

Maine & Federal Employment Notices

OSHA Job Safety and Health IT'S THE LAW! Occupational Safety and Health Administration

- All workers have the right to:
- Safe workplace
- Raise a safety or health concern with your employer or OSHA
- Receive information and training on job hazards
- Request an OSHA inspection

FREE ASSISTANCE to identify and correct hazards is available to small and medium-sized employers...
- Provide required training to all workers
- Comply with all applicable OSHA standards

Contact OSHA. We can help. 1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

Federal Minimum Wage. EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT. \$7.25 PER HOUR BEGINNING JULY 24, 2009.

Pregnant Workers Fairness Act (PWFA). What is the PWFA? The Pregnant Workers Fairness Act (PWFA) is a federal law that, starting June 27, 2023, requires covered employers to provide "reasonable accommodations" to a qualified worker known to have a pregnancy-related condition.

Equal Employment Opportunity. Know Your Rights: Workplace Discrimination is Illegal. The Equal Employment Opportunity Commission (EEOC) enforces federal laws that protect you from discrimination in employment.

Equal Pay Law. Maine Equal Pay (Title 26, § 626, Chapter 7) Maine Law requires that employees be paid the same wages as employees of the opposite sex for work that is of a comparable nature in skill, effort and responsibility.

Human Trafficking. STOP HUMAN TRAFFICKING - REMEMBER YOU MAY BE THE VICTIM'S ONLY CHANCE. Federal Law, Sex Trafficking and Labor Trafficking are crimes under State and Federal Law.

Emergency Notice. Why do Maine workplaces support nursing moms? The Nurse Family Care Act (NFS) requires employers to provide breast milk storage facilities for nursing mothers.

Payday Notice. It is illegal for your boss to fire you, threaten you, retaliate against you or treat you differently because:

Family Medical Leave Act. EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT. How do I request FMLA leave? Follow your employer's normal policies for requesting leave.

Sexual Harassment. THE MAINE HUMAN RIGHTS ACT PROHIBITS SEX DISCRIMINATION, SEXUAL HARASSMENT ON THE JOB IS ILLEGAL. UNWELCOME SEXUAL ADVANCES, SUGGESTIVE OR LEWD REMARKS, UNWANTED HUGS, TOUCHES, KISSES, REQUESTS FOR SEXUAL FAVORS, RETALIATION.

Polygraph Protection. The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

IRS Withholding. YOU MAY NEED CHECK YOUR WITHHOLDING. Do any of these or would extra tax when you filed your last return, you may need to file a new Form W-4.

USERRA. 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.

Video Display Terminal. The program must include, at a minimum: A notification of the risks and duties created under this subchapter by posting in a prominent place in the workplace a copy of this subchapter.

Whistleblower Protection. For more information or to file a complaint under this law, contact: The Maine Human Rights Commission, 51 State House Station, Augusta, Maine 04333

Child Labor Law. Child Labor Laws of the State of Maine provide protection for people under the age 18 with agricultural and nonagricultural jobs. The Maine Department of Labor administers the laws, which all employers must follow.

Maintenance Security Law. Basic eligibility requirements. Employees eligible for this leave are those whose "basic period" is a one-year period that includes four calendar quarters.

Other Resources. Maine Department of Labor, Bureau of Labor Standards, Augusta, Maine 04333-0045. Website: www.maine.gov/labors. Email: bld@maine.gov

State Minimum Wage. Minimum Wage. Under Maine labor laws, any business operating in the state with one employee is automatically covered by state law.

Regulation Of Employment. Regulations of the Employment. Labor Laws of the State of Maine provide protection for people who work in Maine. The Maine Department of Labor enforces the laws, which all employers must follow.

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Domestic Violence & Workplace. Maine Law protects victims of domestic violence, sexual assault, and stalking in employment. This poster describes some important parts of the laws.

Workers' Compensation. Workers' Compensation. Every employee is entitled to each employee with the payment of wages a statement clearly showing the date of the pay period, hours worked, total earnings and itemized deductions.

Occupational Safety & Health. Occupational Safety and Health Regulations for Public Sector Workplaces. The Maine Department of Labor and Industry Public Safety Division enforces Maine's Occupational Safety and Health Law.

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