Notice to Employees
Minimum Wage in Florida

The 2020 minimum wage in Florida is $9.56 per hour, effective January 1, 2020, with a minimum wage of at least $5.54 per hour for tipped employees, in addition to tips.

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

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

An employee who has not received the lawful minimum wage after notifying his or her employer and giving the employer 11 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 $5,000 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 details, see Section 24, Article X of the State Constitution and Sections 448.110, Florida Statutes.

Workers’ Comp Works For You
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.

FLORIDA COMMISSION ON RELATIONS BETWEEN EMPLOYERS AND EMPLOYEES
The Florida Commission on Relations Between Employers and Employees is the state agency that administers Florida’s laws on employment, workplace safety and health, and workers’ compensation.

Your Rights Under Florida’s Employment and Employment Practices Act

Florida law prohibits discrimination on the basis of race, color, national origin, sex, marital status, age, religion, disability, sexual orientation, gender identity, or gender expression.

If you believe you have been discriminated against, you can file a complaint with the Florida Commission on Relations Between Employers and Employees.

Contact OSHA: We can help.

1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

To update your employment law posters, contact J. J. Keller & Associates, Inc. 1-800-347-4668

FLORIDA LAW
PROHIBITS DISCRIMINATION

What is Covered Under the Law

Florida law prohibits discrimination on the basis of race, color, national origin, sex, marital status, age, religion, disability, sexual orientation, gender identity, or gender expression.

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