

Minimum Wage

Department of Economic Opportunity

FLORIDA

Labor Laws

MINIMUM WAGE IN FLORIDA Notice to Employees

Effective September 30, 2023, the Florida minimum wage will be \$12.00 per hour, with a minimum wage of at least \$8.98 per hour for tipped employees, in addition to tips, through September 29, 2024.

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, 2023, Florida's minimum wage will increase to \$12.00 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 section 448.110, Florida Statutes.

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

nemployment Ins

Department of Revenue 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.
	Beemployment assistance taxes finance the benefits paid to eligible unemployed workers. Those taxes are paid by your employer a

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
- You must register for work at www.employflorida.com.
- 4. You must have a history of sufficient employment and wages.
- 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 guitting a job without good cause attributable to the employer may result in disgualification until a set amount of wages have been earned with new employment

f you have any questions regarding reemployment assistance benefits, contact the 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

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

RT-83

REV. 08/2023



Voice Messaging 1-800-342-8170

Jorkers' Comp Works For You

\$25,000 Reward

NTI-FRAUD REWARD PROGRA Rewards of up to \$25.000 may be paid to perso iding information to the Department of Financi Services leading to the arrest and conviction of persons committing insurance fraud, includin 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.co A person is not subject to civil liabilit for furnishing such information, if such person acts without malice, fraud

ously in and about

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

or bad faith

If you are injured on the job:

L 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.

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.

PLACE INSURER INFORMATION STICKER HERE

This poster is in compliance with state posting requirements.





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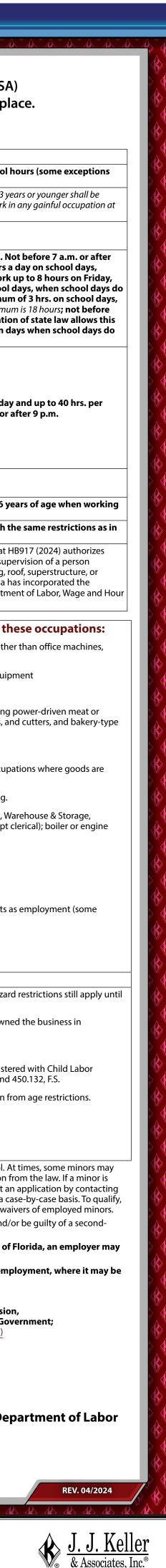
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