EMPLOYEES WHO RECEIVE TIPS

Tips may not be taken or retained by an employer except:

- For the employee, or a person acting on or at the employer's request or direction, as a direct compensation, terms, conditions, location, or privileges of employment.

Tips received by an employee or another person acting on or at the employer’s request or direction are wages of the employee.

Workers must:

- Pay wages in a timely manner.
- Maintain records of wages and hours.
- Post or make available the federal minimum wage and overtime pay provisions of the law.
- Maintain records of workers’ hours.

The law provides for the examination of pay statements and pay records, and for the enforcement of the law by distraint of wages, penalties, and attorneys’ fees.

NEED ASSISTANCE?

- Call the Wage and Hour Division at: 1-866-4-LUS-DOL (1-866-4-487-365)
- Visit our website at: www.dol.gov/whd
- Send a written complaint to the Wage and Hour Division

EMPLOYERS INQUIRING ABOUT OR REQUESTING SERVICES OR INFORMATION

- Call 1-866-4-LUS-DOL (1-866-4-487-365) for information.
- Visit(ErrorMessage)www.dol.gov/whd

EMPLOYER RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

- Employers are required to provide employees with leave for serious health conditions of the employee or of a family member.
- Employers are required to provide employees with leave for their own serious health conditions.
- Employers are required to provide employees with leave for the birth of a child or the placement of a child for adoption.
- Employers are required to provide employees with leave for the care of a child with a serious health condition.
- Employers are required to provide employees with leave for the care of a family member with a serious health condition.
- Employers are required to provide employees with leave for military service.

Workers must:

- Request leave for a health condition or for the birth of a child or the placement of a child for adoption.
- Request leave for the care of a child with a serious health condition or for the care of a family member with a serious health condition.
- Request leave for military service.

The law provides for the examination of medical certifications and for the enforcement of the law by distraint of wages, penalties, and attorneys’ fees.

NEED ASSISTANCE?

- Call the Family and Medical Leave Office at: 1-866-4-LUS-DOL (1-866-4-487-365)
- Visit our website at: www.dol.gov/whd
- Send a written complaint to the Family and Medical Leave Office

EMPLOYER RIGHTS UNDER THE Migrant and Seasonal Agricultural Worker Protection Act

- Employers are required to provide employees with leave for a serious health condition or for the birth of a child or the placement of a child for adoption.
- Employers are required to provide employees with leave for the care of a child with a serious health condition or for the care of a family member with a serious health condition.
- Employers are required to provide employees with leave for military service.

Workers must:

- Request leave for a health condition or for the birth of a child or the placement of a child for adoption.
- Request leave for the care of a child with a serious health condition or for the care of a family member with a serious health condition.
- Request leave for military service.

The law provides for the examination of medical certifications and for the enforcement of the law by distraint of wages, penalties, and attorneys’ fees.

NEED ASSISTANCE?

- Call the Migrant and Seasonal Agricultural Worker Protection Office at: 1-866-4-LUS-DOL (1-866-4-487-365)
- Visit our website at: www.dol.gov/whd
- Send a written complaint to the Migrant and Seasonal Agricultural Worker Protection Office

EMPLOYER RIGHTS UNDER THE PROVISIONS OF THE OSHA STANDARDS ACT

- Employers are required to provide employees with safe and healthful working conditions.
- Employers are required to provide employees with information about the hazards of their workplace.
- Employers are required to provide employees with access to the OSHA inspection report.
- Employers are required to provide employees with the right to file a complaint with OSHA if they believe they are being retaliated against for exercising their rights.

Workers must:

- Cooperate with the employer to ensure a safe and healthful workplace.
- Participate in the training and education programs provided by the employer.
- Report hazards and missed workdays.

The law provides for the examination of complaints and for the enforcement of the law by distraint of wages, penalties, and attorneys’ fees.

NEED ASSISTANCE?

- Call the Office of the State Director at: (850) 487-6447
- Visit our website at: www.osha.com
- Send a written complaint to the Office of the State Director

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NEED ASSISTANCE?

- Call the Office of the State Director at: (850) 487-6447
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- Send a written complaint to the Office of the State Director