

# Labor Law Compliance Center

## FLORIDA

Labor Law Compliance Center  
[posters@laborlawcc.com](mailto:posters@laborlawcc.com)  
[www.laborlawcc.com](http://www.laborlawcc.com)  
(800) 801-0597

# Florida Labor Law Posters

English

\*Recently updated notices are highlighted

| Posting Name & ID                              | Posting Requirements   | Published Date |
|--|--|----------------|
| Child Labor<br>FL01E                           | All employers  | 07/24          |
| Discrimination is Prohibited<br>FL02E          | All employers  | 07/15          |
| Unemployment Compensation<br>FL03E             | All employers  | 08/23          |
| <b>Minimum Wage<br/>FL04E</b>                  | <b>All employers</b>   | <b>09/25</b>   |
| Workers' Compensation Notice<br>FL05E          | All employers<br>Special size requirements: 11 x 17 inch paper               | 05/21          |
| Equal Opportunity is the Law<br>FL06E          | Poster Requirement for Employers who Receive Federal<br>Financial Assistance | 07/24          |
| Human Trafficking<br>FL07E                     | Any healthcare professionals defined in Chapter 2019-152, Laws<br>of Florida | 05/24          |
| Broward County Wage Recovery<br>FL08E          | Employers within Broward County  | 10/18          |
| Pinellas County Wage Theft<br>FL09E            | Employers within Pinellas County   | 02/20          |
| <b>Miami-Dade County Living Wage<br/>FL10E</b> | <b>Contractors within Miami-Dade County</b>                                  | <b>09/25</b>   |



# Florida Labor Law Posters

English

\*Recently updated notices are highlighted

| Posting Name & ID                         | Posting Requirements   | Published Date |
|---|--|----------------|
| Miami-Dade Paid Sick Leave<br>FL11E       | Contractors within Miami-Dade County   | 10/23          |
| Miami-Dade County Tipping Notice<br>FL12E | Food service establishments in which tipping ordinarily occurs or which has a tipping policy within Miami-Dade County pursuant with the language contained within Chapter 8A, Article III, Division 3, Section 8A-110.1. - Tipping Policies within Miami-Dade County | 11/23          |



# EMERGENCY

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**AMBULANCE:** \_\_\_\_\_

**FIRE - RESCUE:** \_\_\_\_\_

**HOSPITAL:** \_\_\_\_\_

**PHYSICIAN:** \_\_\_\_\_

**ALTERNATE:** \_\_\_\_\_

**POLICE:** \_\_\_\_\_



# PAYDAY NOTICE

REGULAR PAYDAYS FOR EMPLOYEES OF:

\_\_\_\_\_ (FIRM NAME)

SHALL BE AS FOLLOWS:

BY \_\_\_\_\_

TITLE \_\_\_\_\_

**PLEASE POST**



# SMOKING OR VAPING IS PROHIBITED



FL-v



Labor Law Compliance Center  
(800) 801-0597  
[www.laborlawcc.com](http://www.laborlawcc.com)

## CHILD LABOR LAWS

### The State of Florida and the Federal Fair Labor Standards Act (FLSA)

#### Protecting the Health, Education and Welfare of Minors in the Workplace.

This chart summarizes the child labor laws of the State of Florida.  
The Federal Fair Labor Standards Act (FLSA) may be more restrictive.

|   | Minors 16 & 17  | Minors 14 & 15  |
|---|---|---|
| <b>SCHOOL ATTENDANCE</b>  | May NOT work during school hours unless they meet a criterion of the Hour Restrictions listed below.  | Florida: May not work during school hours (some exceptions apply).<br><i>As provided in 450.021(1), no person 13 years or younger shall be employed, permitted or suffered to work in any gainful occupation at any time (See Age Restrictions)</i>   |
| <b>PERMITS TO WORK</b>  | Not required under Florida Law.   |   |
| <b>HOURS OF WORK, WHEN SCHOOL IS IN SESSION</b>   | May work up to 30 hours per week. Not before 6:30 a.m. or later than 11 p.m. and for no more than 8 hours a day when school is scheduled the following day, except on a holiday or Sunday. On days when school does not follow, there are no hour restrictions. | May work up to 15 hours per week. Not before 7 a.m. or after 7 p.m. and for no more than 3 hours a day on school days, when a school day follows. May work up to 8 hours on Friday, Saturday, Sunday, and on non-school days, when school days do not follow, until 9 p.m. Daily maximum of 3 hrs. on school days, 8 hours non-school days; weekly maximum is 18 hours; not before 7 a.m. or after 7 p.m. Note: Application of state law allows this age group to work up to 8 hours on days when school days do not follow, until 7 p.m. |
| <b>HOURS OF WORK, WHEN SCHOOL IS NOT IN SESSION</b> (summer vacation; winter and spring breaks) | No Limitations<br>Note: Hazardous occupations still apply for minors.   | Florida: May work up to 8 hrs. per day and up to 40 hrs. per week; may not work before 7 a.m. or after 9 p.m.   |
| <b>DAYS PER WEEK</b>  | 15 yrs. or younger may not work more than 6 consecutive days in any one week.   |   |
| <b>BREAKS</b>   | 15 yrs. or younger without a 30-minute break after working 4 consecutive hours, applicable to 17/16 years of age when working 8 hours or more.  |   |
| <b>AGRICULTURE</b>  | Florida: Minors participating in farm work, not on their parents or guardian's farm, must comply with the same restrictions as in other work.   |   |

**RESTRICTED OCCUPATIONS** This section represents Chapter 450.061- Hazardous Occupations Prohibited, Exemptions. Note that HB917 (2024) authorizes minors aged 16/17 to work in residential construction **if** the minor: has earned his/her OSHA 10 certification; is under the direct supervision of a person 21 years of age with at least 2 years of related experience and has his/her OSHA 10 Certification; is not working on any scaffolding, roof, superstructure, or ladder above 6 feet; and is not in violation of any OSHA rules or federal law related to minors in the workplace. The State of Florida has incorporated the 17 Hazardous Occupations (HOs) of the FLSA into the Florida Child Labor Rule. For more info on FLSA HOs, contact the U.S. Department of Labor, Wage and Hour Division, [Child Labor | U.S. Department of Labor \(dol.gov\)](#)

|  |   |
|--|---|
| <p><b>Minors under the age of 18 may not work in below occupations:</b></p> <ul style="list-style-type: none"> <li>Working in or around explosives or radioactive substances</li> <li>Operating Motor vehicles</li> <li>Logging or sawmilling</li> <li>Operating power-driven meat processing machines to include meat and vegetable slicers, slaughtering, meat packing, processing or rendering</li> <li>Working on any scaffolding, roofs or ladders above 6 feet; or non-residential building construction</li> <li>Wrecking, demolition or excavation</li> <li>Mining occupations</li> <li>Operating power-driven bakery; metal-forming, punching, and shearing machines; woodworking, paper products or hoisting machines</li> <li>Manufacturing brick and tile products</li> <li>Operating circular saws, band saws, &amp; guillotine shears</li> <li>Working with compressed gases exceeding 40 p.s.i.</li> <li>Working in or around toxic substances, corrosives or pesticides</li> <li>Firefighting</li> <li>Working with electrical apparatus or wiring</li> <li>Operating or assisting to operate tractors over 20 PTO horsepower, forklifts, earthmoving equipment, any harvesting, planting, or plowing machinery or any moving machinery</li> </ul> | <p><b>Minors 14 and 15 may not work in these occupations:</b></p> <ul style="list-style-type: none"> <li>Operating any power-driven machinery other than office machines, including all power mowers and cutters</li> <li>Maintaining or repairing, machines, or equipment</li> <li>Working in freezers or meat coolers</li> <li>Operating, setting up, adjusting, or cleaning power-driven meat or vegetable slicers, grinders, food choppers, and cutters, and bakery-type mixers.</li> <li>Operating motor vehicles</li> <li>Manufacturing, mining, or processing occupations where goods are manufactured, mined, or processed.</li> <li>Cooking (some exceptions apply) &amp; baking.</li> <li>Working in occupations in Transportation, Warehouse &amp; Storage, Communications, and Construction (except clerical); boiler or engine rooms</li> <li>Loading and unloading trucks</li> <li>Working in public messenger services</li> <li>Handling certain dangerous animals</li> <li>Conducting door-to-door sales of products as employment (some exceptions)</li> <li>Spray painting</li> </ul> |
|--|---|

|  |   |
|--|---|
| <p><b>EXEMPTIONS</b></p> <p><b>Hour Restrictions</b> – (from hour restrictions only; hazard restrictions apply until 18 yrs.)</p> <ul style="list-style-type: none"> <li>Minors who have been married</li> <li>Minors who have either graduated from an accredited high school or hold a high school equivalency diploma.</li> <li>Minors 16/17yrs. who are enrolled in a home education program, or an approved virtual instruction school program.</li> <li>Minors 16/17 yrs. who have obtained a waiver allowing them to work more than 30hrs/week. The 40-hour limitation still applies.</li> <li>Minors who hold waivers from a K-12 Public School or Child Labor Compliance with <u>specified hours restrictions</u>.</li> <li>A court order may authorize an exemption from hourly restrictions.</li> </ul> | <p><b>EXEMPTIONS</b></p> <p><b>Age Restrictions</b> — (from age requirements; hazard restrictions still apply until 18 yrs.)</p> <ul style="list-style-type: none"> <li>Minors who work for their parents who owned the business in occupations not declared hazardous.</li> <li>Pages in the Florida legislature</li> <li>Minors in the entertainment industry registered with Child Labor Compliance as prescribed in ss. 450.012 and 450.132, F.S.</li> <li>A court order may authorize an exemption from age restrictions.</li> </ul> |
|--|---|

**PARTIAL WAIVERS** The Florida Child Labor law is designed to serve and protect minors and encourage them to remain in school. At times, some minors may feel that the law conflicts with their best interest or their life circumstances; therefore, they have the right to request an exemption from the law. If a minor is attending the K-12 public school, a waiver may be obtained and granted by the local school district. All other minors may request an application by contacting the Department of Business and Professional Regulation Child Labor Program. Waiver applications are reviewed and granted on a case-by-case basis. To qualify, applicants must demonstrate that certain requirements of Florida law need to be waived. Employers must keep a copy of partial waivers of employed minors.

**PENALTIES** Florida: Employment of minors in violation of Florida Child Labor laws may result in fines up to \$2,500 per offense and/or be guilty of a second-degree misdemeanor. FLSA: Maximum fines up to \$11,000 per minor / per violation.

**WORKERS' COMPENSATION** Florida: If an injured minor is employed in violation of any provisions of the Child Labor laws of Florida, an employer may be subject to up to double the compensation otherwise payable under Florida Workers' Compensation law.

**POSTING REQUIREMENTS** Florida: All employers of minors must post in a conspicuous place on the property or place of employment, where it may be easily read, a poster notifying minors of Florida Child Labor laws.

**For information on Florida laws contact:** Florida Department of Business and Professional Regulation • Child Labor Program  
2601 Blair Stone Road • Tallahassee, FL 32399-2212 • Telephone 850.488.3131; Toll-Free 1.800.226.2536 • [www.myfloridalicense.com](http://www.myfloridalicense.com)

**For information on Federal laws contact** U.S. Department of Labor, Wage & Hour Division, listed in the telephone directory under U.S. Government; [Child Labor | U.S. Department of Labor \(dol.gov\)](#)

Florida Department of Business and Professional Regulation and the United States Department of Labor  
"Working Together for Florida's Workforce"

04/2024 s.450.045(2), F.S.



**FLORIDA LAW  
PROHIBITS  
DISCRIMINATION**

**BASED ON:**

**RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN,  
DISABILITY, AGE, PREGNANCY OR MARITAL STATUS.**

**WHAT IS COVERED UNDER THE LAW:**

- **EMPLOYMENT**
- **PUBLIC ACCOMMODATIONS**
- **RETALIATION AFTER FILING A CLAIM**
- **STATE EMPLOYEE WHISTLE-BLOWER RETALIATION**

*If you feel that you have been discriminated against,  
visit our web site or call us!*

**FLORIDA COMMISSION ON  
HUMAN RELATIONS**

4075 Esplanade Way, Suite 110  
Tallahassee, Florida 32399  
<http://FCHR.state.fl.us>

Phone: **(850) 488-7082**

Voice Messaging **1-800-342-8170**





# To Employees:

- **Your Employer** is registered with the Florida Department of Revenue as an employer who is liable under the Florida Reemployment Assistance Law. This means that **You**, as employees, are covered by the Reemployment Assistance Program, formerly known as Unemployment Compensation Program.
- **Reemployment assistance taxes** finance the benefits paid to eligible unemployed workers. **Those taxes are paid by your employer and, by law, cannot be deducted from employee's wages.**
- You may be eligible to receive reemployment assistance benefits if you meet the following requirements:
  1. You must be totally or partially unemployed through no fault of your own.
  2. You must apply for benefits at <https://connect.myflorida.com>.
  3. You must register for work at [www.employflorida.com](http://www.employflorida.com).
  4. You must have a history of sufficient employment and wages.
  5. You must be **Able** to work and **Available** for work.
- You may file a claim for partial unemployment for any week you work less than full time due to lack of work if your wages during that week are less than your weekly benefit amount.
- You must report all earnings while claiming benefits. Failure to do so is a third-degree felony with a maximum penalty of 5 years imprisonment and a \$5,000 fine.
- Discharges related to misconduct connected with work may result in disqualification with a penalty period **AND** remain in effect until a set amount of wages have been earned with new employment.
- Voluntarily quitting a job without good cause attributable to the employer may result in disqualification until a set amount of wages have been earned with new employment.
- If you have any questions regarding reemployment assistance benefits, contact the Florida Department of Commerce, Reemployment Assistance Program at:

**Florida Department of Commerce  
Division of Workforce Services  
Reemployment Assistance Program  
1-800-204-2418  
[www.floridajobs.org](http://www.floridajobs.org)**

**This notice must be posted in accordance with Section 443.151(1) Florida Statutes, of the Florida Reemployment Assistance Program Law.**



## MINIMUM WAGE IN FLORIDA Notice to Employees

**Effective September 30, 2025, the Florida minimum wage will be \$14.00 per hour, with a minimum wage of at least \$10.98 per hour for tipped employees, in addition to tips, through September 29, 2026.**

On November 3, 2020, Florida voters approved a state constitutional amendment to gradually increase the state's minimum wage each year until reaching \$15.00 per hour on September 30, 2026. On September 30, 2025, Florida's minimum wage will increase to \$14.00 per hour. Each year thereafter, Florida's minimum wage will increase by \$1.00 until the minimum wage reaches \$15.00 per hour on September 30, 2026. Resuming in 2027, the minimum wage will be adjusted annually for inflation.

An employer may not retaliate against an employee for exercising his or her right to receive the minimum wage. Rights protected by the State of Florida Constitution include the right to:

- File a complaint about an employer's alleged noncompliance with lawful minimum wage requirements.
- Inform any person about an employer's alleged noncompliance with lawful minimum wage requirements.
- Inform any person of his or her potential rights under Section 24, Article X of the State Constitution and to assist the individual in asserting such rights.

An employee who has not received the lawful minimum wage after notifying his or her employer and giving the employer 15 days to resolve any claims for unpaid wages may bring a civil action in a court of law against an employer to recover back wages plus damages and attorney's fees.

An employer found liable for intentionally violating minimum wage requirements is subject to a fine of \$1,000 per violation, payable to the State. The Attorney General, or other official designated by the Legislature, may bring a civil action to enforce the minimum wage.

For additional details, see Section 24, Article X of the State of Florida Constitution, and sections 448.109 and 448.110, Florida Statutes.



# Workers' Comp Works For You

**Workers' compensation** pays for all authorized medically necessary care and treatment related to your injury or illness.

If you are unable to work or your earnings are lower because of a work related injury or illness, and you have been disabled for more than seven calendar days, you may be eligible for some wage replacement benefits.

**If you are injured on the job:**

**1.** Notify your employer immediately to get the name of an approved physician. Workers' comp insurance may not pay the medical bills if you don't report your injury promptly to your employer.

**2.** Notify the doctor and medical staff that you were injured on the job so that bills may be properly filed.

**3.** If you have any problems with your claim or suffer excessive delays in treatment, contact the State of Florida's Division of Workers' Compensation at 1-800-342-1741.

## **\$25,000 Reward**

### **ANTI-FRAUD REWARD PROGRAM**

Rewards of up to \$25,000 may be paid to persons providing information to the Department of Financial Services leading to the arrest and conviction of persons committing insurance fraud, including employers who illegally fail to obtain workers' compensation coverage. Persons may report suspected fraud to the department at

**1-800-378-0445** or online at

**<https://first.fldfs.com>**

A person is not subject to civil liability for furnishing such information, if such person acts without malice, fraud or bad faith.

This notice of compliance must be posted by the employer and maintained conspicuously in and about the employer's place or places of employment.  
State of Florida  
Division of Workers' Compensation

69L-6.007, F.A.C. Compensation Notice  
DFS-F4-1548  
Revised March 2010  
(Fraud reporting link updated April 2021)



## Equal Opportunity is the Law

**It is against the law for this recipient of Federal financial assistance to discriminate on the following bases:**

- against any individual in the United States on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief; and
- against any beneficiary of programs financially assisted under Title I of the Workforce Innovation and Opportunity Act (WIOA), on the basis of the beneficiary's citizenship status, or his/her participation in any WIOA Title I-financially assisted program or activity.

**The recipient must not discriminate in any of the following areas:**

- deciding who will be admitted, or have access to, any WIOA Title I-financially assisted program or activity;
- providing opportunities in, or treating any person with regard to, such a program or activity; or
- making employment decisions in the administration of, or in connection with, such a program or activity.

### What to Do If You Believe You Have Experienced Discrimination

**If you think that you have been subjected to discrimination under a WIOA Title I-financially assisted program or activity,** you may file a complaint within 180 days from the date of the alleged violation with either:

**Julisa Nnorom, Equal Opportunity Officer**  
**Office for Civil Rights (OCR)**  
**Florida Department of Commerce**  
Caldwell Building - MSC 150  
107 East Madison Street  
Tallahassee, Florida 32399-4129

or

**The Director**  
**Civil Rights Center (CRC)**  
**U.S. Department of Labor**  
200 Constitution Avenue NW  
Room N-4123  
Washington, DC 20210

If you file your complaint with the Office for Civil Rights (OCR), you must wait either until the OCR issues a written Notice of Final Action, or until 90 days have passed (whichever is sooner), before filing with the Civil Rights Center (CRC). (See the address above.)

If the OCR does not give you a written Notice of Final Action within 90 days of the day on which you filed your complaint, you do not have to wait for the OCR to issue that Notice before filing a complaint with the CRC. However, you must file your CRC complaint within 30 days of the 90-day deadline (in other words, within 120 days after the day on which you filed your complaint with the OCR).

If the OCR gives you a written Notice of Final Action on your complaint, but you are dissatisfied with the decision or resolution, you may file a complaint with the CRC. You must file your CRC complaint within 30 days of the date on which you received the Notice of Final Action.

For more information or to file a complaint, contact

Office for Civil Rights  
Florida Department of Commerce  
Caldwell Building – MSC 150  
107 East Madison Street Tallahassee,  
Florida 32399-4129  
Phone: 850-921-3205

Fax: 850-921-3122 E-mail: [Civil.Rights@commerce.fl.gov](mailto:Civil.Rights@commerce.fl.gov)

TTY via the Florida Relay Service (FRS): 711

An equal opportunity employer/program  
Auxiliary aids and services are available upon request to individuals with disabilities.





## HUMAN TRAFFICKING

**If you or someone you know is being forced to engage in an activity and cannot leave,**

whether it is prostitution, housework, farm work, factory work, retail work, restaurant work, or any other activity, call the Florida Human Trafficking Hotline, at **1-855-FLA-SAFE** to access help and services. Victims of slavery and human trafficking are protected under United States and Florida law.

**Si usted o alguien que conoce está siendo obligado a participar en una actividad y no puede dejarla,**

ya sea prostitución, tareas domésticas, labores agrícolas, labores en una fábrica, labores en un comercio minorista, labores en un restaurante o cualquier otra actividad, comuníquese con el Centro Nacional de Recursos contra la Trata de Personas (Florida Human Trafficking Hotline) llamando al **1-855-FLA-SAFE** mensaje de texto con la palabra para acceder a asistencia y servicios. Las víctimas de la esclavitud y de la trata de personas están protegidas por la leyes de Florida y de los Estados Unidos.



For more information, visit the Florida Department of Health's website at <http://www.floridahealth.gov/programs-and-services/prevention/human-trafficking/index.html>

Para obtener más información, visite el sitio web del Departamento de Salud de Florida (Florida Department of Health) en <http://www.floridahealth.gov/programs-and-services/prevention/human-trafficking/index.html>





## **Notice to Employees Wage Recovery in Broward County, Florida**

**Broward County Ordinance 2018-36, relating to wage recovery, as codified in Chapter 20 ½-1 through 20 ½-9, Broward County Code, went into effect on September 17, 2018.**

**If you have performed work in Broward County and your Employer either failed to pay or underpaid the wage rate applicable for the work you performed, you may be entitled to file a complaint with the Professional Standards/Human Rights Section to recover your earned wages.**

### **Before filing a complaint with Broward County, YOU MUST:**

1. Notify your employer, in writing, within 60 (sixty) days after wages were due to be paid, that the employer had not paid you all the wages earned for work you performed; and
2. Ensure that your written notice identifies 1) all wages you claim were not paid or were underpaid to which you are entitled; 2) the actual or estimated work dates and hours for which you are seeking payment.
3. Allow your employer 15 (fifteen) days after receipt of the written notice to respond. If you do not receive a response, then you may submit your Wage Recovery Complaint Form, and a copy of the notice letter to our office.

### **Rights Protected by Broward County's Wage Recovery Ordinance:**

1. You may file a complaint about an employer's alleged nonpayment or underpayment of wages earned which exceed \$60.00
2. You have the right to an administrative hearing before a qualified Hearing Officer, if your claim(s) are not resolved through conciliation. The Hearing Officer will contact the parties for scheduling.
3. If you prevail at the administrative hearing, the Hearing Officer will issue a final written order requiring your employer to pay damages that may include: 1) all back wages owed; 2) liquidated damages in an amount equal to the proven unpaid wages; and 3) reasonable costs and attorney's fees you incurred in connection with the administrative hearing.
4. You have the right to go to court to enforce the final order, if the employer fails to comply with the Hearing Officer's final written order within thirty (30) days after the date of issuance.
5. It is against the law to retaliate against an employee for exercising rights protected by this ordinance.

#### **For more information contact:**

The Professional Standards/Human Rights Section  
Governmental Center, Room 427, 115 S. Andrews Avenue  
Fort Lauderdale, Florida 33301  
Tel. (954) 357-6500

For details about the Wage Recovery Ordinance, see [Sections 20½-1 - 20½-9, Broward County Code](http://www.municode.com/Library/FL/Broward_County) ([www.municode.com/Library/FL/Broward\\_County](http://www.municode.com/Library/FL/Broward_County))

Rev. 10/18





## **INFORMATION RELATING TO PINELLAS COUNTY'S WAGE THEFT/RECOVERY ORDINANCE**

Chapter 70 of the Pinellas County Codes relating to Human Relations includes certain protections against wage theft, and provides a process for filing a complaint with the Pinellas County Office of Human Rights. Important information about the ordinance includes:

- **What is wage theft?**  
Wage theft is the non-payment or underpayment of earned wages to employees by employers. It shall include earned paid time off, leave, vacation or sick pay. Examples of wage theft include paying less than minimum wage, not paying workers overtime, not allowing workers to take meal and rest breaks, or taking workers' tips.
- **Who can file a wage theft and recovery complaint?**  
All employees who work for a covered employer in the geographic boundaries of Pinellas County can file a complaint.
- **Who is an "employee" as defined in the Wage Theft and Recovery Ordinance?**  
An employee is a person who performs work for an employer within Pinellas County. This does not include a bona fide independent contractor (as defined by the Internal Revenue Code). Employee may also include a person who performs work that benefits an employer located within Pinellas County even though the employee may have performed work outside of Pinellas County.
- **Who is a covered "employer" as defined in the Wage Theft and Recovery Ordinance?**  
A covered employer is any person who, acting individually or as an officer, agent or employee of another person, acts directly or indirectly in the interest to a person or entity employing an employee.
- **What is "non-payment of earned wages" according to the ordinance?**  
When an employer fails to pay any portion of wages earned by an employee within a reasonable amount of time from the date on which wages were due for work performed by the employee. It shall include earned paid time off, leave, vacation or sick pay.
- **Can I file an anonymous complaint?**  
No. Contact information and the aggrieved employee's participation in the process is required.
- **Will my employer know that I complained?**  
Yes. The employer will be contacted to resolve the complaint.
- **What if I am fired for complaining?**  
Retaliation for filing a complaint is unlawful and should be reported to Pinellas County Office of Human Rights for further action.

### **For more information:**

**Call the Pinellas County Office of Human Rights at (727) 464-4880, or visit [http://www.pinellascounty.org/Humanrights/wage\\_theft.htm](http://www.pinellascounty.org/Humanrights/wage_theft.htm)**



# NOTICE



County Code §2-8.9, Living Wage for County Service Contracts

**Effective October 1, 2025 to September 30, 2026**

## NOTICE TO ALL EMPLOYEES PROVIDING COVERED SERVICES FOR MIAMI-DADE COUNTY ON COUNTY SERVICE CONTRACTS

**LIVING WAGE** You must be paid not less than the wage rate in the schedule posted with this Notice if the kind of work you perform is a covered service under County Code Section 2-8.9. An employee of a Concessionaire who receives some portion of their wages in the form of tips or gratuities may be paid a wage less than the Living Wage specified herein, so long as the combination of direct wages paid to such employee plus tips or gratuities equals or exceeds, the Living Wage provided for herein

**PENALTY** Damages payable to Miami-Dade County in the sum of up to 60% of the value of the underpayment may be assessed for failure to pay the required wage rates posted below in addition to payment for the underpaid wages to the employee; and/or up to five hundred dollars (\$500.00) for each week for each covered employee found to have not been paid in accordance with the Living Wage.

## AVISO A TODOS LOS EMPLEADOS QUE PRESTEN SERVICIOS CUBIERTOS PARA EL CONDADO DE MIAMI-DADE EN RELACIÓN CON CONTRATOS DE SERVICIOS

**SALARIO DE SUBSISTENCIA** A usted se le debe pagar al menos la tasa salarial que aparece más abajo sombreado en esta nota si el tipo de trabajo que usted realiza se considera un servicio cubierto por la sección 2-8.9 del Código del Condado de Miami-Dade. Un empleado de un Concesionario que recibe una porción de su salario en forma de propina o gratificación puede tener un salario pagado menor al Salario Digno especificado aquí. Siempre y cuando la combinación de salario pagado directo al empleado más propinas o gratificación sea igual o mayor al Salario Digno previsto aquí.

**MULTAS** Se le impondrán multas por un valor de hasta un 60% del pago retroactivo correspondiente al trabajador, éste es en adición a la cantidad que se le deba a los trabajadores por no pagar los salarios establecidos abajo. También hasta \$500 a la semana por empleado que no recida la tasa salarial obligatorias que constan a continuación.

## AVI A TOUT ANPLWAYE KONTE, A TOUT ANPLWAYE KI BAY SEVIS KI KOUVRI ANBA KÒD SA-A POU KONTE MIAMI-DADE DAPRE KONTRA SEVIS YO AK KONTE AN, OSWA ANPLWAYE KI BAY SEVIS KI KOUVRI ANBA KÒD SA-A POU KONTE MIAMI-DADE NAN LOKAL AVYASYON MIAMI-DADE YO

**SALÈ SIBSISTANS** Yo pa gen dwa peye w mwenske salè ki poste ak Notis a-a si kalite travay wap fè-a se sèvis ki kouvri anba Kod Konte Seksyon 2-8.9. Yon anplwaye yon Konsesyonè ki touche kèk pòsyon nan salè li nan fòm poubwa gen twa touche mwens pase Salè Minimòm pou Moun Viv jan sa spesifye isi a, depi konbinezon salè dirèk yo peye yon anplwaye konsa plis poubwa yo egal a oswa depase, Salè Minimòm pou Moun Viv nou egzije isi a.

**PENALITE** Sou tèt pèman balans salè ki te manke ke yo dwe peye anplwaye an, yo gen dwa evalye yon pèman de jiska 60 pousan sou valè salè ki te manke an peyab a Konte Miami-Dade dapre salè minimòm egzijib ki poste pi ba la-a ke yo pat peye a. Reklamasyon dedomajman peyab a Kone Miami-Dade pou likide entere yo ke yo gendwa evalys yon montan jiska \$500 pa semèn pou chak anplwaye tou sa poutèt konpayi yo pa peye salè minimòm ke egzijib epi ki poste pi la a, anplis de sa gen lajan ki manke sou sal minimòm anplwaye an.

**\$17.94 per hour with qualifying health benefits valued at least \$3.97 per hour, otherwise \$21.91 per hour (3.0658% increase from Fiscal Year 2024/2025 rate)**

**COMPLAINTS** Written complaints of underpayment should be filed with:  
**QUEJAS** Las quejas referentes a pagas insuficientes se le deben someter a:  
**PLENT** Plent alekri sou koze salè ki peye pi ba ke salè minimòm fèt pou ale jwenn:

Strategic Procurement Department  
111 NW 1ST Street • Suite 1300, Miami, FL 33128  
Telephone: 305-375-3111 EMAIL: [SBDMAIL@MIAMIDADE.GOV](mailto:SBDMAIL@MIAMIDADE.GOV)

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Labor Law Compliance Center  
(800) 801-0597

[www.laborlawcc.com](http://www.laborlawcc.com)



# NOTICE



## County Code §2-8.11, Paid Sick Leave Requirement for County Security Service contracts

Miami-Dade County requires Security Service contractors with 15 or more employees on contracts for security services valued over \$100,000 per year provide employees providing the covered services with paid sick leave. Paid Sick Leave requirements apply to contracts, and any renewals or extensions to existing contracts for covered services, that are effective on or after September 11, 2021.

**Accrual:** Covered employees shall earn not less than one hour of paid sick leave for every 30 hours worked, or alternatively, be awarded no less than 56 hours of paid time off at the beginning of each 12-month period of employment.

**Information to Employees:** Covered Employers shall post this Notice at the work site, provide a copy to employees upon request, and print the following statements on the front of the individual's first paystub and every six months thereafter: "Miami-Dade County requires your employer to provide certain employees who work on County service contracts at least 1 hour of paid sick leave for every 30 hours worked, under certain conditions. If you are not being provided this leave, contact your supervisor or a lawyer." Please visit [www.miamidade.gov/global/business/smallbusiness/business-development-legislation.page](http://www.miamidade.gov/global/business/smallbusiness/business-development-legislation.page) for more information about Paid Sick Leave requirements.

**Prohibitions:** A covered employer may not interfere with or in any other manner discriminate against an employee for taking, or attempting to take paid sick leave.

## Código del Condado Sección 2-8.11, Permiso de Reposo Pagado por Enfermedad para Contratos de Servicio de Seguridad.

El Condado Miami-Dade requiere que los contratistas de Servicios de Seguridad que cuenten con 15 o más empleados cumpliendo contratos de \$100,000 dólares o más por año provean de pago por horas no trabajadas por causa de enfermedad a los empleados dedicados a los servicios contratados. El requisito de pago por horas no trabajadas por enfermedad se aplica a contratos y a cualquier renovación o extensión de contratos existentes de tales servicios cubiertos que estén efectivos a partir del 11 de Septiembre de 2021.

**Acumulación:** Los empleados incluidos deberán recibir el pago de un mínimo de una hora de trabajo por concepto de falta por enfermedad por cada 30 horas trabajadas, o como alternativa, recibir 56 horas pagada por tiempo de enfermedad al comienzo de cada periodo de 12 meses de estar empleado.

**Información a los Empleados:** Los Empleadores incluidos deberán publicar este AVISO en sus sitios de trabajo, suministrar una copia a cualquier empleado que lo pida e imprimir la siguiente información al principio de la primera boleta de pago, y en la misma, cada seis meses en lo sucesivo: "El Condado Miami-Dade requiere que su patrono provea a ciertos empleados que trabajan en contratos de servicio al Condado un mínimo de 1 hora pagada por cada 30 horas trabajadas por enfermedad bajo ciertas condiciones. Si usted no está recibiendo esta dispensa, contacte a su supervisor o a un abogado." Se le agradece visitar <https://www.miamidade.gov/global/business/small-business-development-legislation.page> para más información sobre los requisitos para recibir pago de tiempo no trabajado por causa de enfermedad.

**Prohibiciones:** Un empleador no podrá interferir con un empleado, o discriminar de cualquier manera en contra de un empleado por tomar, o tratar de tomar un reposo pagado.

## Kòd Konte §2-8.11, Konje Maladi Peye pou Kontra Sévis Sekirite nan Konte an

Konte Miami-Dade mande pou kontraktè Sèvis Sekirite ki gen 15 anplwaye oswa plis sou kontra pou sèvis sekirite ki vo plis pase \$100,000 pou chak ane bay anplwaye ki bay sèvis ki garanti yo konje maladi peye. Egzijans Konje Maladi Peye yo aplike pou kontra yo, ak nenpòt renouvèlman oswa ekstansyon nan kontra ki egziste deja pou sèvis ki garanti yo, ki an aplikasyon nan dat 11 septanm 2021 oswa apre.

**Akimilasyon :** Anplwaye ki garanti yo dwe touche pa mwens pase yon èdtan konje maladi peye pou chak 30 èdtan travay, oswa altènativman, yo dwe resevwa pa mwens pase 56 èdtan konje peye nan kòmansman chak peryòd 12 mwa travay.

**Enfòmasyon pou Anplwaye yo :** Anplwayè ki garanti yo dwe afiche Avi sa a nan plas travay la, bay anplwaye yo yon kopi si yo mande yo, epi enprime deklarasyon sa yo sou devan premye chèk peman moun nan epi chak sis mwa apre sa: "Konte Miami-Dade mande pou patwon ou bay sèten anplwaye ki travay sou kontra sèvis Konte omwen 1 èdtan konje maladi peye pou chak 30 èdtan travay, nan sèten kondisyon. Si yo pa ba w konje sa a, kontakte sipèvizè w oswa yon avoka." Tanpri vizite <https://www.miamidade.gov/global/business/smallbusiness/business-development-legislation.page> pou plis enfòmasyon sou kondisyon Konje Maladi Peye.

**Entèdiksyon :** Yon anplwayè ki covri anba benefis pa gendwa entèfere oswa nan okenn lòt fason diskriminasyon kont yon anplwaye pou pran, oswa eseye pran konje maladi peye.

**COMPLAINTS** Complaints of underpayment should be filed with:

**QUEJAS**

Las quejas referentes a pagas insuficientes se le deben someter a:

**PLENT**

Plent sou koze salè ki peye pi ba ke salè minimòm fèt pou ale jwenn:

Office of Small Business Development  
111 NW 1st Street, 19th Floor, Miami, FL 33128  
Telephone: 305-375-3111 EMAIL: [SBDMAIL@MIAMIDADE.GOV](mailto:SBDMAIL@MIAMIDADE.GOV)

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(800) 801-0597

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# MIAMI-DADE COUNTY TIPPING NOTICE

MIAMI-DADE  
COUNTY

## IT IS ILLEGAL IN MIAMI-DADE COUNTY FOR ANY BUSINESS TO CONDONE IN ANY MANNER TIPPING BASED ON THE:

- Race
- Color
- Religion
- Ancestry
- National Origin
- Age
- Sex
- Sexual Orientation
- Pregnancy
- Disability
- Marital Status
- Familial Status

*If you have a complaint, you may call the Miami-Dade County Consumer Services Department Hotline at (305) 375-3677.*

## OF THE PERSON OR PERSONS GIVING OR RECEIVING THE TIP

## ES ILEGAL EN EL CONDADO DE MIAMI-DADE QUE CUALQUIER NEGOCIO APRUEBE DE CUALQUIER MANERA LA PROPINA BASADA EN EL:

- Raza
- Color
- Religión
- Ascendencia
- Origen Nacional
- Edad
- Género
- Orientación Sexual
- Embarazo
- Discapacidad
- Estado Civil
- Estado Familiar

*Si tiene una queja, puede llamar a la línea directa del Departamento de Servicios al Consumidor del Condado de Miami-Dade al (305) 375-3677.*

## DE LA PERSONA O PERSONAS QUE DAN O RECIBEN LA PROPINA

## SE ILEGAL NAN KONTE MIAMI-DADE POU NENPÒT BIZNIS AP AJI NAN NENPÒT KU FASON DÈYÈ TOUT KONPRANN PROPIN SOU BAS:

- Ras
- Koulè
- Relijyon
- Ansesyal
- Orijin Nasyonal
- Laj
- Seks
- Orientasyon Seksyèl
- Ansyenjan
- Andikap
- Estat Matrimonyal
- Estat Fanmiyal

*Si ou gen yon plent, ou kapab rele Miami-Dade County Consumer Services Department Hotline nan (305) 375-3677.*

## NAN PÈSON OUBYEN PÈSON K'AP BAY OUBYEN RESEVWA TIP LA

This contained language within this posting is required to be posted in all food service establishments in which tipping ordinarily occurs or which has a tipping policy within Miami-Dade County pursuant with the language contained within Chapter 8A, Article III, Division 3, Section 8A-110.1. - Tipping policies.

**POST IN A CONSPICUOUS PLACE**

**FL12E**



**Labor Law Compliance Center**  
**(800) 801-0597**

[www.laborlawcc.com](http://www.laborlawcc.com)

