# Pennsylvania State Postings ihrsource



## **EMPLOYMENT PROVISIONS OF** THE PENNSYLVANIA HUMAN **RELATIONS ACT** (Act of October 27, 1955, P.L. 744, as Amended) PURPOSE OF PROVISIONS UNLAWFUL DISCRIMINATORY PRACTICES

y section 450 of the critica.

Ut for any person employer, labor union or employment agency to retailable
idual because the individual has filled a complaint with the Commission, or has
cipated in any Commission proceeding, or for any person to aid or abet any
intuitory practice under the Human Relations Act. PARTIES SUBJECT TO THE ACT

## PARTIES EXEMPT FROM THE ACT

ormation, write, phone or visit the Pennsylvania Human Relations Co cutive Offices: 333 Market Street, 8th Floor • Harrisburg, PA 17128 (717) 787-4410 • (717) 787-7279 (TITY) or visit us at www.phrc.state.pa.us

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

Harrisburg 333 Market Street, 8th Floor Harrisburg, PA 17104 (717) 787-9780 (717) 787-7279 (TTY)

## Abstract of the Equal Pay Law

Must be Posted in a Conspicuous Place in Every Pennsylvania Business Governed by the Equal Pay Law

Discrimination on Basis of Sex Prohibited:

uncarimination on cases or see Prolimination.

Prohibits discrimination by any engloper in any place of employment between employees con the basis of see, by paying wages to any employee at a rade less than the rate paid to employees of the opposite sect for work under equal conditions on jobs which require equal shills. Provides that variation in payment of wages is not prohibited when based on a sensirily, training or merit increase system that does not doccriminate on the basis of sex.

Empowers the Secretary of Labor & Industry to administer the provisions of the act, and to issue rules and regulations to make effective the provisions of the act.

Provides for the collection of unpaid wages due under the act and in addition, an equal amount of leigidated domanges and reasts passed and response to Authoritizes the Secretary of Labor's fluidatry and upon an employee's request, to take assignment of such a wage claim for collection. Limits the period for such take assignment of such a wage claim for collection. Limits the period for such which the violent course.

## More Information is Available Online

Auxiliary aids and services are available upon request to individuals with disabilities.

Foual Opportunity Employee/Program

## Notice to Employers / Employees

Your state has its own minimum wage law which requires posting a to notice regarding the aspects of that law. Employers are still required to post the Federal Minimum Wage notice from the U.S. Dept of Labor Fair. Labor Standards Act in addition to this state posting. According to the Dept, of Labor, where Federal and state law have different minimum wage rates, the higher standard applies.

## 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\*

Employees Students 14 and older, whose employment is part of a recognitive school work program, may be employed for hours, when combined with school hours, not exceeding eight in a day.

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

\* Minors employed as sports attendants are not subject to the Act's hours and work time

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

## 30 MINUTE MEAL PERIOD REQUIRED ON OR BEFORE five CONSECUTIVE HOURS OF WORK.

Scranton District Offi 201 B State Office B 100 Lacksworms Ave Scranton, PA 18503 570-963-4577 or 877-214-3962

Philadelphia District Office 110 North Sth St. Suite 203 Philadelphia, PA 19107 215-560-1858 or 877-817-9497 Altoria, PA 16601 814-940-6224 or 877-792-8198

## **PENNSYLVANIA** UNEMPLOYMENT **COMPENSATION**

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

If you become UNEMPLOYED or your HOURS ARE REDUCED due to LACX OF WORK, the company, department, appent, commissions or bursaus where you worked may provide you with a completed Form UC-1609, How to Apply for Unemployment Compensation (US) Benetits. IMPORTANT

You may file your new application, reopen an existing claim or get information about th UC Program online at www.uc.pa.gov, or by calling the UC Service Center at 888-313-294 TTY: discript introllersh 4 888-334-24466



## **MINIMUM WAGE LAW SUMMARY**

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

## Minimum Wage Rate \$7.25 per hour Effective July 24, 2009

## Workers shall be paid 1½ times their regular rate of pay after 40

(Except as Described) (Except as Described) e Pennsylvania Minimum Wage Act establ. employees. It also sets forth compliance-ustry and for employers. In addition, the N ncompliance. This summary is for general mally adopted by the Department of Labor

TIPPED EMPLOYEES:

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

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PENALTIES:
Failure to pay the legal minimum wage or other violations may result in payment of back wages and other civil or criminal action where warranted.

EXEMPTIONS:
Overtime applies to certain employment classifications, (see below)

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- In employment by a public amusement or recreational establishment, organized acram, or religious or morpcrefit educational conference center. If (i) it does not operated more than sever months a year or (ii) during the preceding calendar year, the average receipts or any 0 months were not more than 33% of its average receipts for the other 6 months or acrea of the contract o
- stations

   Employees not subject to civil service laws who hold elective office or are on the personal staff of such an officaholder, are immediate advisers to the officeholder, or are appointed by the officaholder to serve on a policy making level

   Executive, Administrative, and Professional employees, as defined by the Department

inchiduals with a physical or mertal deficiency or ispury rays be paid less than the applicable minimum vage if a licesee specifying a ratio commensurable with productive capacity is obtained from the Burnas of Labor Law Compliance, (65) Boas Steed, (boot 130), Herisburg, No. 17121-1750, or a licident certificable is obtained under additional certificable in challenge of the compliance of the fair Labor Standards Act from the U.S. Department of Labor.

## Exemptions from Overtime Rates

Announcer, news editor, chief engineer of a radio or television station, the major studio of which is located in:

ocated in:

City or town of 100,000 population or less, if it is not part of a standard metropolitan statistical area having a total population in excess of 100,000; or City or town of £50,000 population or less, which is part of such an area but is at least 40 airline miles from the principal city in the area.

The house of an emotivere of an air carrier subject to

ı	Contact:	Counties Served:			
	Bureau of Labor Law Compliance Alborna District Office 1130 12th Auerus Sufte 200 Alborna, PA 18801-3488 Phote: 814-940-6224 or 877-792-8198	Armstrong Bedford Blair Cambria Cameron Centre	Clarion Clearfield Clinton Elk Fayette Forest	Indiana Jefferson McKean	Potter Somerset Warren Westmoreland
	Bureau of Labor Law Compliance Harrisburg District Office 651 Boss Szneet, Room 1301 Harrisburg, PA 17121-0750 Phone: 717-787-4671 or 800-932-0665	Adams Columbia Cumberland Dauphin Franklin	Juniata Lancaster Lebenon Montour		
	Buresu of Labor Law Compliance Philadelphia District Office 110 North 8th St. Suite 203 Philadelphia, PA 19107 Phone: 215-580-1858 or 877-817-9497	Bucks Chester Delaware Montgomery Philadelphia			
	Bureau of Labor Law Compliance Pittsburgh District Office 301 5th Avenue Suite 330 Pittsburgh; PA 15222 Phone: 412-565-5300 or 877-504-8354	Allegheny Beaver Butter Crawford Erie	N V	reene awrence fercer enango Asshington	
	Bureau of Labor Law Compliance Scranton District Office 201-8 State Office Bidg. 100 Ladwarana Avenue Scranton, PA 18503 Phone: 570-963-4577 or 877-214-3962	Berks Bradford Carbon Lackawanna Lehigh Luzeme	N P S	ycoming forroe orthampton ike chuylkill uliivan	Susquehanna Tioga Wayne Wyoming

more information is Available Online
Additional information shoult the Minimum Ways Act is available ordine at www. di pa.gov, PA Keyword:
Minimum Ways, From the Web sale you can sentill a complexit from the direct sent passes and extensive a long-time from the complexit from the direct sent passes and the complexity asked extensive to requestly asked expectations and are sentingly asked and contribute are available upon removed to indicate.



**iHRSource** www.ihrsource.co

# REMEMBER: IT IS IMPORTANT TO pennsylvania DEFACTION OF UNDER & INDUSTRY BRISAL OF WORKER' COMPRISATION TELL YOUR EMPLOYER ABOUT YOUR INJURY IF SELF-INSURED: (Complete all applicable spaces) IF SOMEONE OTHER THAN SELF-INSURER IS HANDLING CLAIMS: Any individual filing misleading or incomplete information knowlingly and with the intent to defraud is in violation of Section 1102 of the Pennsylvania Workers' Compensation Act, 77 P.S. §1038.2, and may also be subject to criminal and civil penalties under 18 Pa. C.S.A. §4117 (relating to insurance fraud). nployer Informati Services 717.772.3702 Hours of Work for Minors Under Eighteen FROM TO FROM TO

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.

These files may not be printed out and posted to meet legal compliance posting requirements. Required posters to meet legal compliance posting requirements are physically posted at all CarMax locations.

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

I hereby certify that the schedules of hours given above are true and correct.

ALLC 20250304

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

**Compliance Date** August 2022



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