Kentucky State Postings



KENTUCKY CHILD LABOR LAWS



HOURS OF WORK PERMITTED FOR MINORS 14 TO 18 YEARS OF AGE

	AGE	MAY NOT WORK BEFORE	MAY NOT WORK AFTER	MAXIMUM HOURS WHEN SCHOOL IS IN SESSION ¹	MAXIMUM HOURS WHEN SCHOOL IS NOT IN SESSION
	14 & 15 years	7:00 A.M.	7:00 P.M. (9:00 P.M. June 1 through Labor Day)	Three (3) hours per day on school day Eight (8) hours per day on non-school day Eighteen (18) hours per week	Eight (8) hours per day Forty (40) hours per week
	16 & 17 years	6:00 A.M.	10:30 P.M. preceding school day/ 1:00 A.M. preceding non-school day	Six (6) hours per day on school day Eight (8) hours per day on non-school day Thirty (30) hours per week	NO RESTRICTIONS
	16 & 17 years with Parental Permission ²	6:00 A.M.	11:00 P.M. preceding school day/1:00 A.M. preceding non-school day	Six and one-half (6.5) hours per day on school day Eight (8) hours per day on non-school day Thirty-two and one-half (32.5) or forty (40) hours per week ²	NO RESTRICTIONS

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OCCUPATIONS PROHIBITED FOR MINORS UNDER 18 YEARS OF AGE 4

- Occupations in or about Plants or Establishments Manufacturing or Storing Explosives or Articles Containing Explosive Components.
- ricle Driver and outside helper on a motor

Limited exemptions for 16 and 17 year old apprentices and student-learners may apply For questions, please call (502) 564-3534.

PROOF OF AGE REQUIRED FOR MINORS 14 BUT NOT YET 18 YEARS OF AGE



"No individual in the United States shall, on the grounds of race, color, religion, sex, national origin, age, disability, political affiliation or belief, be excluded from participation in, or denied the benefits of, or be subjected to discrimination under any program or exhibit under the intridiction of the Kentuck Labor C

POST THIS ORDER WHERE ALL EMPLOYEES MAY READ

Safety and Health on the Job



Citations: A citation(s) alleging violation of a Kentucky occupational safet and health law(s) or regulation(s) may be issued to an employer following an inspection. The citation(s) is provided to the employer and spec

inform employees, the employer must post each citation at or near the location of the alleged violation for three (3) days or until the violation is corrected, whichever is longer.

corrected, whichever is longer. — We assessed a penalty up to 87,000 for each enterwise visible and up to 97,000 for each enterwise visible and up to 97,000 for each enterwise visible enterwis

routes described. Contesting Procedures: An employer who has been clied may contest the action before the Kerthicky Occupational Selfsty and Health Review Commissions. Equally, any employee or employer persentative of an employer who has been clied may also contest the action. Any exhibition of the which por Contest and actions (min set only the Unition of Occupational Safety and Health Complaince in writing of its intent of so so. Notices of contest must be postantal within 1's worknight and print of the printing of the clied of the children's living end of contest must be postantal within 1's worknight and for the order of the children's living end of contest of the Professor Commission in a coordinate with the forest commission in a coordinate with the forest commission in a coordinate with the forest.

Feorew Commission in accordince with ta rules. Recordiscaping: Employers are required to maintain records of occupational fatalities, injuries, and illnesses experienced by the completions. Recording the state of the state of the state of the equivalent forms. Unless requested to do so by the U.S. Bureau of Labor Statistics, employers with 10 or leaver employers, or window establishment(s) fall within an exempled North American Industry Cassistician Systems coal are exempt from the proceedings requirements.

Reporting: Employers must report to the Division of Occupational Safety and Health Compliance the work-related death of an employee, including death resulting from a heart fatset, within 8 hours from when the inclinded is reported to the employer, the employer's agent, or another employee work-related inclinded resulting in the loss of an eye, an amputation, or

Kentucky Revised Statute (KRS) Chapter 338 establishes a program for protecting occupational safety and health. This notice details the safety and health protections for public and private sector employees working in the Commonwealth of Kentucky and must be prominently displayed in the workplace.

displayed in the workplace. Employer Reposalistities: Employers shall furnish employment and places of employers that furnish employment and places of employers that have been from recognized hazards that are cassing, or an effoliaty to cause, death or serious physical harm to employees; and comply with the occupational safely and health regulations, standards, and rules issued pursuant to KRS 336. Employees must provide information and training on hazards in the workplace including all hazardsss substances. Required training must be provided to all employees in a language and occubality must be provided to all employees in a language and occubality and the provided to all employees in a language and occubality and containing any of this rights stand for his particular graining as safely and health or concern or reporting a work-related injury or lifeces.

Employee Responsibilities: Employees shall comply with the occupational safety and health regulations, standards, and rules issued pursuant to KRS 338 which are applicable to their own

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Standards: Kentusky's occupational safety and health standards are adopted by the Kentusky Occupational Safety and Health Standards Board. The Board crossists of 13 members, comprised of the Secretary of Laber was revised to 13 members, comprised of the Secretary of Laber who services as Chait, and 12 other members ourselves of Laber was compared to the service of Laber was considered to the service of the service of Laber was considered to th

intension, are intensing are open to the point.

Impactions: The billowin of docupational Safety and Health Compliance conducts workplace inspections to determine the caus or prevent the occurrence of concupitation injuries and fillnesses. During an inspection an representative of the employer and at an inspection an representative of the employer and at a company the Compliance of the employer and an area of the employer and a series and opening to accompany the Compliance of their three transpose of adirect plant in a accompany the Compliance of their three transpose of adirect plant in a continuous continuous and a compliance of the compliance of their transpose of adirect plant in a continuous and a compliance of the compliance of the compliance of the complex of the comp

Discrimination Protections: Employees are protected against discharge and other discriminatory actions for having filed complaints and overcising any other right provided by the occupational safety and health laws. Employees who feel they have

Kentucky Labor Cabinet Mayo-Underwood Building, 3rd Floor 500 Mero Street Frankfort, KY 40601 (502) 564-3070 www.labor.ky.gov



Work-related incidents resulting in the fees of an eye, an amputation, or the in-planet hospitalization of on employer, including hospitalization resulting from a heart attack, must be reported to the Division of Coccupational Selfeys and Health Compliance within 22 hours from when the incident is reported to the employer, the employers genet, or arother employee. Mechanical opore press proint-operation in juries must be reported to the Division of Occupational Selfeys and Health Compliance within 50 days of the occurrence, Employees have a right to report a safety within 50 days of the occurrence, Employees have a right to report a which is 50 days of the occurrence, Employees have a right to report a relative adaption.

request. Kentuloky provides occupational safety and health protections under a plan approved in 1973 by the U.S. Department of Labor Classistien and concernie regarding factors by program in the part determined to the Concernie regarding factors by program in the part of the School Complete regarding the administration of the Stantacky program. Any person with has a complet regarding the administration of the Stantacky program contact the U.S. Department of Labor, GSHA, Altonia Federal Centre, of Terrysh Shree SM, Matthia, Georgia, 2009, 1978 227—400.

vidual in the United States shall, on the grounds of race, color, religion, nal origin, age, disability, political affiliation or belief, be excluded from cipation in, or denied the benefits of, or be subjected to discrimination der any program or activity under the jurisdiction of the Labor Cabinet.

INFORMATION ABOUT **UNEMPLOYMENT INSURANCE BENEFITS**

EMPLOYERS ARE SUBJECT TO KENTUCKY UNEMPLOYMENT INSURANCE LAW YOU MAY BE ELIGIBLE FOR UNEMPLOYMENT BENEFITS IF YOU LOSE YOUR JOB, ARE LAID OFF OR YOUR HOURS ARE REDUCED. TO QUALIFY FOR BENEFITS, YOU MUST

Kentucky Pregnant Workers Act, (eff. 6/27/2019)

KENTUCKY LAW REQUIRES

EQUAL EMPLOYMENT OPPORTUNITY

- HTS ACT PROHIBITS
 IATION REGARDING:

 COMPENSATION

 TERMINATION OR
 LAYOFF

 PHYSICAL FACILITIES
 ANY OTHER
 TERMS CONDITIONS OF



WAGE DISCRIMINATION **BECAUSE OF SEX**

DEFINITIONS
-- 997.433 and 6765 337.990 (11)

EMPLOYER

PROHIBITION OF THE PAYMENT OF WAGES BASED ON SEX:

can discharge or discriminate against any employee for the reason that the employee sought to invoke or assist in rent of KRS 337.423.

STATUTE OF LIMITATIONS

POSTING OF LAW:

POST THIS ORDER WHERE ALL EMPLOYEES MAY READ

KENTUCKY WAGE AND HOUR LAWS

MINIMUM WAGE 1 = \$7.25 per hour

(Effective July 1, 2009)

WAGES

PAYMENT OF WAGES:

UNLAWFUL FOR EMPLOYER TO WITHHOLD WAGES

OVERTIME!

No employer shall employ any employee for a workweek longer than forty hours unless such employee receives compensation for employment in excess of forty hours in a workweek. It reads of pay for time in excess of forty hours shall be not test than one and one-half the hourty rate employers.

TIPPED EMPLOYEES

PERFORMANCE BONDS: Performance Bonds must be kept on the for employers in the construction and mining industries (including the transports mining and the construction and mining industries (including the transports in the construction of the construction and the construction of the

PERIODS: No employer shall require any employee to work without a rest of all least ten (10) minutes during each four (4) hours worked. This shall be in ion to the regularly scheduled kinch period. No reduction in compensation shall ade for hourly or salaried employees.

POST THIS ORDER WHERE ALL EMPLOYEES MAY READ

This Posting is for Informational Purposes Only

WORKERS' COMPENSATION Notice to Employers/Employees

This Posting is for

KENTUCKY







