

# Pennsylvania State Listings



## Commonwealth of Pennsylvania - Human Relations Commission

### EMPLOYMENT PROVISIONS OF THE PENNSYLVANIA HUMAN RELATIONS ACT

**PURPOSE OF STATUTE**  
(Act of October 27, 1955, P.L. 744, as Amended)  
The purpose of the employment provisions of the Pennsylvania Human Relations Act is to prevent and eliminate unlawful discriminatory practices in employment because of race, color, religion, ancestry, age (40 and above), sex, national origin, non-job-related disability, known association with a disabled individual, possession of a diploma based on passing a general education development test, or witnesses or refusal to participate in abortion or sterilization.

**UNLAWFUL DISCRIMINATORY PRACTICES**  
It is unlawful—on the basis of the factors listed above—for an employer, labor union or employment agency to:  
1. Deny any person an equal opportunity to obtain employment, to be promoted and to be accorded all other rights to promotion, tenure and other terms, conditions and privileges of employment.  
2. Deny membership rights and privileges in any labor organization.  
3. Deny any person equal opportunity to be referred to employment.  
4. Refuse to contract or otherwise discriminate in contracting with any independent contractor as defined by Section 401 of the PHRA.

It is also unlawful for any person, employer, labor union or employment agency to relate against an individual because the individual has filed a complaint with the Commission, or has refused to participate in any Commission proceeding, or for any person to act or aid any unlawful discriminatory practice under the Pennsylvania Human Relations Act.

### PARTIES SUBJECT TO THE ACT

The employment provisions of the Pennsylvania Human Relations Act apply to: (1) Employees of 4 or more persons, including units of state and local governments; (2) Labor organizations; and (3) Employment agencies.

### WHO MAY FILE A COMPLAINT

Complaints may be filed with any of the above set of discrimination by any of the following: (1) Any person who believes he or she has been discriminated against; (2) The Pennsylvania Human Relations Commission; (3) The Attorney General of Pennsylvania; or (4) An employer whose employee tendered compliance with the provisions of the Act.

### PARTIES EXEMPT FROM THE ACT

The employment provisions of the Pennsylvania Human Relations Act do not apply to: (1) Any individual employed in agriculture or domestic service; (2) any individual who, as part of his or her employment, resides in the personal residence of the employer; (3) Any individual employed by his or her parents, spouse or child.

### WHO MUST POST THIS NOTICE

Every employer, labor union and employment agency subject to the employment provisions of this Act is required by law to post this notice in a conspicuous, easily accessible and well-lighted location customer frequented by applicants, employees or members.

**WARNING:** Removing, defacing, covering up or destroying this notice is a violation of the Pennsylvania Crimes Code and may subject you to fines or imprisonment.  
For further information, write, phone or visit the Pennsylvania Human Relations Commission:  
**Executive Office:** 333 Market Street, 8th Floor • Harrisburg, PA 17101-2210  
(717) 707-4410 • (717) 707-2729 (TTY) or visit us at [www.pahrc.com](http://www.pahrc.com)

To file a complaint, contact the Regional Office nearest you:  
**Pittsburgh:** 301 5th Avenue, Suite 300  
Pittsburgh, PA 15222  
(412) 362-5265  
(412) 362-5711 (TTY)  
**Harrisburg:** 301 5th Avenue, 8th Floor  
Harrisburg, PA 17101  
(717) 707-4780  
(717) 707-2729 (TTY)  
**Philadelphia:** 1118 8th St., Suite 501  
Philadelphia, PA 19107  
(215) 560-4248  
(215) 560-3989 (TTY)

## Veteran Benefits and Services

The following resources are available to help Pennsylvania Veterans understand their rights, protections, benefits and services.  
For more information, contact either your County Office of Veterans Affairs, from the DC code, call the VA Department of Military and Veterans Affairs, at 1-800-688-2411 or visit [www.va.gov](http://www.va.gov)

### MENTAL HEALTH & SUBSTANCE ABUSE RESOURCES

**MENTAL HEALTH & SUBSTANCE ABUSE RESOURCES**  
[www.veterans.va.gov](http://www.veterans.va.gov)  
1-800-688-2411  
Free, 24/7, Confidential  
Hot Chat & Live Text Services  
<https://www.va.gov/opa/whatsnew/2018/08/01/080118-01.asp>

### VOCATIONAL REHAB AND TRAINING RESOURCES

**VOCATIONAL REHAB AND TRAINING RESOURCES**  
<https://www.va.gov/opa/whatsnew/2018/08/01/080118-01.asp>  
Apply for VA Vocational Rehabilitation Services  
<https://www.va.gov/opa/whatsnew/2018/08/01/080118-01.asp>

### PENNSYLVANIA TAX AND FEE RESOURCES

**PENNSYLVANIA TAX AND FEE RESOURCES**  
State Tax Information for Military Personnel and Veterans  
<https://www.pa.gov/department/revenue>  
Disabled Veterans' Real Estate Tax Exemption Information  
<https://www.pa.gov/department/revenue>

### JUSTICE AND LEGAL RESOURCES

**JUSTICE AND LEGAL RESOURCES**  
The United Justice System of Pennsylvania Veterans Treatment Court Information  
<https://www.va.gov/opa/whatsnew/2018/08/01/080118-01.asp>  
Pennsylvania Bar Association Lawyers Serving Veterans Program Information  
<https://www.pabar.org/About-the-Pennsylvania-and-Veterans-Services-Lawyers-Serving-Veterans-Program>

### LEGAL AID PROVIDER NETWORK

**LEGAL AID PROVIDER NETWORK**  
Free representation at the U.S. Court of Appeals for the Third Circuit Information  
<https://www.uscourts.gov/locations>  
For information on Veterans Living Preference with the Commonwealth of Pennsylvania, call 717-703-6655, email us at [va@pa.gov](mailto:va@pa.gov) or visit the website at [www.pa.gov/department/veterans-affairs](http://www.pa.gov/department/veterans-affairs)

### FOR INFORMATION ON VETERANS LIVING PREFERENCE WITH THE COMMONWEALTH OF PENNSYLVANIA, CALL 717-703-6655, EMAIL US AT VA@PA.GOV OR VISIT THE WEBSITE AT WWW.PA.GOV/DEPARTMENT/VETERANS-AFFAIRS

## ABSTRACT OF THE CHILD LABOR ACT HOURS PROVISIONS

**MUST BE POSTED IN A CONSPICUOUS PLACE WHERE ANY PERSON UNDER AGE 18 IS EMPLOYED**

The summary for general information, and is not to be construed as a legal statement concerning the Act or regulations.

**Minors under 16 must have written notification by the minor's parent or guardian acknowledging the duties and hours of employment and granting permission to work.**

**HOURS OF EMPLOYMENT—AGES 14 & 15\***  
**DURING SCHOOL TERM:** Maximum three hours on school days, eight hours on any other day, and 10 hours per school week. Excepted: 1-4 hour other when employment is part of a recognized school work program, may be employed for hours when combined with school hours, not exceeding eight a day.  
**DURING SCHOOL VACATIONS:** Maximum eight hours/day, 40 hours/week.

**HOURS OF EMPLOYMENT—AGES 16 & 17\*\***  
**DURING SCHOOL TERM:** Maximum eight hours a day and 28 hours per school week (Monday-Friday), but not additional hours on Saturdays and Sundays.  
**DURING SCHOOL VACATIONS:** Maximum 40 hours/week, 10 hours/day, minor may refuse to work greater than 44 hours/week.

**WORK TIME**  
Employment prohibited before 7 a.m. and before 7 p.m.  
Exceptions: During school vacations, minors may be employed until 8 a.m. Members of volunteer companies may continue working as members if not subject to the Act's hours of employment or work time restrictions.

**30 MINUTE MEAL PERIOD REQUIRED ON 30 CONSECUTIVE DAYS (except newspaper delivery).**  
Employer notification: Note the day of the minor's beginning of employment, the employer must submit written notice of the minor's normal date and employment hours, the minor's age and work permit to the issuing authority on the issuing authority of the minor is no longer employed.

**Child Labor Act:** Please contact the Department of Labor & Industry's website at [www.pa.gov](http://www.pa.gov) and click on "Labor Law Department".  
Address inquiries and complaints to the office of the Bureau of Labor Law Compliance:

- Alabama District Office: 1300 15th Ave., Suite 200, Alabama, 36101, 205-460-8224 or 207-706-8607
- Arizona District Office: 1001 N. Central Ave., Suite 200, Phoenix, AZ 85003, 602-462-1050 or 602-724-3862
- California District Office: 201 S. Los Angeles Ave., Suite 200, Rosemead, CA 91062, 626-441-3862
- Florida District Office: 1000 N. West 15th Ave., Suite 200, Ft. Lauderdale, FL 33309, 954-351-3862
- Georgia District Office: 1000 Peachtree St., Suite 200, Atlanta, GA 30309, 404-521-3862
- Illinois District Office: 1000 N. Dearborn St., Suite 200, Chicago, IL 60610, 312-462-1050 or 312-724-3862
- Indiana District Office: 1000 N. Dearborn St., Suite 200, Chicago, IL 60610, 312-462-1050 or 312-724-3862
- Michigan District Office: 1000 N. Dearborn St., Suite 200, Chicago, IL 60610, 312-462-1050 or 312-724-3862
- Minnesota District Office: 1000 N. Dearborn St., Suite 200, Chicago, IL 60610, 312-462-1050 or 312-724-3862
- Missouri District Office: 1000 N. Dearborn St., Suite 200, Chicago, IL 60610, 312-462-1050 or 312-724-3862
- North Carolina District Office: 1000 N. Dearborn St., Suite 200, Chicago, IL 60610, 312-462-1050 or 312-724-3862
- Ohio District Office: 1000 N. Dearborn St., Suite 200, Chicago, IL 60610, 312-462-1050 or 312-724-3862
- Pennsylvania District Office: 1000 N. Dearborn St., Suite 200, Chicago, IL 60610, 312-462-1050 or 312-724-3862
- Texas District Office: 1000 N. Dearborn St., Suite 200, Chicago, IL 60610, 312-462-1050 or 312-724-3862
- Virginia District Office: 1000 N. Dearborn St., Suite 200, Chicago, IL 60610, 312-462-1050 or 312-724-3862
- Washington District Office: 1000 N. Dearborn St., Suite 200, Chicago, IL 60610, 312-462-1050 or 312-724-3862
- West Virginia District Office: 1000 N. Dearborn St., Suite 200, Chicago, IL 60610, 312-462-1050 or 312-724-3862
- Wisconsin District Office: 1000 N. Dearborn St., Suite 200, Chicago, IL 60610, 312-462-1050 or 312-724-3862

## MINIMUM WAGE LAW SUMMARY

**MUST BE POSTED IN A CONSPICUOUS PLACE IN EVERY PENNSYLVANIA BUSINESS GOVERNED BY THE MINIMUM WAGE ACT**

**Minimum Wage Rate**  
**\$7.25 per hour Effective July 24, 2009** (Except as Described)

**Overtime Rate**  
Workers shall be paid 1 1/2 times their regular rate of pay after 40 hours worked in a workweek (Except as Described)

The Pennsylvania Minimum Wage Act establishes a fixed Minimum Wage and Overtime Rate for employees. It also sets forth compliance-related duties for the Department of Labor & Industry and for employers. It defines the Minimum Wage Act provisions applicable for nonemployment. This summary is for general information only and is not an official position formally adopted by the Department of Labor & Industry.

**TIPPE EMPLOYERS:** An employer may pay a minimum of \$2.83 per hour to an employee who receives \$2.83 or more in tips. The employer must make up the difference if the tips and \$2.83 do not meet the regular Pennsylvania minimum wage.

**KEEPING RECORDS:** Every employer must maintain accurate records of each employee's earnings and hours worked, and provide access to Labor & Industry.

**EXEMPTIONS:** It is exempt to certain employment classifications, (see below).

**SPECIAL ALLOWANCES FOR:** Employees and people with disabilities, upon application only.

### Exemptions from Both Minimum Wage and Overtime Rates

- Labor on a farm
- Domestic service as about the private home
- Publication of weekly news weekly or daily newspaper with a circulation of less than 4,000 copies
- Business sales subsidiary
- Charitable, religious, or nonprofit organization where an employee receives no remuneration and services is rendered to more than 750 persons
- Call center
- Seasonal employment if the employee is under 18 years of age or if a student under 24 years of age and the employee is a health and welfare agency engaged in activities directly related to the employee's education, nonprofit or residential services
- Student-employee, if the employee is under 18 years of age, who is employed for a period of 10 weeks, which comprises for a period of less than three months in one school year

### Allowances

Wages paid to an employee may include reasonable cost of board, lodging and other facilities. This may be considered as part of the minimum wage if the employee is notified of this condition and acquiesces to a usual condition of employment. This includes a condition of classification. The wages, including food credit plus tips, must equal the current minimum wage.

**Residing Housing Facility available for the personal use of the employee at the site of the business. Cost of food, lodging, or other facilities provided by the employer or anyone affiliated with the U.S. Department of Labor.**

### Exemptions from Minimum Wage Rates

- Lawyers and certain bona fide high school or college, obtaining a Special Certificate, 601 Bank Street, Room 1301, Harrisburg, PA 17101-0700 may post 80% of the minimum wage rate.
- Lawyers, 40 hours a week. Maximum night wages: 150% of the minimum wage rate.
- Students up to 20 hours a week, up to 40 hours a week during school vacation periods.
- A seaman
- Any person, partner or employee primarily engaged in selling and servicing automobiles, trailers, trucks, and other motor vehicles, or aircraft, if employed by a person primarily engaged in the selling of such vehicles, or aircraft, for a period of 90 days, or less, during which the employee's sales are 50% or more of the total sales of the business.
- Any employee engaged in the promotion of motor oil.
- Employment by a motion picture theatre
- Individual with a physical or mental deficiency if a higher rate will result in a substantial benefit to the individual or if the individual is a former recipient of a license suspending or revoking commission, or license, obtained from the Bureau of Labor Compliance, 601 Bank Street, Room 1301, Harrisburg, PA 17101-0700, or a federal certificate is obtained under the terms of the Fair Labor Standards Act from the U.S. Department of Labor.

### Exemptions from Overtime Rates

- Any person, partner or employee primarily engaged in selling and servicing automobiles, trailers, trucks, and other motor vehicles, or aircraft, if employed by a person primarily engaged in the selling of such vehicles, or aircraft, for a period of 90 days, or less, during which the employee's sales are 50% or more of the total sales of the business.
- Any employee engaged in the promotion of motor oil.
- Employment by a motion picture theatre

### Questions/Complaints

Contact: **Christine Swaine**  
Bureau of Labor Compliance  
1100 Bank St., Suite 200  
Harrisburg, PA 17101-3400  
Phone: 610-460-8224 or 617-749-8198

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Bureau of Labor Compliance  
1100 Bank St., Suite 200  
Harrisburg, PA 17101-3400  
Phone: 610-460-8224 or 617-749-8198

**Records Required:**  
Requires employer to keep and maintain records of wages, hours worked, and conditions of employment of the person employed by the Secretary of Labor & Industry shall prescribe. Requires that employees get an abstract of the law.

**Penalties:**  
Provides for a fine of not less than \$50 nor more than \$100, imprisonment for not less than 30 days nor more than 60 days, for: (1) employer who willfully and knowingly violates provisions of the act, or discharge or otherwise discriminate against an employee who makes a complaint, and (2) employer who fails to keep required records, but does not willfully or knowingly discriminate against an employee who makes a complaint.

**More Information is Available Online:**  
Additional information about the Minimum Wage Act is available online at [www.pa.gov](http://www.pa.gov), PA.gov/MinimumWageAct. From the Web site you can request a copy of the Act, the summary is frequently asked questions and more information about the Minimum Wage Act.

**Notice to Employers / Employees**  
Your state has its own minimum wage law which requires posting a notice regarding the amount of that law. Employees 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, when federal and state laws differ, the higher standard applies.

This Posting is for Informational Purposes Only

## REMEMBER: IT IS IMPORTANT TO TELL YOUR EMPLOYER ABOUT YOUR INJURY

The name, address and telephone number of your employer's workers' compensation insurance company, third-party administrator (TPA), or person handling workers' compensation claims for your company, are shown below.

Employer Name:	Date Posted:
IF INSURED: (Complete all applicable spaces)	IF SOMEONE OTHER THAN EMPLOYER IS HANDLING CLAIMS: (Complete all applicable spaces)
Name of Insurance Company:	Name of TPA (Company administrator):
Address:	Address:
Telephone Number:	Telephone Number:
Insurer Code:	IF SOMEONE OTHER THAN SELF-INSURER IS HANDLING CLAIMS: (Complete all applicable spaces)
IF SELF-INSURED: (Complete all applicable spaces)	Name of TPA (Company administrator):
Name of person handling claims at the self-insured:	Address:
Address:	Telephone Number:
Telephone Number:	Insurer Code:

Any individual filing misleading or incomplete information knowingly with the intent to defraud is in violation of Section 1102 of the Pennsylvania Workers' Compensation Act, 77 P.S. §1502.2, and may also be subject to criminal and civil penalties under 18 P.S. §41.12 regarding insurance fraud.

Employer Information Services: 717-772-3792  
Claims Information Services: 800-482-2383  
Hearing Information: PA 717-772-4447  
Email: ra@hw-help@pa.gov  
Auxiliary aids and services are available upon request to individuals with disabilities. Equal Opportunity Employer/Program REV 09-22

## PENNSYLVANIA UNEMPLOYMENT COMPENSATION

Under the provisions of the Pennsylvania Unemployment Compensation (UC) Law, Law registered with the Pennsylvania Department of Labor & Industry is:

EMPLOYER NAME:	PA UC ACCOUNT NUMBER:
Address:	The UC account number applies with an income during year when you are either partially or totally unemployed through the fault of your own.
IF YOU DISCOUNTED YOUR HOURS OR HOURS ARE REDUCED DUE TO LACK OF WORK, the company, department, agency, contractor, or business where you worked may provide you with a completed Form UC-1060, How to Apply for Unemployment Compensation (UC) benefits.	IMPORTANT: You UC application will not be affected if you do not work during the week in which you actually file the application. You should file a new claim or report on an existing claim during the first week you are unemployed if you have not yet received your benefits. If you file after the first week you are unemployed, you may receive benefits retroactively to the first week you were unemployed.
IF YOU HAVE A CURRENT UNEMPLOYMENT BENEFIT, you must report your earnings to the Department of Labor & Industry. If you do not report your earnings, you may be subject to a civil penalty. If you do not report your earnings, you may be subject to a civil penalty. If you do not report your earnings, you may be subject to a civil penalty.	Scale with your mobile phone
IF YOU ARE A MEMBER OF THE FEDERAL SECRETARY OF LABOR'S UNEMPLOYMENT COMPENSATION PROGRAM, you must report your earnings to the Federal Secretary of Labor's Unemployment Compensation Program. If you do not report your earnings, you may be subject to a civil penalty. If you do not report your earnings, you may be subject to a civil penalty.	QR Code

### IMPORTANT

You UC application will not be affected if you do not work during the week in which you actually file the application. You should file a new claim or report on an existing claim during the first week you are unemployed if you have not yet received your benefits. If you file after the first week you are unemployed, you may receive benefits retroactively to the first week you were unemployed.

**IF YOU ARE A MEMBER OF THE FEDERAL SECRETARY OF LABOR'S UNEMPLOYMENT COMPENSATION PROGRAM, you must report your earnings to the Federal Secretary of Labor's Unemployment Compensation Program. If you do not report your earnings, you may be subject to a civil penalty. If you do not report your earnings, you may be subject to a civil penalty.**

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## Abstract of the Equal Pay Law

**Must be Posted in a Conspicuous Place in Every Pennsylvania Business Governed by the Equal Pay Law**

**Discrimination on Basis of Sex Prohibited:**  
Prohibits discrimination by an employer in any place of employment between employees on the basis of sex by paying wages to any employee at a rate less than the rate paid to any other employee of the same sex who is performing equal or substantially equal work. Requires that variations in payment of wages is not prohibited when based on a seniority, training or merit increase system that does not discriminate on the basis of sex.

**Administration:**  
Empowers the Secretary of Labor & Industry to promulgate the provisions of the act, and to issue rules and regulations to make effective the provisions of the act.

**Collection of Equal Wages in Case of Discrimination:**  
Provides for the collection of unpaid wages under the act and in addition, an equal amount of liquidated damages and reasonable attorney's fees and costs. Authorizes the Secretary of Labor & Industry to sue on behalf of the employee to enforce the act in a court of law. Each day a violation continues shall constitute a separate offense.

**More Information is Available Online:**  
Additional information about the Equal Pay Law is available online at [www.pa.gov](http://www.pa.gov). Keyword: Equal Pay Law. Keyword: Equal Pay Law.

Auxiliary aids and services are available upon request to individuals with disabilities. Equal Opportunity Employer/Program REV 07-07

## Hours of Work for Minors Under Eighteen

employed at (Give name of establishment, department and floor, or otherwise designate workers to whom this schedule applies). Show daily time of starting work, time for meal rest periods, and time of stopping work.

Name of Employee	Age	Sunday		Monday		Tuesday		Wednesday		Thursday		Friday		Saturday		Total School hrs. per week if under 16	Total Hours for week
		FROM	TO	FROM	TO	FROM	TO	FROM	TO	FROM	TO	FROM	TO				
NOTE: Minors between 14 and 16 years of age may not be employed at times that interfere with regular school attendance. Hours spent in school must be included in daily and weekly work of week.																	
I hereby certify that the schedules of hours given above are true and correct.																	
DATE	MANAGER SIGNATURE										ADDRESS OF ESTABLISHMENT						
This Schedule and the Abstract of the Child Labor Law Must be Posted in a Conspicuous Place in Every Pennsylvania Business Governed by the Child Labor Law. This Schedule Must be Kept up to Date and Correct.																	
Auxiliary aids and services are available upon request to individuals with disabilities. Equal Opportunity Employer/Program REV 07-07																	



**Employees:**  
For each employee, add up the hours worked in a workweek. If the total is more than 40 hours, the ADP logo is a registered trademark of ADP Inc. All rights reserved. © 2026 ADP, LLC. All rights reserved.