Puerto Rico State Postings

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yee must comply with all standards of safety and al health and, in addition, with all rules, regulation

and orders issued under the Act, that are applicable to his or her own actions and conduct on the job.

SUDPE This law shall apply to all work performed at each place of employment in the Commonwealth of Puinto Rico, excluding the employees within the maritime industry, the postal service of the United States (USPS) and Federal Agencies.

Control of the representation with the below that there is a monitoring of a firmward of coopylation adding and health can be represented in representation of the programmer adding and health can be the coopylations of the programmer adding and the provide the programmer of Labor and Fatama Resources, assessed their price of employment. The name of the complication will not be revealed to the employer, writes L is approved.

LISUSTIMINATION COMPLAINTS The Law provides that employees may not be distributed discriminated against for exerction their rights under the Act and employee with belavies that for other his been discriminated against under this Act or under the Occapational Safety and Health and Safety Administration of Purch Roos or with the Forderal official belavie.

COMPLAINTS ON THE ADMINISTRATION OF STATE PROGRAM The drivinistration of this Act is being evaluated by OSHA. Anyone can file complaints about its administration or operation, by calling or writing to the aloremendioned Agency.

(a) Oraziona da la construcción de la construcci

Parto Search fating

Hon. Carlos J. Saavedra Gutiérrez Secretary

REV. JUN 2017

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COMPLAINTS ON THE ADMINISTRATION OF

87 Tabonuco Street, Sulle 1105 Guaynabo, PR 00968 II (787) 277.1560 [f] (787) 277.1567

DISCRIMINATION COMPLAINTS

FEDERAL JURISDICTION Puerto Rico Area Office

DISCRIMINATION IS ILLEGAL

SEXUAL HARASSMENT

GOVERNMENT OF PUERTO RICO DEPARTMENT OF LABOR AND HUMAN RESOURCES

Discrimination based on age, color, sex, sexual orientation, gender identify, social or national arigin, social status, marriage, political affiliation, political or religious disea, or as a vicin or being perceived as a victime di contectiv violence, sexual assault er aliabito, for being a servicomenther, ex-servicamenther, serving or having server in the Armed Forces of the United States, or for veteran status.

served in the Armed Forces of the United States, or for velocitar status. Arth, 196 of varia, 196 bis, a served, 21 varia, 24 A.S., 16 k et es, so the the crickston of services and species the readyment against discriminary is sink by respective, lator using, or antipose-wind right control and confirmed or matrixes, a load status, meaning, includin business and services no control and confirmed or matrixes, a load status, meaning, includin business and services no services and antipose of the service of the services of the services of the service of the services of the united business of the services of the united business of the services of the services

PEOPLE WITH DISABILITIES:

FEUFLE WITTE UNSAVELETTES. JAW 44 OF JULY 2, 1995 Ide K.4 of Jaky 21 (985, as amonified by Low 53 of August 30, 1992, L.P.R.A. See, 1917 et seq. Empowert the Secretary of Lisbar to essare compliance with this Act regarding employment. bits discrimination against persons with physical, mental or sensory impairments in institutions that do or do sorive kunds from the Commonwealth of Peerlo Rice, in activities such as rescribing, providing, suspending mixing ; as satury, training, benefits and other accects of anypowerst.

PREVENTIVE ACTION:

by the power conferred by the laws it administency, the Secretary of Labor and Human Resources or the Director of its ArkE-Descrimination later, and the's behavior, will discourage discriminations in engagement through plans of eventries actions, and many "modia" - proprio", without a complaint, to order investigations in accordance with what s provided by Act Sto. 100, supra.

DISCRIMINATION BY SEX

Sectionment not by Uses. In introttion of Act Mo Bel Alay 6, 1985; 29:LPRA. Soc. 1221 et soq. is by guarantee opaal rights to palayment, both for men and women, prathfollag discriteringten proceedings, thong responsibilities and palay parallas on private employees, public angulayers, baker unknis, werker-employer joint emilities, and employment agencies. exotes of sea" includes, but is not limited to pregnancy, shibbirth or related needical addicted the these researce will remain exact thestrevent for all currence related to their

PREGNANCY

The Artil-Discrimination Unit also somewhere, emerge others, Act No. 3 of March 13, 1942, as amended, 28 LPRLA Soc. 407 ct. sol, in general forms, this Low previous as follows: • Program workers will be settlike this insees that will induce four 40 works before the delivery and four (6 Program workers a stor; tail solary

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Three times the satury that accrues the employee for each day that was denied the period to breastleed or proce milk, or (2) an annual not less than three theosand distant (\$3,000), whichever is greater.

Wite Capitole # Bailding Third Floor, 628 Ave. Hosts Rule #311 Maxamer, PD

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DISABILITY

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and up to \$113 for non-apricultural we

Parles Gente Juting

Hon. Carlos J. Saavedra Guti

Prodencio Rivera Martinoz Building 1005 Floor, 365 Ava. Manuz Floora PO Box 105540, San Juan, PH 00019-0540 (1) 7977 254-5900 est 2004, 2006

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FOR TEMPORARY

NON-OCCUPATIONAL

DISABILITY LAW

NUM. 139 OF JUNE 26, 1968,

AS AMENDED

DEPARTMENT OF LABOR AND HUMAN RESOLUTCES SOVERNMENT OF PUERTO RICO

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DEPARTMENT OF LABOR AND HUMAN RESOURCES

\$4,000 for amputation of limbs or part of them, or total and nerrosment loss of sight be one or

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These the article as re-trained the article as re-solutions. programs or employment can associate person. When that conduct has the effect or purpose of unreasonably interfering with that person's work per an or or along an infimitating, lossible or offensive work emergencycet. The employer has the duty to keep the workplace free from sessal harassment and infanidation. The employ implement the necessary methods to rules awareness and publicize the prohibition of sexual harassment is physican.

sigh publicity in the workplace, far job seekars, of the rights and protection confirmed by laws that

- Establish on adaquate and effective internal procedure to deal with completing of securit harasement. When any ion of securit harasement is prought to the utilization of the exployer, the latter must immediately carry out an
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RECORDS:

employet, I exclusions of processing parts in the programs, provided in classics in any other employment practice. These is and apports must be available for melow by officials of the Department. For these purposes, they must be aug must be not been been to come.

GENERAL REGULATIONS OF THE ANTI-DISCRMINATION UNIT The Ganaral Regulation of the Artil-Discrimination Unit, No. 6236 of November 21, 2000, provide

OMPLAINTS

Any person who has expansioned or has personal involving or discrimination against one or more incriner, or and or serveral applicants for employment, in accordance with Law No. 100, Law No. 50, Act No. 17, Act No. 3 and Act No. 44, may The a completely with the Arth-Discrimination Unit within the real year after involving or should have know at the adapted discrimination gestion.

As the delegate agency of the federal Equal Engineered Opportunity Commission, the Anti-Disonnextion Unit solves that a unite other previous of fourier laws that prohibit discrimination is engingement and that establish only in antidotice terms to the a complaint. You can file your complaint in person or by mail.

In view of the public interest in the laws we administer, the compliant filed cannot be withdrawn by the plainant without the prior written authorization of the Secretary of Labor and Hamon Resources or (al) the official e the complaint is fied, the defendant is notified. The alternative process of coeffict resolution, m

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nijov a period of breactbeeding or breast milk extraction (1) hear per full-time mork day, which may be divided in (2) periods of thirty (35) minutes or three (3) periods of

FFICE OF THE WOMEN'S ATTORNEY'S OFFICE

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Tel. (787) 722-2977

This Bill of Rights is a general non-orbitable compatible of the ingle but are encoursed for working works in the private sector Pearts Rise and is intended to galds. The later ingles are subject the applicability and esceptions of the corresponding later statistic as we excentioned corresting the full tests of the later later which are available on the right program. We must have have we we there is a subject to the correst and the later later and the second second second and the later of and we have the later and the later and the later of the later of the second second second second second and the later is the second s Komen's Ombadaman Brough (767)/22-2977 at Labor and Haman Resources Brough the 1 (kell at (767) 1625-3137 ext. 3251 and / at anderds at (787) 754-2100.

IT OF LABOR AND HUMAN RES ANTI-DISCRIMINATION UNIT NEGOTIATED LABOR STANDARDS Tel. (707) 625-3137 est. 3259 Tel. (707) 754-2160 TDD: (707) 754-2160

that the employer establish an odequate and effective interna procedure to deal with second tensourcent complaints;

latice against you for filling, teotifying, or participating it ion, proceeding, or trial for discriminatory employment

Filed with the State Election Commission, Application No. EEC SA-2020-5307

NEGOTIATED WORK RULES

LAW NO. 180 OF 27 JULY 1998, ACCORDING TO AMENDED, KNOWN AS MINIMUM WAGE

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FOR PUERTO RICO DISEJ LPRA SEC. 250, ET. SEQ.

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GOVERNMENT OF PUERTO RICO DEPARTMENT OF LABOR AND HUMAN RESOURCES

clossisted during the proba-shall not be writited to corre

- universe interteleval Act No. 17 of April 22, 1983, 29 UPA Soc. 105 et eeq., was created with the specific purpose of protecting the suppring employment from second barrosement in employment and provisions of the same apply to both protect and public employment. All employees tirred as of January 26, 2017, will have an automatic probationary period of nite P() mention. This submarks: period carrent be increased or extended. However, the increased or oriented. However, he evendprer and complyes may agree a shorter thai ported or the obsorve of L is addition, rohming prevents the origityer fram obsolving the analysis from the prohetiorary peeds before the automatic turns complex or agreed by the particu-lin the base of the "Adventitation", "Decomplex" or "Protosorum", commental y shown as ourself angleopeen, commental y shown and angleopeen, to the base of the particular states (12) months: Any angleopeen with it "avound of source is a subplexent as resulting and the particular angleopeen with the source of the particular states and the source of the particular states and the particular avoid of description of the source of the particular states and the source of the source of the particular states and the source of the source of the source of the source of the avoid of description of the source of the so querentee compliance ation, we carry out the emploints which may be

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an we be compared to sources with easiery corresponding to two (2) metho as compensation, if the designal cours within the first two (2) years of anvice; the salary corresponding to these 3) months if the damissal occurs after five

tervice, if the demands toocker wasnet to first free (2) pairs of zeroice, the (2) weeks for each year of zeroice, if the demand occurs after free (3) weeks of free (13) years of service, three (2) weeks for each general service, three (2) weeks for teach years or rates of service. For exployees the each year of service, the exployees Joann of service, three (2) weeks for each years of service, three (2) weeks for each years or more of service. For employees hered on of Jeruary 20, 21177, in addition to the solary that has account, the dismissed employee will be entitled to corre-that will be computed as follows:

Occepsenation spowlent to three (3) nonths of solory; Biocomponation equivalent to two (2) averks of safety for soch full year of service. In ne case shall be compared meganed by low for employees hered as January 28, 2017, exceed the safety compareding to mee (2) months. In

corresponding to more (3) months, is addition, it will be understand that fi employees, cose (1) month is compa-fear (4) wooks. Any agreement is which the employ solves his light to receive competer for expanding diaminati will be vid ance a claim has a

minimum wage or what decree establishes, whit also establishes the rule and orgeneent of vacati-lease. The Federal Line of Reac Standards applies to distribution without just cause granted by Act No. 80 of May 30, 1976, as amorabed. LAW NO. 230 OF MAY 12, 1942 (a) Companies with annual sales volume of \$ 593,000.00 or more LAW NO. 230 OF MAR 12, 1942, AS AMENDED, KNOWN AS A MINOR EMPLOYMENT LAW, 29 LPRA SEC. 431, ET. SEQ. s ofto ure in intentate But is density related are covered by the Law, regardless of the volume of asles of the company. Represent of minors up (10) years of age is n ice. It is necessary to mit them the Departm of Human Resources, id Employees of hospitals and institute far the care of children, the elderly or mental levels patients who spend the night in the provises of the institution. el-Employees of educational institutions LAW NO. 379 OF MAY 15, 1948, AS AMENDED, KNOWN AS A intermediate, superior or university level, escept for teachers and perfectors. Incorpt to traduction and proteoders. Employees in Natro Rec Invest before January 26, 2017, will accrue sold loave at the state of one dap pay investigation and vacable obsers of the one of id one and ene quadre (1 %) day pay menth. For those employees hierd as of January 26, 2017, they will accrue sick loave at the rate of one (1) day pay month worked and vacables loave in accruitance will be form. LAW TO ESTABLISH THE WORK Day in Puerto Rico exaction bases in secondance with the dri-how work for the same employee, in their way, during the first year of searches, the employee will accurriate that (if is) days to enable per model secondary that the part of work and until completing the sit-pant of any other accurse employee, the accumulation rate will be three guarters (ii) be analy worked. Subsequently, there accurse the (b) years of service will completing the (b) years (15) years). of service and/completing (filmer (15)) years working for the same employer, the accumulation rate will be one (1) day of section per month worked. Finally, once filtere (15) years of service to the same restore the filter best days. hours pur day. diplicant worked more than eight (0) hours pur day and hoty (64) per avai-well be a compression to more than the hours worked more than the (16) per work hild will be comparable an overtains. In the case of these periods worked under a filter exploration overtain under a filter exploration and the second over the then tavities (12) hours per day will be compressed be an work in. secure tas been completed, t accumulation of vacation leave s and one quarter (1 %) of day per worked. It will be a requirement for the accumulation of vesation and s accumulation to version and less from that every employee works no less from one handbod hitty (130) hours per month. Provided, that the use of vacation and tack loses shall be considered time worksoft for accumulating frees terestite. competended as avertime, injoint hour tor model. This month on behave the end of the second or other with consecutive work from the begin the simplayer avoid during the period instead of to the their model, the employer must compensate, as a per-that period as if it were early time. These inductives that at the effective date of this law wave regulated by manifactory decreas with monthly accrual rates of exaction and sick leave less than what is provided in this leav, or with minimum hears requirements to be written in

(()Through a written agreement between the employee and employee, the period to take fixed range to reduced to thirty (31), minutes except for "croacies", names and security guards who may be dia minimum of benefy (32) minutes. In treditor of said fees, accare than the promising of this I will no of said continue subject to the p extremes in the shortest time and according to the economic and twenty (20) minutes. In asso, in which the working day at exceed (6) consecutive hours in strengt be ignore at exceed (6) consecutive ried to take food may be i f brains to size a written LAW NO. 17 OF APRIL 17, 1931,

PENALTIES The two sets mondative friese of up to \$7,000 for exist serious visibles and potential penalties of up to \$7,000 for each visibiting disording at on-server. They may also impose threat up to \$7,000 for each day that the employer does not correct the visibility within the pendo penaltide for the correction. Every employer web interdisoruly or imposingly disorder to the day the first in an advantation of the target of the service of the service of the employer day to the service of the service of the service and that visibility to correct other that the service of the service of the employer day to the service of the service of the service of the the employer data the correction of the molecular to the service of the service service and the corrections of the molecular to the service of the service service and the correction of the molecular to the service of the service service and the correction of the molecular to the service of the service service and the correction of the molecular to the service of the service o both penalties. Recidinism of an employer will double the line or by punished with a penalty of imprisonment for a term not exceeding four and one-both wars: or both constitues. VOLUNTARY ACTIVITY s and employees in their joint efforts

PUERTO RICO

WHAT IS THE LAW? On August 5, 1975, the logislature passed Law 16 to ensure, as much as possible, sale and healthy working conditions to any employee in the Commonwealth of Puerto Rico and to preserve our human ensurements.

INSPECTION The law requires giving the chance to a representative of the employer, as well as a representative authorized by employees, accompany the complement officient inducts to assist in the inspection. Where there is not a representative authorized by employees, the complement end the advance and the result number of employees in relation to the conditions of safety and health in the workplace.

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www.ene the aneged violation has occurred to war sea about the risks that may exist at that location.

INSPECTION

CITATIONS

PENALTIES

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es coverage period includes October 1 any calendar year to September 30 o e subespanent colecular year. Those nployees hired before January 20,

The subsequent work of before January 20, 2017, must have seried a minimum of seven handred (201) have during the coverage period to be eligible for the Christman bonar granted by Act No. 7

in the particular case of workers dock hind prior to January 26, 2017, these result have sectored

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compared 12% of the total wage compared up to a maximum of ten throusen' dollars (\$12,000), accreasility the employee or worker within said laps of time.

at time. The basis that, by lew, must

by every employee threat as a 25, 2017, will be equivalent to two percent (2%) of the total selary ac-

28. 2017, will be equivalent to two parents? Sivel for both always accurate up to a maximum horse of els hundred datas (2002). His wanginger employer herefaces on 211 antylesses on mone to more than horses, alk 201 webs within the coverage benefit, in the only of the coverage benefit, and the only of the coverage benefit on the only of the the only of the coverage benefit on the only of the the only of the coverage benefit on the only of the the only of the coverage benefit on the only of the only of the the the coverage benefit on the only of the the only of the the the only of the only of the only of the the only of the only of the the coverage benefit on the only of the only of the the

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The employer may accredit to his obligation to pay the Christman basus any other solutions additional over

The law encourages employers and employees in their joint eff to reduce the number of occupational health and safety risks. Furthermore, it encourages both employees and employees to establish new programs and improve existing ones, to provide r and healthy working conditions. THE EMPLOYER

The employee null provide each one of his/her employees with employment and a workplace free of risks acknowledged to case or liable to cause desth or physical damage to employees. No or she must also comply with the standards of occupational health and safety adopted by Law.



LAW NO. 207 OF SEPTEMBER 27, 2006 ON RESTRICTIONS ON THE USE OF THE SOCIAL SECURITY NUMBER

THE LAW OF SAFETY AND HEALTH **IN PUERTO RICO**

THE EMPLOYEE

SCOPE

COMPLAINTS

DEPARTMENT OF LABOR AND HUMAN RESOURCES ADMINISTRATION OF SAFETY AND OCCUPATIONAL HEALTH OF PUERTO RICO

GOVERNMENT OF PUERTO RICO DEPARTMENT OF LABOR AND HUMAN RESOURCES

WHAT DOES THE LAW PROVIDE? INSPECTIONS INSPECTIONS in accordance with the leading and duties continued upon the Second representative, buildow Standards Investigator may take his own in through audits or through an employed compliant, writing all per-or documents to ensure compliance with the Law. On September 27, 2006, the Legislative Assembly approved Law No. 297 to prohib the ass of an employee's Social Security Number on identification cards or in any peneral er mutine circulation document, and for other paracese. The Social Social's Manhor will be requested only in the citraretactors where colorising it is matching by a governmentel ends, The Social Social's Manhor will be the disclosed by the wrighter to written, except in behaving citraretactors: It When Manhor by Isin are; When Manhor by Isin are; digator detects a sisilation of the Low, it will notify the mand in accordance with the previsions of the In any case in which an inve employer that a fire will be a Generative re-RESTRICTIONS The Law requires that no employee, private company or public compositions of the commonwealth of hards Telco, not you have or display the Social Sociality Number of an employee, regardless of the salars of their place or appointment, as their determination card, nor may they show or display the data in any place wishes the law permutation of or general circulation document. When the employee grants a permit and; When the external writig acts as the contractor or agent of the employer and has security resonances in place to prevent discharge. frees cases, the employer must maintain a list of approved entities to bandle this installant You cannot include the scenter last that is reade to this information ourity number in personnel directories or any e to people who do not need or authorize acces Rentration. When a distribution that seems the second seco RENUNCIATION contents of the sourcest. The Double Sector Mundor will be transmitted in digital documents or electronically, mity when there are mediumente that garantias confidentiality. Any document and adjustation of the engineery in which the Social Sociarity Number is calificated will inducive it axis may arrevent is columbary or mandatory. Any paper or electronic document that contains social associary remains will be PENALTIES. Weldlor of the provinces of anti-of the Social Sociarity Number, will result in a fine of notifies, than fire hundred (\$80.00 up to the thousand (5.066) deliver per cose. The Department of Labor Number Numbers will be the agency in charge of overheeing compliance w CERTIFICATION OF COMPLIANCE The Law and its Regulations provide that the annulopers and the Public Oryperation the Conversion and the Public Conversion and the period of an (5) meeting in statu of regulatories of the Regulation in the Organization of Status on that over an origing the Conversion the implementation of the provides of the period work glasts activities it within a term and greater that one (1) peed from the appear and substitut of the American ADDITIONAL INFORMATION For additional information, including a copy of the Law and its Regulations, contact the Area Office of the Nogelaind Laker Standards Bareau neuronity They are located in San Jaan, Ancido, Moyagilez, Ponce, Osgans, Harnacou, Carafena and Bayemon, The Molphane norther of these Officies is obtained by REACH This lass shall apply to all patients of private companies and to the public of the Commonwealth of Puerto Rica. Hon Carlos I Sametra artismer Carlos Generation factoring

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April 2020

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