If you would like to obtain a decal for your establishment, please contact the BHRC at 812-349-3429 or human.rights@bloomington.in.gov.
You may also download a compliance agreement on the BHRC's home page located under the legal department at the City's web site, www.bloomington.in.gov/fli.

1/29/2015

Decal to display at participating establishments.

BLOOMINGTON HUMAN RIGHTS COMMISSION

FAIR LABOR INITIATIVE

The Fair Labor Initiative is designed to recognize local restaurants that voluntarily affirm that they are in compliance with applicable laws. The purpose of this brochure is to help small business owners know where to go to start learning about these laws.

FAIR LABOR LAWS

The Fair Labor Standards Act requires employers to pay at least the applicable minimum wage, to make sure employees receive tips, to pay overtime and to keep accurate records of hours worked and wages paid. Currently, the minimum wage is $7.25 an hour, or $2.13 for tipped employees, if they receive sufficient tips combined with pay to earn at least $7.25 an hour. For more information, go to www.dol.gov.whd/flsa/faq.htm.

The Occupational Safety & Health Act requires employers to provide a workplace free from serious recognized hazards and to comply with applicable regulations on workplace safety. For more information, go to www.osha.gov/as/opa/worker/employer-responsibility.html.

Equal Employment Opportunity laws require employers to not discriminate against employees or applicants on the basis of race, color, religion, sex, national origin, sex, disability, ancestry, sexual orientation, gender identity, age or genetic information. For more information, go to www.eeoc.gov/facts/ganda.html or by contacting the Bloomington Human Rights Commission, 812-349-3429 or human.rights@bloomington.in.gov.

Unemployment insurance laws require employers to provide unemployment insurance benefits to qualified employees who lose their job due to no fault of their own. For more information, go to www.in.gov/dwd/files/Employer_Handbook.pdf.

Workers' compensation laws require employers to provide workers' compensation benefits to employees who get injured on the job. For more information, go to www.in.gov/wcb/.

Social Security & Medicare Laws require employers to make appropriate payments and deductions for these federal programs. Currently, employers must contribute 6.2% of an employee's pay to Social Security and 1.45% to Medicare and pay an equal amount to these programs themselves. For more information about Social Security, go to www.socialsecurity.gov/employer. For more information about Medicare, go to www.medicare.gov.

The Affordable Care Act requires covered employers to provide health insurance to their full-time employees. Currently, covered employers are those with 50 or more full-time equivalent employees. For more information, go to www.dol.gov/ebsa/faqs/faq-aca.html.

The Family and Medical Leave Act requires covered employers (those with 50 or more employees) to allow covered employees to take up to twelve weeks of unpaid or paid leave for specified family and medical reasons. For more information, go to www.dol.gov/whd/fmla.

DISCLAIMER: This brochure is provided for general informational purposes only and is not intended to be legal advice. The law changes frequently and varies from jurisdiction to jurisdiction. If you require legal advice, please consult with a competent attorney.

For more information, please contact

Bloomington Human Rights Commission

401 N. Morton St.
Post Office Box 100
Bloomington, IN 47402-0100

Telephone: (812) 349-3429
Fax: (812) 349-3441

human.rights@bloomington.in.gov