

Boletín de control de pérdidas N° 39-S

Los empleadores tienen la obligación de colocar avisos que definan los derechos de los empleados y los beneficios conferidos por las leyes laborales federales y estatales vigentes. Estos avisos cubren una amplia variedad de temas y deben actualizarse de forma regular con el objeto de reflejar las modificaciones a la legislación federal y estatal. Mantenerse al día con estos frecuentes cambios puede resultar complejo y demandar cierto tiempo, pero es de suma importancia pues los empleadores que no cumplen con esta obligación pueden recibir fuertes multas.

La mayor parte de los avisos requeridos puede solicitarse a las agencias gubernamentales federales y estatales encargadas de supervisar su cumplimiento, o descargarse de sus sitios Web. En las siguientes páginas encontrará un cuadro en el que se indican

los requisitos de publicación de nivel federal y estatal para distintos estados del oeste de Estados Unidos. Siempre que corresponde, también se indica el nombre de la agencia gubernamental a la que debe contactarse para obtener una copia del aviso requerido. Las agencias gubernamentales no suministran ciertos avisos de tipo general, pero éstos pueden adquirirse en tiendas minoristas.

Con el fin de atender las necesidades de los empleadores, han surgido algunas empresas que proveen los juegos completos de avisos requeridos por la legislación federal y estatal. Por un precio único, su empresa puede adquirir estos avisos, como así también información actualizada sobre las modificaciones introducidas a las leyes.

Para realizar una búsqueda de estas empresas en Internet utilice las pala-

bras ***Labor Law Posting Requirements***. A continuación, se incluye parte de la lista de resultados de una búsqueda de sitios de empresas que ofrecen este servicio. La publicación de esta lista no tiene por objeto respaldar ni recomendar a las empresas mencionadas:

<http://www.dol.gov/osbp/sbrefa/poster/main.htm>
<http://www.coworkforce.com/LAB/Posting%20Requirements.pdf>
<http://www.sfollp.net/>
http://www.complianceposter.com/poster_info.asp
<http://www.businessknowhow.net/posters/?bkh>
<http://www.fwlli.com/>

Si desea obtener más información, comuníquese con su representante de control de pérdidas de Republic Indemnity.

Las pautas que se indican en este boletín tienen por objeto ofrecer una descripción general de algunas de las medidas más importantes que puede tomar la gerencia de un restaurante para garantizar la seguridad del entorno laboral. No obstante, no pretenden abarcar todas las medidas y controles que la gerencia podría tomar para hacer frente a todas las causas de pérdidas o accidentes posibles. En última instancia, es responsabilidad de la gerencia tomar todas las medidas pertinentes para brindar un entorno seguro a sus empleados y clientes.

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Federal	Emergency Numbers	Obtain from commercial poster supplier
	"Right to a Safe and Healthful Workplace" (OSHA)	U.S. Occupational Safety and Health Administration
	Family Leave Act of 1993 (FMLA)	U.S. Dept of Labor, Wage and Hour Division
	Employee Polygraph Protection Act	U.S. Dept of Labor, Wage and Hour Division
	Equal Employment Opportunity is the Law (EEOC)	U.S. Equal Employment Opportunity Commission
	Federal Minimum Wage (FLSA)	U.S. Dept of Labor, Wage and Hour Division
	Migrant & Seasonal Agriculture Worker Protection (MSPA)	U.S. Dept of Labor, Wage and Hour Division
	Notice to Workers with Disabilities (ADA)	U.S. Dept of Labor, Employment Standards Administration
	Employee Rights Under the National Labor Relations Act (NLRA) (EE right to organize and bargain collectively)	U.S. Dept. of Labor – Wage and Hour
	Uniformed Services Employment and Reemployment Rights Act (USERRA) (Veterans Benefits)	U.S. Dept of Labor – Wage and Hour
	Davis-Bacon and Related Acts (DBRA) (Public construction)	US Dept. of Labor – Wage and Hour
	Walsh-Healy Public Contracts Act (PCA) (Public & Service Contracts)	US Dept. of Labor – Wage and Hour
	McNamara-O’Hara Service Contract Act (SCA) (Wage/Hour for those covered by Walsh-Healey Public Contracts Act or McNamara-O’Hara Service Contract Act)	U.S. Dept. of Labor – Wage and Hour
	Notice of Employee Rights Concerning Payment of Union Dues (Beck Poster) (Payment of Union Dues)	U.S. Dept. of Labor – Office of Labor Management
Alaska	Pay Day Notice	AK Dept of Labor
	Sexual Harassment	AK State Commission for Human Rights
	Summary of Alaska Child Labor Law	AK Dept. of Labor, Wage & Hour Administration
	Emergency Information: Telephone Numbers	AK Dept. of Occupational Safety and Health
	Minimum Wage and Overtime	AK Dept. of Labor, Wage & Hour Administration
	Unemployment Insurance- Notice to Employees	AK Dept. of Labor, Employment Security Division
	Worker's Compensation Carrier Notice	Obtain from insurance carrier
	Alaska- Safety and Health Protection on the Job	AK Dept. of Labor Standards and Safety Division
Arizona	Pay Day Notice	Industrial Commission of Arizona Labor Dept.
	Constructive Discharge	AZ State Legislature
	Work Exposure to Body Fluids	Industrial Commission of Arizona, Special Services Div.
	Work Exposure to MRSA, Spinal Meningitis or Tuberculosis	Industrial Commission of Arizona, Special Services Div.
	Arizona Law Prohibits Discrimination in Employment	AZ Attorney General, Civil Rights Division
	Unemployment Insurance	AZ Dept of Economic Security
	OSHA: Employee Safety and Protection	Industrial Commission of Arizona Labor Dept.
	Worker's Compensation Carrier Notice	Obtain from insurance carrier
	AZ Minimum Wage	Industrial Commission of Arizona
	Smoke-Free Arizona “No Smoking” Sign	AZ Dept. of Health Services, Environmental Health

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California	State Minimum Wage	CA Industrial Welfare Commission
	Worker's Compensation Carrier Notice	Obtain from insurance carrier
	EDD Notice to Employees: Unemployment and Disability	CA Employment Development Dept.
	Harassment & Discrimination Act	CA Dept of Fair Employment and Housing
	California Family Care & Medical Leave Notice	CA Dept of Fair Employment and Housing
	Pregnancy Disability Leave	CA Dept of Fair Employment and Housing
	Voting Notice	CA Secretary of State
	Pay Day Notice	CA Division of Labor Standards Enforcement
	Emergency Numbers	CA Dept of Occupational Safety & Health
	EDD Notice to Employees: DE 35 Withholding Allowance Certificate	CA Employment Development Dept.
	California Safety & Health Protection on the Job	CA Dept of Industrial Relations
	IWC Wage Orders (select one from W1 thru W17)	CA Industrial Welfare Commission
	Notice to Employees, Injury Caused by Work	CA Dept. of Industrial Relations, Worker's Comp. Div.
	Smoking Notices	Obtain from commercial poster supplier
	WHISTLEBLOWERS ARE PROTECTED	CA Division of Labor Standards Enforcement
	Farm Labor Contractor Statement of Pay Rates (Farm Labor Contractors licensed by DLSE)	Division of Labor Standards Enforcement (DLSE)
	Log & Summary of Occupational Injuries & Illnesses (300 form series) (Employers w/11 or more employees in prev. yr.-post February only)	CA Dept. of Industrial Relations
	Prevailing Wage Rate Determinations (Public works awarding bodies and contractors)	Dept. of Industrial Relations
	Access to Medical & Exposure Records (All Employers using hazardous/toxic substances)	CA Dept of Industrial Relations
	Industrial Trucks (All Employers operating forklifts, Industrial trucks, tow tractors)	CA Dept of Industrial Relations
Colorado	Colorado Anti-Discrimination Law	CO Civil Rights Commission
	Colorado Notice of Paydays	Obtain from commercial poster supplier
	Notice to Employer of Injury	CO Division of Workers' Compensation
	Worker's Compensation Carrier Notice	Obtain from insurance carrier
	Colorado Minimum Wage Law	CO Division of Labor
	Unemployment: Notice to Workers	CO Division of Employment and Training
	Safety in the Workplace	CO State Risk Management Office
	Workplace Violence	CO State Risk Management Office
	Drug-Free Workplace	CO State Risk Management Office
Idaho	Pay Day Notice	Obtain from commercial poster supplier
	Idaho Law Prohibits Discrimination in Employment	ID Human Rights Commission
	Minimum Wage Law	ID Dept of Labor
	Notice to All Employees: Unemployment Insurance	ID Dept of Labor
	Worker's Compensation Carrier Notice	Obtain from insurance carrier
Iowa	Pay Day Notice	Obtain from commercial poster supplier
	Unemployment Insurance	IA Workforce Development
	Equal Employment Opportunity is the Law	IA Civil Rights Commission
	Your Rights Under the Iowa Minimum Wage Law	IA Workforce Development
	Emergency Numbers	Obtain from commercial poster supplier
	Iowa Safety & Health Protection on the Job	IA Workforce Development Labor Services Division
	IA Smoke free Air – NO Smoking	IA Dept. of Public Health
	IA Fair Housing	IA Civil Rights Commission
	No Hate Crimes	IA Civil Rights Commission

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Kansas	Pay Day Notice	Obtain from commercial poster supplier
	Child Labor: Notice of Hours	KS Dept of Human Resources
	Fair Housing	KS Human Rights Commission
	Kansas Workers Compensation	KS Dept of Human Resources
	Notice to Workers about Unemployment Insurance	KS Dept of Human Resources
	Equal Opportunity in Public Accommodations	KS Human Rights Commission
	Equal Opportunity in Employment	KS Human Rights Commission
	KS Indoor Clean Air Act – NO Smoking	KS Dept. of Labor
Missouri	Pay Day Notice	Obtain from commercial poster supplier
	Discrimination in Employment	MO Commission on Human Rights
	Workers Compensation Carrier Notice	Obtain from insurance carrier
	Discrimination in Housing (for landlords)	MO Commission on Human Rights
	Discrimination in Public Accommodations	MO Commission on Human Rights
	Workers Compensation – Injury Notice	MO Dept of Labor and Industrial Relations
	Notice to Workers Concerning Unemployment Benefits	MO Division of Employment Security
	Employer’s Employing Workers Under the age of 16 List	MO Dept. of Labor & Industrial Relations
	MO Minimum Wage	MO Dept. of Labor & Industrial Relations
Montana	Pay Day Notice	Obtain from commercial poster supplier
	Fair Employment: Discrimination is Against the Law	MT Human Rights Commission
	Worker’s Compensation Carrier Notice	MT Dept of Labor and Industry
	State Minimum Wage	MT Dept of Labor and Industry
	Unemployment Insurance	MT Dept of Labor and Industry
	MT Clean Indoor Air Act	MT Dept. of Public Health & Human Services
Nevada	Pay Day Notice	NV Labor Commission
	Emergency Numbers	NV Dept of Business & Industry, Industrial Relations
	Notice of Limitations Affecting Applications- Lie Detector Law	NV Labor Commission
	Unemployment Insurance	NV Employment Security Division
	Nevada Law Prohibits Discrimination in Employment	NV Dept of Employment, Equal Rights Commission
	Worker’s Compensation Carrier Notice	NV Dept of Business & Industry, Industrial Relations
	Rules to be Observed by Employers- Minimum Wage Law	NV Labor Commission
	Nevada Safety & Health Protection on the Job	NV Labor Commission
	“Current” Annual Minimum Wage Bulletin	NV Labor Commission
	“Current” Annual Daily Overtime Bulletin	NV Labor Commission
New Mexico	Pay Day Notice	Obtain from commercial poster supplier
	Workers Compensation Act	NM Workers’ Compensation Administration
	New Mexico Minimum Wage Act	NM Dept of Labor, Labor and Industrial Div
	Discrimination is Against the Law	NM Dept of Labor, Human Rights Division
	Unemployment Insurance	NM Dept of Labor
	New Mexico Environment Dept: Job Safety & Health Protection	NM Environment Dept
	(Certain NM cities/counties have additional required postings)	NM Dept. of Workforce Solutions

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Oregon	Pay Day Notice	Obtain from commercial poster supplier
	Oregon Family Leave Act	OR Bureau of Labor and Industries
	Oregon Minimum Wage	OR Bureau of Labor and Industries
	Oregon Minimum Wage, Agricultural	OR Bureau of Labor and Industries
	Worker's Compensation Carrier Notice	OR Sept of Consumer & Business Services
	Unemployment Insurance Notice	OR Employment Dept.
	Job Safety & Health	OR Sept of Consumer & Business Services
	Emergency Numbers	Obtain from commercial poster supplier
	NO Smoking – Smoke Free Workplace	OR Dept. of Human Services, Health Dept.
Texas	TX Pay Day Law Poster	TX Workforce Commission
	Workers' Comp. Carrier Notice	TX Dept. of Ins., OIEC, Div. of Workers' Comp.
	Employer's Notice of Ombudsman Program	TX Dept. of Ins., OIEC, Div. of Workers' Comp.
	You Have the Right to Not Remain Silent (State-Local Government entities)	Office of Attorney General of TX
	TX Hazard Communication (@ TX workforce center)	TX Dept. of State Health Services
	Job Service Complaint System (@ TX workforce center)	U.S. Dept. of Labor (DOLETA)
Utah	Pay Day Notice	Obtain from commercial poster supplier
	Worker's Compensation Carrier Notice	UT Labor Commission
	Unemployment Insurance: Notice to Workers	UT Dept of Workforce Services
	Utah Job Safety and Health Protection	UT Occupational Safety & Health Division
Wyoming	General Labor Laws	WY Employment Resources Division
	Discrimination is Against the Law	WY Dept. of Employment
	Health and Safety Protection on the Job	WY Dept. of Employment
	WY Unemployment Insurance	WY Dept. of Employment
	WY Workers' Compensation Act	WY Dept. of Employment

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