PUERTO RICO

DISCRIMINATION IS ILLEGAL

SEXUAL HARASSMENT

Discrimination based on age, color, sex, sexual orientation, gender identity, social or national origin, social status, marriage, political affiliation, political or religious idosa, or as a vitient or being perceived as a victim of domestic violence, sexual assault or stalking, for being a servicemember, or-servicemember, serving or having served in the Armed Forces of the United States, or for everan status.

- Programt workers will be entitled to a leave that will include four (4) weeks before the delivery and four (4) safety; full solary.

SINOT • INSURANCE

FOR TEMPORARY

NON-OCCUPATIONAL

DISABILITY LAW

NUM. 139 OF JUNE 26, 1968,

AS AMENDED

A maximum benefit of \$4,000 prorated among the dependents of an insured person, deceased due to a condition compensable by Law.

DISMEMBERMENT efits, between \$2,000 and \$4.000 for amouta

Bill of Rights of Working Women Private sector

Working women in the private sector enjoy all the rights set forth in the Constitution of Puerto Rico

encelypical assumptions or characterizations of their eacy, you are not derind placement in a position due to reference of conocches, employer or clients; not to be descriminated appairs on the basis of sex, or to be similar to the descriminated appairs on the basis of sex, or to be similar to the concept power of an advance of you are unsufficially friend, when you are required, newly materially large four (4) weeks when you are you present a decidant certification to your employer, you may choose to bate or to to use (1) week of private large (1) when you present a decidant certification to your employer, you may choose to take the control of the similar to the similar field and server (1) weeks of 10 when you present as 10 when you want to 10 when you want to

you go to you want you look intensing years.

In not be fired, suppended, discriminated against or have your sailty reduced due to your decrease in production been your are in table of programacy.

In have access in your verification of parties area self-reduced by the program of the progra

Tel. (787) 722-2977 www.mujer.pr.gov





ANTI-DISCRIMINATION UNIT NEGOTIATED LABOR STANDARDS Tel. (787) 625-3137 ext. 3259 Tel. (787) 754-2100 TDD: (787) 756-5787

18. that the employer establish an adequate and effective internal procedure to deal with sexual harassment complaints;

19. be protected from domestic violence in your place of employment;

employment;
20. make use of a special leave without pay of up to fifteen (15)
working days per year to attend situations of domestic or gender
violence, child abuse, sexual harassment in employment, sexual
assault, levid acts or stalking in its serious form;

Filed with the State Election Commission, Application No. EEC SA-2020-539

NEGOTIATED WORK RULES

pages enumerates.

But baracement in employment consists of any type of approach, request for secund severs and any other verbul or secure of a securit relative or the most entire of the following discumblance occurs. When schedinglis of security are secured or condition of a person's employment. When schedinglis or security are security are not condition of a person's employment. When the submission or rejection of such conduct by the person becomes the basis for making decisions in objective of configurations of the affects that process of the submission or rejection of such conduct by the person becomes the basis for making decisions in objective of the submission or rejection of such conduct by the person becomes the basis for making decisions in

ANTIDISCRIMINATION UNIT www.trabajo.pr.gov

- As the delegate agency of the federal Equal Employment Opportunity Commission, the Anti-Discrimination Unit.

 As the delegate agency of the federal Equal Employment Opportunity Commission, the Anti-Discrimination Unit.

 As the delegate agency of the Anti-Discrimination Unit.

 As

Carles General Centring

cor (4) weeks. Any agreement in which the employee waives his right to receive compensation for unjustified dismissal will be vold. However, once a claim has arisen, the parties may transfer the compensation through a valid transaction agreement.

a)compensation equivalent to three (3) nonths of salary:

www.trabajo.pr.gov

LAW NO. 17 OF APRIL 17, 1931, ACCORDING TO AMENDED, WAGE PAYMENT LAW, 29 LPRA SEC. 171, ET. SEQ.

(c) Direct deposit (d) Payroll Card

(d) The cost of the system is paid exclusively by the employer in addition, the legislation lists the deductions and withholdings that an employer can apply to the non-exempt employer's salary by mutual agreement.

IN PUERTO RICO

THE LAW OF SAFETY AND HEALTH



INSPECTION
The law requires giving the chance to a representative of the employer, as well as a representative authorized by employees, accompany the compliance officer in order to assist in the respection. Where there is not a representative authorized by employees, the compliance officer should consult with a reason number of employees in relation to the conditions of safety and health in the workplace.

CITATIONS
If after an inspection or investigation PR OSHA understands that an employer has violated the law, it will issue a citation to the employer, with reasonable prompthess, elleright violations. Each citation should include a period of correction for the aftergod violation. This citation is modulo the esployer perminently after or meanly each sits where the alleged violation has occurred to warm employees about the risks that may estid at that location.

PENALTIES
The law sets mandatory fines of up to \$7,000 for each serious violation and optional penalties of up to \$7,000 for each violation classified as non-sever. They may also impose fines of up to \$5,000 for each violation for each day that the employer does not correct the violation within the period permitted for its correction. Every employer who intentionally or repeatedly violates the law shall be fined in an amount not not needs \$7,000 for each violation. They are dailed in amount not not needs \$7,000 for each violation. They dat also

The employer must provide each one of his/her employees with employment and a workplace free of risks acknowledged to cause or liable to cause death or physical damage to employees. He or she must also comply with the standards of occupational health and safety adopted by Law.

PUERTO RICO

Department of Labor and Human resources
Occupational Safety and Health Administration of Puerto Rico
POST PORTO
P [t] 787. 754. 2172 • [f] 787. 767. 6051

ON THE USE OF THE SOCIAL SECURITY NUMBER



WHAT DOES THE LAW PROVIDE?

REACH This law shall apply to all patrons of private companies and to the public corporations of the Commonwealth of Puerto Rico.

INSPECTIONS

RESTRICTIONS

Some of these notifications were translated by a private company, unless the government agency has published it.

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Compliance Date April 2020



LAW NO. 230 OF MAY 12, 1942, AS AMENDED, KNOWN AS A MINOR EMPLOYMENT LAW, 29 LPRA SEC. 431, ET. SEQ.

UNJUSTIFIED DISMISSAL LAW, 29 OF LPRA SEC. 185a, ET. SEQ LAW NO. 379 OF MAY 15, 1948, AS AMENDED, KNOWN AS A LAW TO ESTABLISH THE WORK DAY IN PUERTO RICO

(compensated as oversime.)
(c) One hour for meals. This must be not before the end of the second or after the sixth consecutive work hour has begun. If the employee works during the period intended to take their meals, the employer must compensate, as a penalty, that period as if if were extra time.

Claims transaction
 Any transaction or during rate (Act 16, 370 requires welf-lation by the 15, 370 requires welf-lation by the Department of Labor and Human Resources. Any transaction that does not have this werification will be mail and void. Generally, any transaction of a basic claim that does not exceed thiff thousand country of the country of the claim that does not exceed this flow country of the claim that the country of the claim of the lawyers of the Lapid Affairs.
 Browns, Those transactions involving basic claims seconding fifty thousand colors sections of the Scientist of Labor and Human Resources.

ACCORDING TO AMENDED, KNOWN AS A LAW TO FIX A DAY OF REST IN LABOR CONFERENCE, 29 LPRA SEC. 295, ET. SEQ.

CITATIONS

PENALTIES

VOLUNTARY ACTIVITY

THE EMPLOYER

OSHA

On August 5, 1975, the legislature passed Law 16 to ensure, as much as possible, safe and healthy working conditions to any employee in the Commonwealth of Puerto Rico and to preserve our human resources. THE EMPLOYEE THE EMPLOYEE The employee must comply with all standards of safety and occupational health and, in addition, with all rules, regulations, and orders issued under the Act, that are applicable to his or her own actions and conduct on the job.

SCOPE
This law shall apply to all work performed at each place of employment in the Commonwealth of Puerto Rico, excluding the employers within the maritime industry, the postal service of the United States (USPS) and Federal Agencies. COMPLAINTS COMPLAINTS
Employees of their representatives who believe that there is a violation of a provision of occupational safety and health can request an inspection by filing a complaint with the Area Office of the Occupational Safety and Health Administration of Puerlo Rico. Department of Labor and Humans Recorders, nearest their place of employment. The name of the complainant will not be revealed to the employer, unless it is approved.

DISCRIMINATION COMPLAINTS DISCHMINIMATION COMPLAINTS
The Law provides that employees may not be dismissed or discriminated against for exercises may not be dismissed or discriminated against for exercise the law for the comployee who believes that the or she been discriminated against under this Act or under the Occupational Salieva Health Act of 1971, may file a completion before the Occupational Health and Saliety Administration of Puerto Rico or with the Federal office Island below.

FEDERAL JURISDICTION

COMPLAINTS ON THE ADMINISTRATION OF nounAIW stration of this Act is being evaluated by OSHA. Anyone

ADDITIONAL INFORMATION For assistance and additional information, including copies of the Law, State standards of occupational safety and health and other applicable regulations, contact the nearest PR OSHA office. These are located in Arecibo, Caguus, Carolina, Mayagüez, Ponce and San Juan. The rumbers of these offices are located in the corresponding phone book.

Parles General Century Hon. Carlos J. Saavedra Gutiérrez Secretary

LAW NO. 207 OF SEPTEMBER 27, 2006 ON RESTRICTIONS

EXCEPTIONS

information. When a document containing the Social Sociality Number of a worker must be made public for approach that does not require that information. It will be which to bit make public for approach that does not require that information of the contented of the document of the document of the formation of the concentration of the document of the document of the formation of the concentration of the document of the document of the document of the New York of the Content of the content of the content of the document of the document of the content of the content of the Any document and application of the employer or which the Social Society Number is collected and influent for disreparents or Medical Properties of the Content of the document of the content of the Content of the Content of the Content of the document of the Content of the C

Hon. Carlos J. Saavedra Gutiérrez Carlos Sacretes Curtify

DISABILITY

\$12 up to \$55 for

Hon. Carlos J. Saavedra Gutiérre

and up to \$113 for non-agricultural workers

20220909 ALLC

LAW No. 180 OF 27 JULY 1998, ACCORDING TO AMENDED, KNOWN AS MINIMUM WAGE LAW, VACATION AND LICENSE FOR PUERTO RICO DISEASE, 20 LPAN SEC. 200, ET. SEC. It sporkeds that the federal minimum waps detail informatically soft in Partie Rico to the workers covered by the indicated law of Reasonable Labor Studentis. Employers not covered by the indicated to severity process? O'f's of the current federal remainmanum steps equivalent to severity process. O'f'd's of the current federal control of the contro

REGULATIONS OF THE DEPARTMENT OF LABOR AND HUMAN RESOURCES NO. 7082

GONy of the provision of Act IA. 148.

The term to pay it a between flowmether 15 and December 15. If the purment of the bond that is easily and the bond that is easiled bed by this lase; is not made in the form and within the term sharely indicated, the employee will be odificiated to pay, in addition to seal bonus, as difficient to pay, the addition to large and bonus, as difficient compensation when the payment has been made within the first so (8) months of all non-compliance. If the complying this control to make the proprient, the employee will be obliqued to pay another employee will be obliqued to pay another.

REVIEW 2005