SAFETY AND PROTECTION ON THE JOB

If you are injured on the job, you should:
1. Notify your employer at once. You can only get benefits unless your employer knows you’re injured.
2. Tell the doctor your employer sends you to that you’re covered by Workers’ Comp.
3. Notify the Workers’ Comp. provider in the box below or the Worker’s Comp. Commission at 803-737-5700 if you experience undue delays or problems with your claim.

Workers’ Compensation

Penalties:
An employer can face a penalty up to $7,000 dollars for a non-violation.

Workers’ Compensation Commission
PO Box 7441
29215-7441
803-737-5700
www.sccrc.com

Employment Discrimination

If you believe you have been discriminated against because of race, sex, age, religion, national origin and disability, you may file a complaint.

South Carolina Human Affairs Commission
1050 Sumter Street, Suite 101
Columbia, SC 29201
803-737-7800 or 1-800-521-0725, TDD: 803-253-4125
www.state.sc.us/hac

OSHA Employment Equal Opportunity Commission (EEOC), Phone: 1-800-699-4000

Payment of Wages Act

When an employee is hired, the employer must notify the employee of:
• the wages agreed upon
• the normal hours the employee will work
• the times the wages will be paid
• the deductions an employer may make from wages, including insurance

Changes to these terms must be in writing at least seven calendar days before they become effective.

Employers must pay employees all wages due each pay period.

Employers must also give employees an itemized statement showing how gross pay and all deductions made during each pay period and maintain records of wages paid for three years.

Employers who violate the Payment of Wages Act are subject to a civil penalty of $100 for each violation. Employers who violate the Payment of Wages Act may also be held personally liable for unpaid wages, costs, and attorney’s fees in a civil action.

To report a suspected violation, or for more information, contact the Payment of Wages Act, or to order a copy of the Payment of Wages Act, please contact the Department of Labor and Employment at the address number listed below.

Child Labor

No employer in this state shall engage in any oppressive child labor practices. Oppressive child labor includes employment of any minor in an occupation declared by the Department of Labor, Licensing and Regulation to be particularly hazardous or detrimental to the health or well being of minors. Oppressive child labor also includes employment of minors who are 14 or 15 years old under the following conditions:

• Under state law, this employment is prohibited.
• Before 7 a.m. or after 7 p.m. (9 p.m. during the period of summer break of the school district in which the minor resides)
• More than 18 hours during school weeks

Unemployment Insurance

The right to work the right to a job in South Carolina cannot be denied, interfered with, or abridged because the person belongs to or does not belong to a labor union. An employer, labor organization, or other person who violates any provisions of this Act shall be guilty of a misdemeanor, and, upon conviction, may be subjected to a fine not in excess of $100 per day for each separate violation.

Immigrant Worker

The South Carolina Immigration and Reform Act requires all employers to verify the legal status of employees.

Effective January 1, 2012, all South Carolina employers are required to enroll in the U.S. Department of Homeland Security’s E-Verify program and verify the status of their employees. Firms that fail to verify their employees through E-Verify will be subject to fines of up to $25,000.

Unemployment Insurance Tax:

Constantly one of the most confusing aspects of the Internal Revenue Service, the unemployment insurance tax is a charge imposed by the Department of Labor and Employment by the state or local government. The tax is assessed on the employer’s gross payroll, which is the total amount paid to employees. The tax is paid by the employer and is used to fund unemployment benefits.

Unemployment Insurance Tax:

This establishment may be covered by the S.C. Unemployment Compensation Law. If you become unemployed, contact your local S.C. Workforce Center for assistance with employment opportunities. If no job is immediately available, you may be eligible for unemployment insurance. Apply online anytime, anywhere at www.mybenefits.dew.sc.gov.

Unemployment Insurance Tax:

This is a tax that is paid by employers to fund unemployment benefits. The tax is based on the amount of wages paid to employees, and it is collected by the state or local government. The tax is used to fund unemployment benefits for workers who become unemployed.

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For questions concerning unemployment insurance tax, contact:
SC Department of Employment and Workforce
Phone: 803-737-2314
Workers Pay No Part of the Cost for Unemployment Insurance.

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