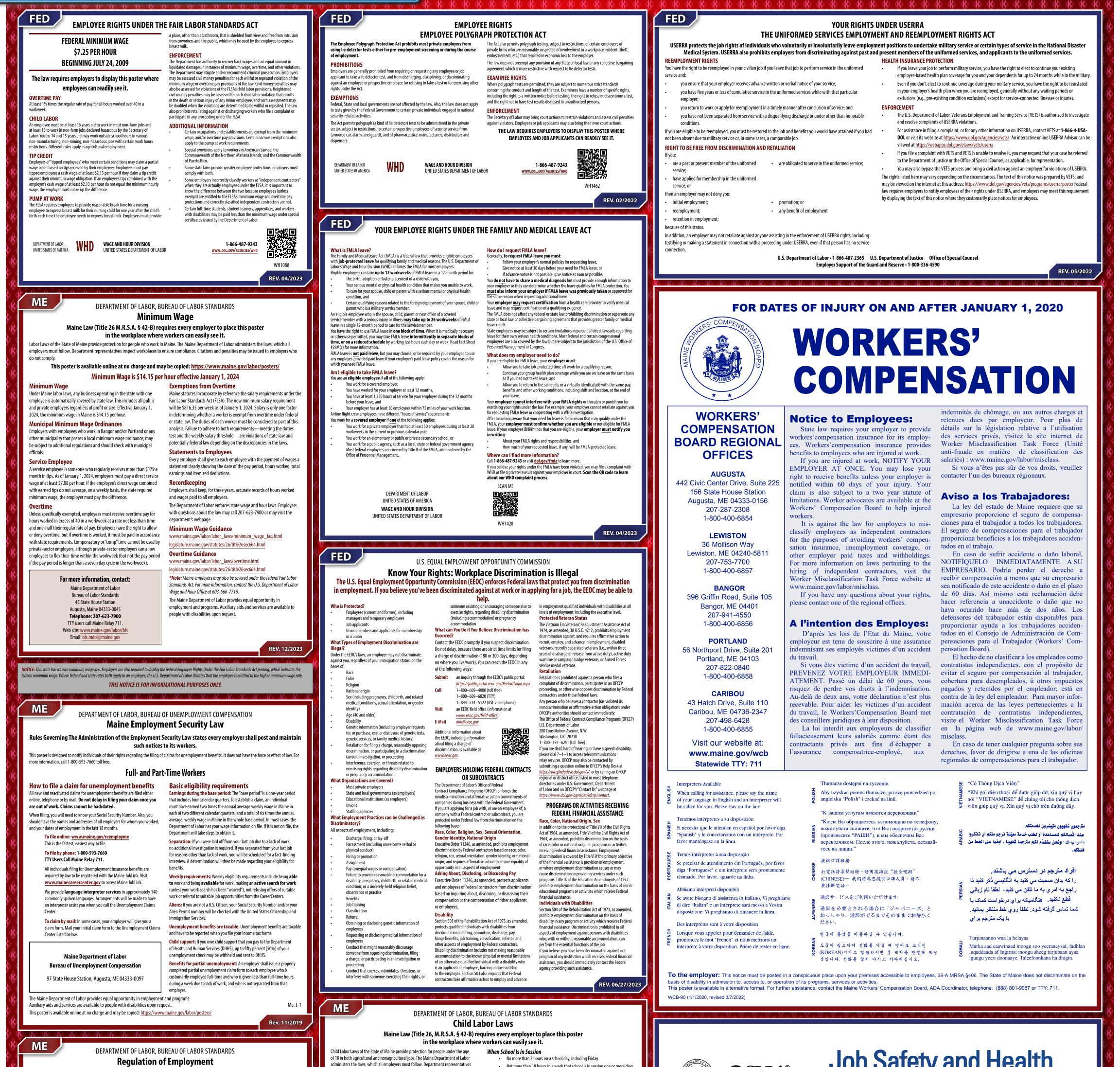


Since 1953

LABOR LAWS

FEDERAL

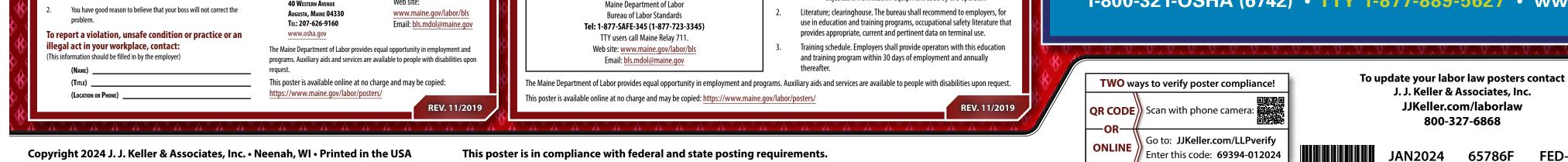




S K	Regulation of Employment	of 18 in both agricultural and nonagricultural jobs. The Maine Department of Labor administers the laws, which all employers must follow. Department representatives	 No more than 3 hours on a school day, including Friday. Not more than 18 hours in a week that school is in session one or more days. 		o Safety and Health
λ	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.	inspect workplaces to ensure compliance. Citations and penalties may be issued to employers who do not comply.	Work Hours 16 and 17 year olds (enrolled in school)		
× k	Labor Laws of the State of Maine provide protection for people who work in Maine. The Maine Department of Labor administers the laws, which all employers must follow.	This poster describes some important parts of the laws. A copy of the actual laws and formal interpretations may be obtained from the Department of Labor, Bureau of Labor	 No more than 6 days in a row. Cannot work before 7 a.m. on a school day. 	Occupational Safety	STHE LAW!
δ	Department representatives inspect workplaces to ensure compliance. Citations and penalties may be issued to employers who do not comply.	Standards, by calling (207) 623-7900. (The laws are also on the Bureau website.)	Cannot work before 5 a.m. on a non-school day.	U.S. Department of Labor and Health Administration	JINE LAVY:
K	This poster describes some important parts of the laws. A copy of the actual laws or formal interpretations may be obtained from the Department of Labor, Bureau of Labor Standards, by calling 207-623-7900. (The laws are also on the Bureau's web site.)	14 and 15 year olds may work in most businesses, except in occupations declared hazardous and jeopardize their health, well-being or educational opportunities. 16 and	 Cannot work after 10:15 p.m. the night before a school day. Can work up to midnight when there is no school the next day. 		
λ	This poster is available online at no charge and may be copied: <u>https://www.maine.gov/labor/posters/</u>	17 year olds may work in most businesses, however not in hazardous jobs. These	Can work up to midnight when there is no school the next day. When School Is Not in Session		
Ŕ	Time of Payment would support an order for protection under Title 19-A M.R.S.A., c. 101 and the employees must be paid in full at least every 16 days. Employees must be paiding of the employee needs the time to:	provisions also provide limited exemptions. Contact the Bureau of Labor Standards for details.	No more than 10 hours in any one day (weekend, holiday, vacation, or		
	Employees must be paid in full at least every 16 days. Employees must be notified of any decrease in wages or salary at least one day prior to the change. • Prepare for and attend court proceedings; or	Work Permits	 workshop). No more than 50 hours in a week. 	All workers have the right to:	Employers must:
	Payment of Wages An amployee leaving employment, must be paid in full no later than the employee's Obtain peressary services to remedy crisis	 All minors under 16 years of age need work permits in order to work. Superintendent of schools certify academic standing. 	When School Is in Session		• •
\mathbf{x}	An employee leaving employment, must be paid in full no later than the employee's next established payday. This may also include the payment of accrued vacation pay Leave to Care for Family	 Minor allowed only one permit during the school year but two during 	 No more than 6 hours on a school day. No more than 10 hours on any holiday variation, any other day. 	 A safe workplace. 	 Provide employees a workplace free from
Y A	and/or Earned Paid Leave.	summer vacation. Minor cannot work until permit is approved by Bureau of Labor Standards. 	 No more than 10 hours on any holiday, vacation, or workshop day. On last day of school week, may work up to 8 hours. 	 Raise a safety or health concern with 	recognized hazards. It is illegal to retaliate
	Unfair Agreementuse up to 40 hours in a 12-month period to care for an immediate family memberEmployers cannot require that an employee pay for losses such as brokenwho is ill.	Employer keeps Bureau-approved permit on file.	 No more than 24 hours in a week, except may work 50 hours any week that approved school calendar is less than three days or during the first and last 	your employer or OSHA, or report a work-	against an employee for using any of their
Y A	merchandise, bad checks, or bills not paid by customers, nor for special uniforms and certain tools of the trade.	Recordkeeping	week of school calendar.	related injury or illness, without being	rights under the law, including raising a health
	An employer that employs more than 10 employees in the usual and regular courseRest Breaksof business for more than 120 days in any calendar year shall permit each employee	All employers must keep accurate payroll records for workers under 18. Records must show what time the minor began work, total hours worked, and what time the minor	The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to people with disabilities upon	retaliated against.	and safety concern with you or with OSHA, or
	Most employees must be offered a 30 consecutive minute paid or unpaid rest break after 6 hours of work. to earn paid leave based on the employee's base pay. An employee is entitled to earn paid leave from a single employer for every 40 hours worked,	finished work each day.	request.	Ŭ la constanta da la constanta	reporting a work-related injury or illness.
	Nursing mothers must be provided with unpaid break time or be permitted to use up to 40 hours in one year of employment. Accrual of leave begins at the start of	Note: Maine employers may also be covered under the Federal Fair Labor Standards Act. For more information, contact the U.S. Department of Labor Wage and Hour Office at	This poster is available online at no charge and may be copied: https://www.maine.gov/labor/posters/	 Receive information and training on job 	
	their paid break or meal time to express milk. The employer must make reasonable efforts to provide a clean room or location, other than a bathroom, where the milk	603-666-7716 or http://youth.dol.gov/. Work Hours 14 and 15 year olds	For more information, contact:	hazards, including all hazardous substances	 Comply with all applicable OSHA standards.
V	can be expressed. period. Earned Income Tax Credit	 Work Hours 14 and 15 year olds No more than six days in a row. 	For more information, contact: Maine Department of Labor	in your workplace.	 Notify OSHA within 8 hours of a workplace
	Family Medical Leave An employee who has worked for the last 12 months at a workplace with 15 or Employees may be eligible for federal and state earned income tax credits.	Cannot work before 7 a.m.	Bureau of Labor Standards	Request a confidential OSHA inspection	fatality or within 24 hours of any work-related
K	more employees may be entitled to up to 10 weeks of paid or unpaid leave for a gualifying event. Note: Maine employers may also be covered under the Federal Fair Labor	 Not after 7 p.m. during school year. Cannot work after 9 p.m. during summer vacation. 	45 State House Station Augusta, Maine 04333-0045		inpatient hospitalization, amputation, or loss
	 Birth or adoption of a child or domestic partner's child; Standards Act. For more information, contact the U.S. Department of Labor Wage and Hour Office at 866-487-9243. 	When School Is Not in Session	Tel: 207-623-7900 or 207-623-7930	of your workplace if you believe there are	of an eye.
K	 Serious health condition of the employee or immediate family member, including domestic partner; domestic partner's child, grandchild, domestic 	No more than 8 hours in any one day (weekend, holiday, vacation or	TTY users call Maine Relay 711 Website: www.maine.gov/labor/bls	unsafe or unhealthy conditions. You have	,
	partner's grandchild; For more information, contact:	 workshop). Not more than 40 hours in a week (school must be out entire week). 	Email: bls.mdol@maine.gov	the right to have a representative contact	 Provide required training to all workers in a
K	 Organ donation; Death or serious health condition of the employee's spouse, domestic Bureau of Labor Standards 		REV. 11/2019	OSHA on your behalf.	language and vocabulary they can understand.
	partner, parent or child if it occurs while the spouse, domestic partner, 45 State House Station	<u>a a a a a a a a a a a a a a a a a</u>	S 4KS 4KS 4KS 4KS 4KS 4KS 4KS 4KS 4KS 4K	 Participate (or have your representative 	 Prominently display this poster in the workplace.
₿	 Serious health condition or death of a sibling who shares joint living and Located at: 45 Commerce Drive 			participate) in an OSHA inspection and	
	financial arrangements with the worker. Telephone: 207-623-7900		PROHIBITS SEX DISCRIMINATION	speak in private to the inspector.	 Post OSHA citations at or near the place of the elleged violations
K	(Federal family medical leave is different, call 866-487-9243 for moreTTY users call Maine Relay 711.information.)Website: www.maine.gov/labor/bls	SEXUAL HARASSMENT ON THE JOB IS ILLEGAL	IF YOU FEEL YOU HAVE BEEN DISCRIMINATED AGAINST, CONTACT:		the alleged violations.
≥≦	Leave for Victims of Violence, Assault, Sexual Assault or Email: bls.mdol@maine.gov	UNWELCOME SEXUAL ADVANCES	MAINE HUMAN RIGHTS COMMISSION	File a complaint with OSHA within 30 days	On-Site Consultation services are available to
k	Stalking Must be allowed upon request if an employee (or a child, parent or spouse of an	SUGGESTIVE OR LEWD REMARKS	51 STATE HOUSE STATION, AUGUSTA, MAINE 04333-0051 PHONE (207) 624-6290	(by phone, online or by mail) if you have been	small and medium-sized employers, without
	employee) is a victim of violence, assault, sexual assault or stalking or any act that	UNWANTED HUGS, TOUCHES, KISSES REOUESTS FOR SEXUAL FAVORS	FAX (207) 624-8729	retaliated against for using your rights.	citation or penalty, through OSHA-supported
¢	At-Will Employment Under Maine law, an at-will employee may be terminated for any reason not specifically prohibited	REQUESTS FOR SEXUAL FAVORS RETALIATION FOR COMPLAINING ABOUT SEXUAL HARASSMENT	TTY: MAINE RELAY 711 www.maine.gov/mhrc	 See any OSHA citations issued to your 	consultation programs in every state.
by law. In most instances, you are an at-will employee unless you are covered by a collective bargaining agreement or other contract that limits termination. If you have questions about at-will employment, contact your human resources department				employer.	
R	or the Bureau of Labor Standards.	OR CONTACT YOUR PERSONNEL DEPARTMENT:	DEPARTMENT / AGENCY CONTACT		
>	The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to people with disabilities upon request.		REV. 10/2012	 Request copies of your medical records, tests 	
K	REV. 12/2023	Ab	مه هه ه	that measure hazards in the workplace, and	
	NY N		UREAU OF LABOR STANDARDS	the workplace injury and illness log.	
			ay Terminals		
DEPARTMENT OF LABOR, BUREAU OF LABOR STANDARDS		-	•	This poster is available free from OSHA.	
K	Whistleblower's Protection Act	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.			
Maine Law (Title 26 M.R.S.A. § 839) requires every employer to place this poster		The Maine Video Display Terminal (VDT) Law gives certain rights to people who use computers for work.			
K	in the workplace where workers can easily see it.	Video Display Terminals MRSA Title 26 §251.	Education and training MRSA Title §252.		
\rangle	Protection of Employees Who Report or Refuse to Commit Illegal Acts This poster describes some important parts of the law. A copy of the actual law or For more information or to file a complaint under this law,	1. Bureau. "Bureau" means the Department of Labor, Bureau of Labor Standards.	Every employer shall establish an education and training program for all operators as provided in this section.		
Ŕ	formal interpretations may be obtained from the Department of Labor, Bureau of contact:	2. Employ. "Employ" means to employ or permit to work.	1. Requirements. An employer's education and training program must be	Contact OSHA. We can help.	
	Labor Standards by Calling 207-623-7900. (The laws are also on the Bureau's web site.) The Maine Human Rights Commission 51 State House Station	3. Employee. "Employee" means any person engaged to work on a steady or regular basis as an operator by an employer located or doing business in	provided both orally and in writing, except that an employer that uses fewer than 5 terminals at one location may provide the education and		
K	It is illegal for your boss to fire you, threaten you, retaliate Augusta, Maine 04333 Tel: 207-624-6290	the State.	training program in writing only.		
	against you or treat you differently because: TEL: 207-624-6290 1. You reported a violation of the law; TTY users call. Maine Relay 711 www.Maine.gov/mhrc Www.Maine.gov/mhrc	4. Employer. "Employer" means any person, partnership, firm, association or corporation, public or private that uses 2 or more terminals at one location.	The program must include, at a minimum: A. Notification of the rights and duties created under this subchapter		
Ŕ	2. You are a healthcare worker and you reported a medical error; The following agencies may provide useful information on	5. Operator. "Operator" means any employee whose primary task is to operate	by posting in a prominent location in the workplace a copy of this		
	3. You reported something that risks someone's health or safety; workplace safety and labor laws:	a terminal for more than four consecutive hours, exclusive of breaks, on a daily basis.	subchapter. B. An explanation or description of the proper use of terminals and		
Ŕ	4. You have refused to do something that will endanger your life or someone else's life and you have asked your employer to correct it; or Wasse ann Hour Durision Maine Department of Labor	6. Terminal. "Terminal" means any electronic video screen data presentation	the protective measures that the operator may take to avoid or		
V	5. You have been involved in an investigation or hearing held by the Wage and Hour Division Wage and Hour Division Mane Department of Labor	machine, commonly called video display terminals.	minimize symptoms or conditions that may result from extended or improper use.		
A	government. PortLand, Maine 04112 45 State House Station You are protected by this law ONLY if: Tel: 207-780-3344 Augusta, Maine 04333-0045 Tel: 207-780-3344 Tel: 207-780-3344	For full text of the statute visit MRSA Title 26 §251, 252.	C. Instruction related to the importance of maintaining proper		
V	1. You tell your boss about the problem and allow a reasonable time for it to be corrected; or www.dol.gov Tel: 207-623-7900 1. You tell your boss about the problem and allow a reasonable time for it to be corrected; or www.dol.gov TTY users call Maine Relay 711.	If you have questions about working safely at the computer, speak to your	posture during terminal operation and a description of methods to achieve and maintain this posture, including the use of any		
	to be corrected; or U.S. DEPARTMENT OF LABOR/OSHA	supervisor or contact the	adjustable work station equipment used by the spectrum		

adjustable work station equipment used by the operator.

www.osha.gov



Web site

to be corrected; or

Since 1953 62828 FED-ME-ENG