Pennsylvania State Postings



EMPLOYMENT PROVISIONS OF THE PENNSYLVANIA HUMAN **RELATIONS ACT**

(Act of October 27, 1955, P.L. 744, as Amended)
PURPOSE OF PROVISIONS

PURPOSE OF PROVISIONS
of the employment proteins of the Permayenian is human Relations Act is to destinate unstanded discriminatory practices in employment because of race, creating stage, and all and above, an emboar offs, not posite and feasible, known which are provided disclaimly, known which are provided and an employment of the provided provided provided and an employment of the provided pr

- 2. Lerry membership opins and privileges in any labor organization.
 3. Deny any person equal opportunity to be referred for employment.
 4. Refuse to contract or otherwise discriminate in contracting with any inde-who is licensed by the Bureau of Professional and Occupational Affairs.

WHO MAY FILE A COMPLAINT

provisions of the Pennsylvania human Relations Act do not apply to: (1) Any yeal in agriculture or domestic service, (2) any individual who, as part of his or readies in the personal residence of the employer, (3) Any individual or her parents, spouse or child.

WHO MUST POST THIS NOTICE

Every employer, labor organization and employment agency subject to the employmen provisions of this Act is required by law to post this notice in a conspicuous, easily acc and well-lighted location customarily frequented by applicants, employees or member

For further information, write, phone or visit the Pennsylvania Human Relations Commission:

Pittsburgh 301 5th Avenue, Suite 390 Pistt Place Pittsburgh, PA 15222 (412) 565-5395 (412) 565-5711 (TTY)

IF SELF-INSURED: (Complete all applicable spaces)

Harrisburg
333 Market Street, 8th Floor
Harrisburg, PA 17104
(717) 787-9780
(717) 787-7799 (TTY)

Abstract of the Equal Pay Law

Discrimination on Basis of Sex Prohibited:

Collection of Unpaid Wages in Case of Discrimination:

Provides for the collection of unpaid wages due under the act and in addition, an equal amount of liquidated dramages and resonable altituries yet los end costs. Althorizons the Secretary of Labor & Industry and upon an employee's request, to table assignment of such a wage claim for collection. Limits the period for such action to two years from the date upon which the violation occurs.

Records Required:

More Information is Available Online

IF SOMEONE OTHER THAN INSURER IS HANDLING CLAIMS: (Complete all applicable spaces)

IF SOMEONE OTHER THAN SELF-INSURER IS HANDLING CLAIMS

Hours of Work for Minors Under Eighteen

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REMEMBER: IT IS IMPORTANT TO **TELL YOUR EMPLOYER ABOUT YOUR INJURY**



Notice to Employers / Employees

nut stall his is own minimum wage law which negates posting a notice regarding the aspects of that law. Employees are still request of the stall regarding the species of that law. Employees are still request of Labor Faire Manner Wage notice from the U.S. Dept. of Labor Harman Wage notice how the U.S. Dept. of Labor Harman Federal and stalls to the hard efferent minimum wage rates, the higher standard applies.

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ABSTRACT OF THE CHILD LABOR ACT **HOURS PROVISIONS**

MUST BE POSTED IN A CONSPICUOUS PLACE WHERE ANY PERSON UNDER AGE 18 IS EMPLOYED

HOURS OF EMPLOYMENT—AGES 14 & 15* HOURS OF EMPLOYMENT

HOURS OF EMPLOYMENT—AGES 16 & 17* ** HOURS OF EMPLOYMENT

During School Term: Maximum eight hours a day and 28 hours per school week (Monday—Friday). Plus eight additional hours on Saturdays and Sundays. During School Vacations: Maximum 48 hours/week; 10 hours/day; a minor may refuse any request to work greater than 44 hours/week.

Exceptions: During school vacations, minors may be employed until 1 a.m. Members of volunteer fire companies may continue serving in answer to a fire call until excessed by

B) Special rules apply to young adults, 16 and 17 years of age, employed during a sci vacation as a counseior by a summer resident camp operated by a religious or socutive company of the country o

MAXIMUM EMPLOYMENT: NOT MORE THAN SIX CONSECUTIVE DAYS (except newspaper delivery).

(except newspaper delivery).

30 MINUTE MEAL PERIOD REQUIRED ON OR BEFORE five CONSECUTIVE HOURS OF WORK.
For further information on the Child Labor Act, please consult the Department of Labor & industry's website at www.ell.state.pe.uss.and.click.on "Labor Law Compliance."

Compiliance."

Address inquiries and complaints to one of the offices of the Bureau of Labor Law
Compiliance:

PENNSYLVANIA UNEMPLOYMENT COMPENSATION

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

IMPORTANT



MINIMUM WAGE LAW SUMMARY

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

\$7.25 per hour Effective July 24, 2009 Workers shall be paid 1½ times their regular rate of pay after 40 hours worked in a workweek (Except as Described)

(Except as Described) s a floed Minimum Wage and Overtime Bate ted duties for the Department of Labor & num Wage Act provides penalties for rmation only and is not an official position adustry. rsylvania Minimum Wage Act establ loyees. It also sets forth compliance-and for employers. In addition, the N ustry and for employers. In audution, are mini-ncompliance. This summary is for general info mally adopted by the Department of Labor & I

wage.

KEEPING RECORDS:

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

Overtime Rates In majorant by a public anuscenet or recredition attainablement, constand camp, or miglious or compretil education attainablement, constand camp, or miglious or compretil educational conference center, (i) is the constant of the constant as year of life divinity the prevention and the constant as year of life divinity the prevention and the constant as year of limitative way of mentals were divined to the constant as a finite or size of year or constant as a finite production of size by year. Set withinboard operation employed by an independently-owned positic insiphone corresponsy which has no more than 250 or company which has no more than 250 or company which has no more than 250. Employees not subject to of all service time who had delected more or an one to the preconstant affect of such an effectively consistent of the preconstant and of such as officially and the preconstant and the constant and the constant of the constant and the constant of the con

Students: Up to 20 hours a week. Up to 40 hours a week during school vacation periods

Exemptions from Overtime Rates

A seaman
Any selement, performe or mechanic
primarily engaged in selling and
servicing automobiles, trailers, trucks,
fram sepiments or aircord, if
employed by a non-manufacturing
establishiement primarily engaged in the
selling of such selvicies to utimate
punchases, Exemple: 51% of business
is selling as opposed to 49% in
servicing south vehicles)
Taxicals driver

Contact:	Counties Served:			
Bureau of Labor Law Compliance Attoons District Office 11:90 12th Avenue Suite 200 Attoons, PA 18601-3498 Phone: 814-940-6224 or 877-792-8198	Armstrong Bedford Blair Cambria Cameron Centre	Clarion Clearfield Clinton Elk Fayette Forest	Fulton Huntingdon Indiana Jefferson McKean Mifflin	Potter Somerset Warren Westmoreland
Bureau of Labor Law Compliance Harrisburg District Office 651 Boas Street, Room 1301 Harrisburg, PA 17121-0750 Phone: 717-787-4671 or 800-932-0885	Adams Columbia Cumberland Dauphin Franklin	Junista Lancaster Lebenon Montour		
Bureau of Labor Law Compliance Philadelphia District Office 110 North 8th St. Suite 203 Philadelphia, PA 19107 Phone: 215-560-1858 or 877-817-9497	Bucks Chester Delaware Montgomery Philadelphia			
Bureau of Labor Law Compliance Pittsburgh District Office 301 5th Avenue Suits 330 Pittsburgh, PA 15222 Phone: 412-965-5300 or 877-504-8354	Allegherry Besiver Butter Crawford Erie	Ls M Ve	reene swrence ercer mango ashington	
Bureau of Labor Law Compliance Scenarion District Office 201-B State Office Bidg. 100 Lackswarms Avenus Scenarion, PA 18503 Phone: 570-9834-577 or 877-214-3962	Berks Bradford Carbon Lackswanna Lehigh Luzerne	M Ni Pi Sc	coming onroe orthampton ke chuyfkill dlivan	Susqueharna Tioga Wayne Wyoming

More Information is Available Online

Additional information about the Minimum Wage Act is available online at: www.dli.pa.gov, PA Keyword: Minimum Wage. From the Web site you can submit a complaint form, find answers to frequently asked questions and read more about the Minimum Wase Act.



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MANAGER SIGNATURE

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

NOTE 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,
certify that the schedules of hours given above are true and correct.

20220909 ALLC

ADDRESS OF ESTABLISHMENT

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

Compliance Date August 2022

