Indiana State Postings

Always Designing for People®

INDIANA

WORKER'S COMPENSATION NOTICE

Your employer is required to provide for payment of benefits under the Worker's Compensation Act of the State of Indiana.

Any employee who is injured while at work should report the injury immediately to their supervisor, employer, or designated representative.

The worker's compensation insurance carrier or the administrator for

is:

(name of company) (name of insurance carrier or administrator)

(name of carrier/administrator)

(mailing address)

(city, state, zip)

(telephone number)

(contact person)

12/20/99

For more information about rights or procedures under the Indiana Worker's Compensation system, call or write:

Worker's Compensation Board of Indiana
Ombudsman Division
402 W. Washington St., Rm W196
Indianapolis, IN 46204
(317) 232-3808 • 1-800-824-2667

DWD
INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT

This Business is Subject to Indiana's Unemployment Insurance Laws

If you lose your job or work less than full time, you may be eligible for unemployment insurance benefits. Information is available on-line at **www.in.gov/dwd**. Computers are available at any Indiana WorkOne Center.

No deductions are made from employees' pay for unemployment insurance. This employer pays for unemployment insurance.

1-2024

www.in.gov/dwd
1-800-891-6499
For TDD/TYY: 317-232-7560

Did You Serve in the U.S. Military? Are You Still Serving?
☑ Active Duty ☑ Reserves ☑ National Guard

VETERAN BENEFITS & SERVICES

Substance Abuse & Mental Health Treatment
VA has a variety of mental health resources, information, treatment options and more, all accessible to Veterans, Veterans' supporters and the general public.
mentalhealth.va.gov

Federal Educational Resources
VA education benefits help Veterans, service members, and their qualified family members with needs like paying college tuition, finding the right school or training program, and getting career counseling.
va.gov/education

Indiana Bureau of Motor Vehicles
Military, Veteran, & Surviving Spouse Indicators
License Plates Supporting Veterans and Military
Military-Provided Motorcycle Safety Courses
Plate & Driver License Renewal/Replacement
Military CDL Skills Waiver Program
Voting for Military Overseas Citizens
in.gov/bmv/resources/military-families

Minority Veteran Resources
The Center for Minority Veterans is the Department of Veterans Affairs model for inter-and intra-agency co-operation, to ensure all veterans receive equal service regardless of race, origin, religion, or gender.
va.gov/centerforminorityveterans

Federal Disability Compensation
VA disability compensation (pay) offers a monthly tax-free payment to Veterans who got sick or injured while serving in the military and to Veterans whose service made an existing condition worse.
va.gov/disability

State of Indiana Benefits and Services
Tax Credits & Property Tax Exemptions
Veteran License Plates
Veteran and Dependent Education Benefits
Military Family Relief Fund
Reduced Hunting & Fishing License
Women Veteran Programs
Indiana Veterans Memorial Cemetery
Indiana Veterans Home
in.gov/dva (317) 232-3910
Locate your County Veteran Service Office

Legal Assistance
The Military Assistance Project (MAP) is a statewide project that provides free civil legal advice and direct representation to eligible low-income Hoosier military members, veterans, and their dependents.
indianalegalservices.org/map

Employment and Reemployment
Indiana provides employment services to Veterans at WorkOne Centers. Veterans go to the front of the line and each office has an onsite Veteran's representative that assists with employment needs.
in.gov/dwd/veterans-services/contacts

YOU HAVE A LOCAL EXPERT FIND YOUR COUNTY VETERAN SERVICE OFFICER (CVSO)
SCAN HERE! (800) 400-4520
855.VA.WOMEN WOMEN VETERANS CALL CENTER
Indiana Department of Veterans Affairs (800) 400-4520 IN.GOV/DVA
VA U.S. Department of Veterans Affairs va.gov (800) 698-2411
Veterans Crisis Line Military Crisis Line

INDIANA MINIMUM WAGE LAW

DOL

Indiana Department of Labor
402 West Washington St., Rm 195
Indianapolis, IN 46204
(317) 232-2655
www.in.gov/dol

$7.25 per hour

Indiana law requires this poster to be displayed in a conspicuous place in the area where employees are employed.

Most Indiana employers and employees are covered by the minimum wage and overtime provisions of the federal Fair Labor Standards Act (FLSA); however, those not covered under federal law may still be covered by the Indiana Minimum Wage Law.

Both the federal and Indiana state minimum wage increased from $6.55 per hour to $7.25 per hour, effective July 24, 2009.

The Indiana Minimum Wage Law generally requires employers to pay employees at least the minimum wage for all hours worked and to pay employees 1½ times their regular rate of pay ("Overtime compensation") when employees work more than forty (40) hours during a work week. However, there are many exceptions to the overtime pay requirement. Most of those exceptions can be found at Indiana Code § 22-2-2-3 (a) – (p).

Indiana law requires every employer subject to the Indiana Minimum Wage Law to furnish each employee a statement of the hours worked by the employee, the wages paid to the employee, and a listing of the deductions made. The Indiana Minimum Wage Law also prohibits pay discrimination on the basis of sex.

Tipped Employees
Generally, employers must pay tipped employees at least $2.13 per hour if the employer claims a tip credit. If the employee's tips combined with the hourly wage do not equal the minimum wage, the employer must make up the difference.

Training Wage
Indiana employers may pay $4.25 per hour to employees under 20 years of age for the first 90 consecutive calendar days after the employee is initially employed by the employer.

Violations
Indiana law provides for both civil and criminal penalties for violation of the Indiana Minimum Wage Law.

For Additional Information
For additional information, please contact the Indiana Department of Labor's Wage and Hour Division by email at wagehour@dol.in.gov or phone (317) 232-2655

Notice to Employers / Employees

Your state has its own minimum wage law which requires posting a 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.

This Posting is for Informational Purposes Only

IOSHA

SAFETY AND HEALTH PROTECTION ON THE JOB

INTRODUCTION:
The intent of the Indiana Occupational Safety and Health Act of 1974, Indiana Code 22-8-1.1, is to assure, so far as possible, safe and healthful working conditions for the workers in the State.

The Indiana Department of Labor has primary responsibility for administering and enforcing the Act and the safety and health standards promulgated under its provisions.

Requirements of the Act include the following:

EMPLOYERS:
Each employer shall establish and maintain conditions of work which are reasonably safe and healthful for employees and free from recognized hazards that are causing or likely to cause death or serious physical harm to employees. The Act further requires that employers comply with the Occupational Safety and Health Standards, Rules, and Regulations.

EMPLOYEES:
All employees shall comply with Occupational Safety and Health Standards and all rules, regulations, and orders issued under the Act, which are applicable to their own actions and conduct.

INSPECTION:
The Act requires that an opportunity be provided for employees and their representatives to bring possible safety and health violations to the attention of the Department of Labor inspector in order to aid the inspection. This requirement may be fulfilled by allowing a representative of the employees and a representative of the employer to accompany the inspector during inspection. Where there is no employee representative, the inspector shall consult with a reasonable number of employees.

COMPLAINT:
Employees have the right to file a complaint with the Department of Labor. There shall be an inspection where reasonable grounds exist for the Department of Labor to believe there may be a hazard. Unless permission is given by the employees complaining to release their names, they will be withheld from the employer. Telephone Number (317) 232-2693.

The Act provides that no employer shall discharge, suspend, or otherwise discriminate in terms of conditions of employment against any employees for their failure or refusal to engage in unsafe practices or for filing a complaint, testifying, or otherwise acting to exercise their rights under the Act.

Employees who believe they have been discriminated against may file a complaint with the Department of Labor within 30 days of the alleged discrimination. Please note that extensions of the 30-day filing requirement may be granted under certain special circumstances, such as where the employer has concealed or misled the employee regarding the grounds for discharge. However, a grievance-arbitration proceeding, which is pending, would not be considered justification for an extension of the 30-day filing period. The Commissioner of Labor shall investigate said complaint and upon finding discrimination in violation of the Act, shall order the employer to provide necessary relief to the employees. This relief may include rehiring, reinstatement to the job with back pay, and restoration of seniority.

All employees are also afforded protection from discrimination under Federal Occupational Safety and Health Act and may file a complaint with the U.S. Secretary of Labor within 30 days of the alleged discrimination.

VIOLATION NOTICE:
When an alleged violation of any provision of the Act has occurred, the Department of Labor shall promptly issue a written order to the employer, who shall be required to post it prominently at or near the place where the alleged violation occurred until it is made safe and required safeguards are provided or 3 days, whichever is longer.

PROPOSED PENALTIES:
The Act provides for CIVIL penalties of not more than $7,000 for each serious violation and CIVIL penalties of up to $7,000 for each non-serious violation. Any employer who fails to correct a violation within the prescribed abatement period may be assessed a CIVIL penalty of not more than $7,000 for each day beyond the abatement date during which such violation continues. Except as otherwise provided below involving a worker fatality, any employer who knowingly or repeatedly violates the Act may be assessed CIVIL penalties of not more than $70,000 for each violation and a penalty of not less than $5,000 shall be imposed for each knowing violation. A violation of posting requirements can bring a penalty of up to $7,000.

Proposed Penalties in Conjunction with a Worker Fatality
An employer who knowingly violates the Act and where any such violation can reasonably be determined to have contributed to an employee fatality, shall be assessed a civil penalty of not less than $9,472 for each violation and may be assessed a civil penalty of up to $132,598 for each violation.

VOLUNTARY ACTIVITY:
The Act encourages efforts by labor and management, before the Department of Labor inspections, to reduce injuries and illnesses arising out of employment.

The Act encourages employers and employees to reduce workplace hazards voluntarily and to develop and improve safety and health programs in all workplaces and industries.

Such cooperative action would initially focus on the identification and elimination of hazards that could cause death, injury, or illness to employees and supervisors.

The Act provides a consultation service to assist in voluntary compliance and give recommendations for the abatement of cited violations. This service is available upon a written request from the employer to INSafe. Telephone Number (317) 232-2688.

COVERAGE:
The Act does not cover those hired for domestic service in or about a private home and those covered by a federal agency. Those exempted from the Act's coverage include employees in maritime services, who are covered by the U.S. Department of Labor, and employees in atomic energy activities who are covered by the Atomic Energy Commission.

NOTE:
Under a plan approved March 6, 1974, by the U.S. Department of Labor, Occupational Safety and Health Administration (OSHA), the State of Indiana is providing job safety and health protection for workers throughout the State. OSHA will monitor the operation of this plan to assure that continued approval is merited. Any person may make a complaint regarding the State administration of this plan directly to the OSHA Regional Office, Regional Administrator, Region V, U.S. Department of Labor, Occupational Safety and Health Administration, 230 South Dearborn Street, Chicago, Illinois 60604, Telephone Number (312) 353-2220.

MORE INFORMATION:
INDIANA DEPARTMENT OF LABOR
402 West Washington Street, Room W195
Indianapolis, Indiana 46204
Telephone: (317) 232-2655
TT/Voice: (800) 743-3333
Fax: (317) 233-3790
Internet: http://www.in.gov/labor

EMPLOYERS: This poster must be displayed prominently in the workplace.

Work Restrictions for Youth Employees

Effective January 1, 2025

Employers of minors who are 14 or 15 years of age are required by law to post the maximum number of hours minors may be permitted to work each day of the week and the hours beginning and ending each day. The information must be posted in a conspicuous place or in places where notices are customarily posted.

Hour Restrictions for 14- and 15-Year Olds

14- and 15-year olds may ONLY work:

- 3 hours per school day
- 8 hours per non-school day
- 18 hours per school week
- 40 hours per non-school week
- No work before 7AM or after 7PM
  - May work until 9PM from June 1 through Labor Day
- May NOT work during school hours

Some exceptions to these rules may apply. For more information, visit https://www.in.gov/dol/youth-employment/ or scan the QR code below.

Prohibited and Hazardous Occupations

Employees younger than 18 years old shall not work in occupations designated as hazardous by the child labor provisions by the Fair Federal Labor Standards Act of 1938 as amended (29 U.S.C. 201, et seq.).

Registration on the Youth Employment System (YES)

If an employer employs five (5) or more minors under age 18, the employer must register the minors in the Indiana Youth Employment System (YES).

DOL

Indiana Department of Labor
Youth Employment Division
402 W. Washington St., Room W195
Indianapolis, IN 46204
(317) 232-2655
www.in.gov/dol/youth-employment/

Equal Employment Opportunity is the Law

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations with six or more persons are protected under State and Federal law from discrimination on the following bases:

- Race
- Color
- Sex
- Disability
- Ancestry
- Religion
- National Origin
- Veteran Status

This includes:

Discriminatory hiring, firing, training, discipline, compensation, promotion and other terms or conditions of employment

Denial of equal benefits or privileges

Denying a reasonable accommodation to a qualified individual with a disability or an employee with deeply held religious beliefs

Conducting medical examinations (except in limited circumstances)

Harassing employees because of their membership in a protected class

Retaliating against a person for filing a complaint, testifying at a hearing or assisting in an investigation

Failing to hire an applicant based on their status as a veteran

ICRC EQUAL OPPORTUNITY

Contact Us
Indiana Civil Rights Commission
100 North Senate Avenue
Room N103
Indianapolis, IN 46204
Office: (317) 232-2600
Toll Free: (800) 628-2909
Hearing Impaired: (800) 743-3333
Fax: (317) 232-6580
E-mail: icrc@crc.in.gov
Website: www.in.gov/icrc

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