bruce Thompson
Commissioner of Labor



An Equal Opportunity Employer/Program
Auxiliary Aids & Services Available
Upon Request to Individuals with Disabilities

(R-07-24)

(This notice must be posted in a conspicuous place readily accessible to the employee at all times.)

PANEL OF PHYSICIANS
OFFICIAL NOTICE

This business operates under the Georgia Workers' Compensation Law.

WORKERS MUST REPORT ALL ACCIDENTS IMMEDIATELY TO THE
EMPLOYER BY ADVISING THE EMPLOYER PERSONALLY, AN AGENT,
REPRESENTATIVE, BOSS, SUPERVISOR, OR FOREMAN.

If a worker is injured at work, the employer shall pay medical and rehabilitation expenses within the limits of the law. In some cases the employer will also pay a part of the worker's lost wages.
Work injuries and occupational diseases should be reported in writing whenever possible. The worker may lose the right to receive compensation if an accident is not reported within 30 days (see O.C.G.A. § 34-9-80).

The employer will supply free of charge, upon request, a form for reporting accidents and will also furnish, free of charge, information about workers' compensation. The employer will also furnish to the employee, upon request, copies of board forms on file with the employer pertaining to an employee's claim.

A worker injured on the job must select a doctor from the list below. The minimum panel shall consist of at least six physicians, including an orthopedic surgeon with no more than two physicians from industrial clinics (see O.C.G.A. § 34-9-21). Further, this panel shall include one minority physician, whenever feasible (see Rule 201 for definition of minority physician). The Board may grant exceptions to the required size of the panel where it is demonstrated that more than four physicians are not reasonably accessible. One change to another doctor from the list may be made without permission. Further changes require the permission of the employer or the State Board of Workers' Compensation.

The insurance company providing coverage for this business under the Workers' Compensation Law is:

Insurer Name: _____ Phone: _____

Address: _____

Insurer Email: _____

Instructions to injured worker: Review the following physician's contact information and select the provider with whom you would like to receive medical treatment.

Physician's Contact Information: Name, Address, Phone, and website listed below:

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____

(Additional doctors may be added on a separate sheet)

☐ This box is checked if additional physicians are listed on separate sheet.

IF YOU HAVE QUESTIONS PLEASE CONTACT THE STATE BOARD OF WORKERS' COMPENSATION

AT 404-656-3818 OR 1-800-533-0682 OR VISIT <http://www.sbwcc.georgia.gov>

Willfully making a false statement for the purpose of obtaining or denying benefits is a crime subject to penalties of up to \$10,000.00 per violation (O.C.G.A. § 34-9-18 and § 34-9-19).

(7/2023)

GEORGIA

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