Children Labor

Specific Provisions for Individuals 14 and 15 Years of Age:

• Employers are required to keep Work Permits on file for each employed minor.
• The minimum age for employment is 14.

CHILD LABOR

Pay Wage

WAGE PAYMENT

PAYMENTS OF WAGES

EMPLOYERS OF FOUR (4) OR MORE EMPLOYEES ARE REQUIRED TO:

• Notify employees in writing of any reduction in the rate of pay, and any change in the day, hour, or place of payment of benefits.

PARENTS OF WAGES

Wages must be paid at least once each month.

• Employers must pay all wages within seven (7) days from the close of each pay period (with some exceptions; see §1506).

UNLAWFUL DEDUCTIONS:

• Employees are entitled to be deducted or withhold wages for:
  - 1. Credit or inventory shortages.
  - 2. Card advances or charges for goods and services (unless there is a signed agreement between the employer and the employee).
  - 3. Damaged Property
  - 4. Failure to return employer’s property.

WORKERS COMPENSATION

IMPORTANT THINGS TO DO IN CASE OF INJURY

THE EMPLOYER SHOULD:

- Carry Worker’s Compensation insurance.
- Provide all necessary medical, surgical, and hospital treatment from the accident date.
- Keep a record of all employees who are injured or die by a accident or injury at the workplace, and report the accident or injury to the Department of Labor, Division of Industrial Affairs.

The employer should:

• Immediately notify the Department of Labor, Division of Industrial Affairs in writing of an occupational injury or illness, and provide the employee with the written notice of occupational injury or illness. In addition, the employer must give the employee a written statement of benefits, rights, and obligations as soon as practicable from the date of the accident or injury. All forms can be obtained from the Office of Workers’ Compensation.

THE EMPLOYER SHOULD:

- Advise the employee in writing of occupational injury or illness.
- Advise the employee that they are entitled to compensation for the period of disability beyond the third day after the accident. In case of a serious injury, notice must be given to the employee as soon as practicable.
- The employee has a right to claim compensation for the period of disability beyond the third day after the accident. If the employee claims compensation, notice must be given to the employee as soon as practicable.

WORKERS’ COMPENSATION

The employee shall:

• Make a report to the employer within two (2) years of the date of occupational injury or illness.

The employee shall:

• File a claim for compensation with the Department of Labor, Division of Industrial Affairs in writing of an occupational injury or illness, and provide the employee with the written notice of occupational injury or illness. In addition, the employer must give the employee a written statement of benefits, rights, and obligations as soon as practicable from the date of the accident or injury. All forms can be obtained from the Office of Workers’ Compensation.