South Carolina Workers’ Compensation

We are operating under and subject to the South Carolina 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.

Workers’ Compensation:
1. Pays 100% of your medical bills and some other expenses.
2. Compenses 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 (7) calendar days.

If you are injured on the job, you should:
1. Notify your employer at once. You cannot receive benefits unless your employer knows you are injured.
2. Tell the doctor your employer sends you that you are covered by workers’ compensation.
3. Notify the Workers’ Compensation Provider listed on this poster or the South Carolina Workers’ Compensation Commission at 803.737.5700 if you experience undue delays or problems with your claim.

Workers’ Compensation Provider Name

Mailing Address

Claims Telephone Number

South Carolina
Workers’ Compensation Commission
P.O. Box 1715, 1333 Main Street, Suite 500
Columbia, S.C. 29202-1715
803-737-5700

www.scwcc.gov

OSHA

Safety and Health Protection on the Job

The State:
Under the South Carolina Occupational Safety and Health Act, the State is responsible for the enforcement of occupational safety and health standards in all workplaces, both public and private, within the state of South Carolina. However, longshore, shipbuilding, ship repairing and shipbreaking operations covered by the Longshoremen and Harbor Workers Compensation Act, as amended, remain under federal jurisdiction.

Employees:
Each employer shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or likely to cause death or physical harm to his employees, and shall comply with occupational safety and health standards promulgated by the Director of Labor Licensing and Regulation, as amended, remain under federal jurisdiction.

The right to work of a person in South Carolina shall be limited, restricted with, or abridged because by reason of race, color, national origin or sex, or because of his membership, or non-membership, in any trade union, labor organization, or because of his religious beliefs, or his political beliefs, or because he is or is not a member of a labor organization, or because of his or her union affiliation.

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, 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 as 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 become unemployed, contact your local SC Works center for assistance with employment opportunities. If no job is immediately available, you may be eligible for unemployment insurance, if only part time work is available, you may be eligible for benefits. Apply online anytime, anywhere at https://sc ubic.scdew.gov/SCSIS. A guide to applying for unemployment benefits can be found at https://sc ubic.sc.gov/applications?apply=benefits.

Workers’ Compensation

Workers’ Compensation Compliance Poster

Workers’ Compensation:

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South Carolina Human Affairs

Columbia, SC, 29201-1329

SC Department of Employment and Workforce

803-737-2400

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FAIR EMPLOYMENT

South Carolina Law Prohibits EMPLOYMENT DISCRIMINATION

Based on: Race, Color, Religion, National Origin, Sex, including Pregnancy & Childbirth (or related medical conditions), Age (40+), or Disability

Examples of conduct covered under the law:
- Failure to Hire or Promote
- Unequal Wages
- Harassment/Intimidation
- Discipline/Demotion/Suspension/Termination
- Applying Different Terms, Conditions of Employment
- Failure to Reasonably Accommodate due to a disability, religion, pregnancy, childbirth or related medical conditions, including, but not limited to, lactation
- Retaliation as a result of complaining about discrimination, seeking an accommodation, or participating in a discrimination investigation

How to report unlawful discrimination:
- Complete a questionnaire by phone, in-person, mail, or online at www.schart.egov.sc.gov. Once submitted, a SCHAC Intake Officer will contact you and assist you in filing a formal complaint.
- You must file a formal complaint to launch an investigation.
- There are strict time limits for filing charges of employment discrimination. To preserve the ability to act on your behalf and to protect your right to file a private lawsuit, you should contact SCHAC promptly when discrimination is suspected.

EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW

In addition to Employment, the Mission of SCHAC is to eliminate and prevent unlawful discrimination in:
- Housing on the basis of race, color, national origin, sex, marital status or disability.
- Public Accommodations on the basis of race, color, national origin or religion.

Employers, including each State Agency, or department of the State, and local subdivision thereof, SHALL POST, KEEP POSTED, AND MAINTAINED IN CONSPICUOUS PLACES UPON THEIR PREMISES where notices to employees and applicants for employment are customarily posted a notice to be prepared and distributed by the Commission setting forth excerpts from and/or summaries of pertinent provisions of the Human Affairs Law, and information pertinent to the filing of complaints.

www.scosh.org/fairline.com

For more information, contact:
S.C. LRR-Office of OSHA Compliance
P.O. Box 11329
Columbia, South Carolina 29212-1132
(803) 896-7665
www.scosh.org