

FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

CHILD LABOR An employee must be at least 16 years old to work most non-farm jobs and at least 18 in non-farm jobs declared hazardous by the Secretary of Labor.

TIP CREDIT Employees who are tipped employees may claim a partial wage credit based on tips received by their employees.

ME DEPARTMENT OF LABOR, BUREAU OF LABOR STANDARDS Minimum Wage Maine Law (Title 26 M.R.S.A. § 42-B) requires every employer to place this poster in the workplace where workers can easily see it.

Minimum Wage Minimum Wage is \$14.15 per hour effective January 1, 2024. Exemptions from Overtime Under Maine Law, any business operating in the state with one or more employees is automatically covered by state law.

Municipal Minimum Wage Ordinances Employees with employers who are Bangor and Portland or any other municipality that passes a minimum wage ordinance may be subject to additional regulations and should check with municipal officials.

Service Employee A service employee is someone who regularly receives more than \$179 a month in tips. Effective January 1, 2024, employers must pay a direct service wage of at least \$7.00 per hour.

Overtime Unless specifically exempted, employees must receive overtime pay for hours worked in excess of 40 in a workweek at a rate not less than one and one-half their regular rate of pay.

For more information, contact: Maine Department of Labor, Bureau of Labor Standards, 45 State House Station, Augusta, Maine 04333-9005

ME DEPARTMENT OF LABOR, BUREAU OF UNEMPLOYMENT COMPENSATION Maine Employment Security Law Rules Governing the Administration of the Employment Security Law states every employer shall post and maintain such notices to its workers.

How to file a claim for unemployment benefits If you are laid off from your job, you should file a claim for unemployment benefits as soon as possible.

Main Department of Labor Bureau of Unemployment Compensation 97 State House Station, Augusta, ME 04333-0097

ME DEPARTMENT OF LABOR, BUREAU OF LABOR STANDARDS Regulation of Employment Maine Law (Title 26 M.R.S.A. § 42-B) requires every employer to place this poster in the workplace where workers can easily see it.

Time of Payment Employees must be paid at least every 15 days. Employers must notify if any employee is to be laid off or to be discharged.

Unfair Agreement Employees cannot agree that an employer pay for losses such as plant relocations, but checks or shift schedules, or other matters that are not part of the deal.

Family Medical Leave An employee who works for the last 12 months at a workplace with 15 or more employees may be entitled to 12 weeks of unpaid leave for a qualifying event.

ME THE MAINE HUMAN RIGHTS ACT PROHIBITS SEX DISCRIMINATION SEXUAL HARASSMENT ON THE JOB IS ILLEGAL IF YOU FEEL YOU HAVE BEEN DISCRIMINATED AGAINST, CONTACT:

ME DEPARTMENT OF LABOR, BUREAU OF LABOR STANDARDS Whistleblower's Protection Act Maine Law (Title 26 M.R.S.A. § 839) requires every employer to place this poster in the workplace where workers can easily see it.

ME DEPARTMENT OF LABOR, BUREAU OF LABOR STANDARDS Video Display Terminals Maine Law (Title 26 M.R.S.A. § 42-B) requires every employer to place this poster in the workplace where workers can easily see it.

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT The Employee Polygraph Protection Act prohibits most employers from using lie detector tests for pre-employment screening or during the course of employment.

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR 1-866-487-9243 www.dol.gov/agencies/whd

FED YOUR EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees job-protected leave for qualified reasons.

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR 1-866-487-9243 www.dol.gov/agencies/whd

FED U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION Know Your Rights: Workplace Discrimination is Illegal The U.S. Equal Employment Opportunity Commission (EEOC) enforces federal laws that protect you from discrimination in employment.

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR 1-866-487-9243 www.dol.gov/agencies/whd

ME DEPARTMENT OF LABOR, BUREAU OF LABOR STANDARDS Child Labor Laws Maine Law (Title 26, M.R.S.A. § 42-B) requires every employer to place this poster in the workplace where workers can easily see it.

Work Permits All minors under the age of 18 need work permits in order to work. Supervision of schools or other academic standing.

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ME DEPARTMENT OF LABOR, BUREAU OF LABOR STANDARDS Veterans' Benefits & Services Benefits and Services for Maine Veterans can be accessed through the Department of Defense, Veterans and Emergency Management and the Maine Bureau of Veterans Services.

ME DEPARTMENT OF LABOR, BUREAU OF LABOR STANDARDS Video Display Terminals Maine Law (Title 26 M.R.S.A. § 42-B) requires every employer to place this poster in the workplace where workers can easily see it.

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FED YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System.

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FED FOR DATES OF INJURY ON AND AFTER JANUARY 1, 2020 WORKERS' COMPENSATION BOARD REGIONAL OFFICES

Notice to Employees State law requires your employer to provide workers' compensation insurance to provide workers' compensation insurance provides benefits to employees who are injured at work.

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