Employment Discrimination

The South Carolina and federal laws prohibit discrimination on the basis of race, sex, age, religion, color, national origin and disability. You also have the right to be free of medical conditions arising from medical needs, pregnancy, childbirth or related medical conditions.

If you feel that you have been discriminated against because of these, contact the:

The Equal Employment Opportunity Commission, 1020 Sumter Street, Suite 101, Columbia, SC 29201
Phone: 803-737-7800 or 1-800-521-0725
www.eeoc.gov

Workers’ Compensation

If you are injured on the job, you should:
1. Notify your employer at once. You can’t receive 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:
1. Pays 100% of your medical bills and some other expenses.
2. Compensates you for 66 2/3% of your salary, limited to the maximum wage set by law, if you are unable to work for more than seven calendar days.
3. SC Workers’ Compensation Commission PO Box 1715, Columbia, SC 29202-1715 803-737-5700, www.wcc.state.sc.us

We are operating under and subject to the SC Workers’ Compensation Act. In case of accidental injury or death to an employee, the injured employee, or someone acting in his or her behalf, must give immediate notice to the employer or general authorized agent. Failure to give such immediate notice may be the cause of serious delay in the payment of compensation to the injured employee or his or her dependents and may result in failure to receive any compensation benefits under the law.

Payment of Wages Act

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

Changes to these terms must be in writing at least seven (7) 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 gross pay and all deductions made 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 can recover up to five times the full amount of unpaid wages, costs, and attorney’s fees in a civil action.

To report a suspected violation, or for recordkeeping or other questions involving the Payment of Wages Act, or to order a copy of the Payment of Wages Act, please contact the Office of Wages and Child Labor at the address and number listed below.

Child Labor

No employer in this state shall engage in any oppressive child labor practices. Oppressive child labor includes employment of minors under 18 who is not legally in this country and authorized to work. 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 all employees who are not citizens of the United States. Failure to use E-Verify to verify new hires will result in probation for the employer or suspension/revo- cation of the employer’s business license.

Unemployment Insurance

This establishment may be covered by the S.C. Employment and Workforce Law.

If you become unemployed, contact your local SC Works center for assistance with employment opportunities. If no SC Works center is available in your area, you may be eligible for partial benefits. Apply online anytime, anywhere at https://escuihub.dew.sc.gov/CSS/ A guide to applying for unemployment benefits can be found at https://sdc.state.sc.us/individuals/apply-for-benefits

Workers Pay No Part of the Cost for Unemployment Insurance

Unemployment Insurance Tax:
Often unemployed workers tell us that unemployment insurance is due them “because they have paid for it.” In South Carolina, South Carolina employees do not fund unemployment insurance through deductions from pay. Employers fund unemployment insurance through tax contributions.

Social Security Tax
Don’t confuse unemployment insurance with old age, survivors and disability insurance. The amount deducted from your wages to fund Social Security is your contribution to old-age, survivors and disability insurance. The employer contributes an equal amount, in addition to his payment of the full unemployment insurance tax.

If you have lost your job due to domestic violence, there is a possibility you may be eligible for unemployment insurance benefits.