

MAINE

Labor Laws

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

abor 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. Department

This poster is available online at no charge and may be copied: https://www.maine.gov/labor/posters/

Minimum Wage

Under Maine labor laws, any business operating in the state with one employee is of profit or size. Effective January 1, 2024, the minimum wage in Maine is \$14.15 per hour.

Municipal Minimum Wage Ordinances imployers with employees who work in Bangor and/or Portland or any other municipality that passes a local minimum wage ordinance, may be subject to additional regulations and hould check with municipal officials.

Service Emplovee

service employee is someone who regularly receives more than \$179 a month in tips. As of January 1, 2024, employers must pay a direct service wage of at least \$7.08 per hour. If the employee's direct wage combined with earned tips do not average, on a weekly basis, he state required minimum wage, the employer must pay the difference.

Unless specifically exempted, employees must receive overtime pay for hours worked in excess of 40 in a workweek at a rate not less than time and one-half their regular rate of pay. mployers have the right to allow or deny overtime, but if overtime is worked, it must be paid in accordance with state requirements. Compensatory or "comp" time cannot be used by private-sector employers, although private-sector employers can allow employees to flex their time within the workweek (but not the pay period if the pay period is longer than a seven day cycle in the workweek).

For more information, contact:

Maine Department of Labor **Bureau of Labor Standards** 45 State House Station Augusta, Maine 04333-0045 Telephone: 207-623-7900 TTY users call Maine Relay 711 Web site: www.maine.gov/labor/bls Email: bls.mdol@maine.gov

in the workplace where workers can easily see it.

resentatives inspect workplaces to ensure compliance. Citations and penalties may be issued to employers who do not comply.

Minimum Wage is \$14.15 per hour effective January 1, 2024

Exemptions from Overtime

Maine statutes incorporate by reference the salary requirements under the Fair Labor automatically covered by state law. This includes all public and private employers regardless Standards Act (FLSA). The new minimum salary requirement will be \$816.35 per week as of January 1, 2024. Salary is only one factor in determining whether a worker is exempt from overtime under federal or state law. The duties of each worker must be considered as part of this analysis. Failure to adhere to both requirements—meeting the duties test and the weekly salary threshold—are violations of state law and potentially federal law depending on the discrepancies in the laws.

Statements to Employees

Every employer shall give 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.

Recordkeeping Employers shall keep, for three years, accurate records of hours worked and wages paid to

The Department of Labor enforces state wage and hour laws. Employers with questions about the law may call 207-623-7900 or may visit the department's webpage

Minimum Wage Guidance www.maine.gov/labor/labor_laws/minimum_wage_faq.html

legislature.maine.gov/statutes/26/title26sec664.html

• No more than 3 hours on a school day, including Friday.

Work Hours 16 and 17 year olds (enrolled in school)

• 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.

• No more than 10 hours on any holiday, vacation, or workshop day.

Auxiliary aids and services are available to people with disabilities upon request.

On last day of school week, may work up to 8 hours

This poster is available online at no charge and may be copied:

· No more than 6 days in a row.

When School Is Not in Session

When School Is in Session

https://www.maine.gov/labor/poster

Maine Department of Labor

BUREAU OF LABOR STANDARDS

AUGUSTA, MAINE 04333-0045

TTY USERS CALL MAINE RELAY 711

Email: bls.mdol@maine.gov

Tel: 207-623-7900 or 207-623-7930

WEBSITE: www.maine.gov/labor/bls

Education and training MRSA Title §252.

The program must include, at a minimum:

and pertinent data on terminal use.

45 STATE HOUSE STATION

For more information, contact:

• No more than 50 hours in a week.

No more than 6 hours on a school day.

· Cannot work before 7 a.m. on a school day.

• Cannot work before 5 a.m. on a non-school day.

· Not more than 18 hours in a week that school is in session one or more days.

• No more than 10 hours in any one day (weekend, holiday, vacation, or workshop).

• 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 week of school

Every employer shall establish an education and training program for all operators as provided in

Requirements. An employer's education and training program must be provided both

orally and in writing, except that an employer that uses fewer than 5 terminals at one

Notification of the rights and duties created under this subchapter by posting in a

An explanation or description of the proper use of terminals and the protective

Instruction related to the importance of maintaining proper posture during

Literature; clearinghouse. The bureau shall recommend to employers, for use in education and training programs, occupational safety literature that provides appropriate, current

Training schedule. Employers shall provide operators with this education and training

terminal operation and a description of methods to achieve and maintain this

posture, including the use of any adjustable work station equipment used by the

measures that the operator may take to avoid or minimize symptoms or conditions

location may provide the education and training program in writing only.

that may result from extended or improper use.

program within 30 days of employment and annually thereafter.

prominent location in the workplace a copy of this subchapter.

The Maine Department of Labor provides equal opportunity in employment and programs.

Overtime Guidance

www.maine.gov/labor/labor_laws/overtime.html

legislature.maine.gov/statutes/26/title26sec664.html *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 603-666-7716.

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. 12/2023

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal imum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

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.

Child Labor Laws of the State of Maine provide protection for people under the age of 18 in both When School Is in Session agricultural and nonagricultural jobs. The Maine Department of Labor administers the laws, which

Citations and penalties may be issued to employers who do not comply. his poster describes some important parts of the laws. A copy of the actual laws and formal nterpretations may be obtained from the Department of Labor, Bureau of Labor Standards, by

alling (207) 623-7900. (The laws are also on the Bureau website.) 4 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 17 year olds may work in most businesses, however not in hazardous jobs. These provisions also provide limited emptions. Contact the Bureau of Labor Standards for details.

- All minors under 16 years of age need work permits in order to work.
- Superintendent of schools certify academic standing. • Minor allowed only one permit during the school year but two during summer vacation.
- Minor cannot work until permit is approved by Bureau of Labor Standards.

• Employer keeps Bureau-approved permit on file. Recordkeeping

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 finished work each day. lote: Maine employers may also be covered under the Federal Fair Labor Standards Act. For more nformation, contact the U.S. Department of Labor Wage and Hour Office at 603-666-7716 or http://youth.dol.gov/.

Work Hours 14 and 15 year olds

- No more than six days in a row
- · Cannot work before 7 a.m.
- · Not after 7 p.m. during school year. • Cannot work after 9 p.m. during summer vacation.

When School Is Not in Session

• No more than 8 hours in any one day (weekend, holiday, vacation or workshop). • Not more than 40 hours in a week (school must be out entire week).

Video Display

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.

The Maine Video Display Terminal (VDT) Law gives certain rights to people who use computers for work.

ideo Display Terminals MRSA Title 26 §251. Bureau. "Bureau" means the Department of Labor, Bureau of Labor Standards.

- Employ. "Employ" means to employ or permit to work 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 the State
- Employer. "Employer" means any person, partnership, firm, association or corporation, public or private that uses 2 or more terminals at one location
- Operator. "Operator" means any employee whose primary task is to operate a terminal for nore than four consecutive hours, exclusive of breaks, on a daily basis.
- Terminal. "Terminal" means any electronic video screen data presentation machine commonly called video display terminals.
- For full text of the statute visit MRSA Title 26 §251, 252.

If you have questions about working safely at the computer, speak to your supervisor or contact the Maine Department of Labor Bureau of Labor Standards Tel: 1-877-SAFE-345 (1-877-723-3345) TTY users call Maine Relay 711.

Web site: www.maine.gov/labor/bls

his poster is available online at no charge and may be copied: https://www.maine.gov/labor/posters/

Email: bls.mdol@maine.gov

he Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to people with disabilities upon request.

REV. 11/2019

REV. 11/2019

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.

employee needs the time to:

• Receive medical treatment; or

Leave to Care for Family

Earned Income Tax Credit

Earned Paid Leave

Prepare for and attend court proceedings; or

Obtain necessary services to remedy crisis.

would support an order for protection under Title 19-A M.R.S.A., c. 101 and the

If the employer's policy provides for paid time off, the employee must be allowed to

use up to 40 hours in a 12-month period to care for an immediate family member who

An employer that employs more than 10 employees in the usual and regular course of

earn paid leave based on the employee's base pay. An employee is entitled to earn one

business for more than 120 days in any calendar year shall permit each employee to

hour of paid leave from a single employer for every 40 hours worked, up to 40 hours

the employer is not required to permit use of the leave before the employee has been

Employees may be eligible for federal and state earned income tax credits. Employees

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

in one year of employment. Accrual of leave begins at the start of employment, but

employed by that employer for 120 days during a one-year period.

may apply for the tax credits on the employee's income tax return.

For more information, contact:

Maine Department of Labor

Bureau of Labor Standards

45 State House Station

Augusta, Maine 04333-0045

located at: 45 Commerce Drive

Telephone: 207-623-7900

TTY users call Maine Relay 711.

Website: www.maine.gov/labor/bls

Email: bls.mdol@maine.gov

IF YOU FEEL YOU HAVE BEEN DISCRIMINATED AGAINST, CONTACT:

51 STATE HOUSE STATION, AUGUSTA, MAINE 04333-0051

Earnings during the base period: The "base period" is a one-year period

must have earned two times the annual average weekly wage in Maine in

each of two different calendar quarters, and a total of six times the annual,

average, weekly wage in Maine in the whole base period. In most cases,

the Department of Labor has your wage information on file. If it is not on

Separation: If you were laid off from your last job due to a lack of work, no

additional investigation is required. If you separated from your last job for

interview. A determination will then be made regarding your eligibility for

reasons other than lack of work, you will be scheduled for a fact-finding

Weekly requirements: Weekly eligibility requirements include being

able to work and being available for work, making an active search

for work (unless your work search has been "waived"), not refusing

Unemployment benefits are taxable: Unemployment benefits are

taxable and have to be reported when you file your income tax forms.

Child support: If you owe child support that you pay to the Department

Benefits for partial unemployment: An employer shall issue a properly

customarily employed full-time and who is given less than full-time hours

completed partial unemployment claim form to each employee who is

during a week due to lack of work, and who is not separated from that

of Health and Human Services (DHHS), up to fifty percent (50%) of your

unemployment check may be withheld and sent to DHHS.

file, the Department will take steps to obtain it.

Citizenship and Immigration Services.

that includes four calendar quarters. To establish a claim, an individual

MAINE HUMAN RIGHTS COMMISSION

PHONE (207) 624-6290

TTY: MAINE RELAY 711

www.maine.gov/mhrc

FAX (207) 624-8729

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. Department representatives inspect workplaces to ensure compliance. Citations and penalties may be issued to employers who do not comply. 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.) This poster is available online at no charge and may be copied: https://www.maine.gov/labor/posters/

mployees 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.

Payment of Wages

Employers cannot require that an employee pay for losses such as broken

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 and/or Earned Paid Leave.

merchandise, bad checks, or bills not paid by customers, nor for special uniforms and certain tools of the trade.

Unfair Agreement

Rest Breaks Most employees must be offered a 30 consecutive minute paid or unpaid rest break

after 6 hours of work Nursing mothers must be provided with unpaid break time or be permitted to use 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 can be expressed

Family Medical Leave

An employee who has worked for the last 12 months at a workplace with 15 or more employees may be entitled to up to 10 weeks of paid or unpaid leave for a qualifying

- Birth or adoption of a child or domestic partner's child; Serious health condition of the employee or immediate family member, including
- domestic partner; domestic partner's child, grandchild, domestic partner's grandchild;
- Death or serious health condition of the employee's spouse, domestic partner, parent or child if it occurs while the spouse, domestic partner, parent or child is on active duty:
- Serious health condition or death of a sibling who shares joint living and financial arrangements with the worker.

Federal family medical leave is different, call 866-487-9243 for more information.) Leave for Victims of Violence, Assault, Sexual Assault or Stalking Must be allowed upon request if an employee (or a child, parent or spouse of an

employee) is a victim of violence, assault, sexual assault or stalking or any act that At-Will Employment -- Under Maine law, an at-will employee may be terminated for any reason not specifically prohibited 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 or the Bureau of Labor Standards. The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to people with disabilities upon request.

THE MAINE HUMAN RIGHTS ACT PROHIBITS SEX DISCRIMINATION

REV. 12/2023

REV. 10/2012

Human Rights Commission

SEXUAL HARASSMENT ON THE JOB IS ILLEGAL

- UNWELCOME SEXUAL ADVANCES
- SUGGESTIVE OR LEWD REMARKS **UNWANTED HUGS, TOUCHES, KISSES**
- RETALIATION FOR COMPLAINING ABOUT SEXUAL HARASSMENT

OR CONTACT YOUR PERSONNEL DEPARTMENT:

DEPARTMENT / AGENCY CONTACT

Unemployment Ins.

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.

This poster is designed to notify individuals of their rights regarding the filing of claims for unemployment benefits. It does not have the force or effect of law. For more information, call 1-800-593-7660 toll free.

Full- and Part-Time Workers Basic eligibility requirements

How to file a claim for unemployment benefits All new and reactivated claims for unemployment benefits are filed either online, telephone or by mail. **Do not delay in filing your claim once you** are out of work. Claims cannot be backdated.

When filing, you will need to know your Social Security Number. Also, you should have the names and addresses of all employers for whom you worked, and your dates of employment in the last 18 months.

To file online: www.maine.gov/reemployme This is the fastest, easiest way to file.

To file by phone: 1-800-593-7660 TTY Users Call Maine Relay 711.

All individuals filing for Unemployment Insurance benefits are required by law to be registered with the Maine JobLink. Visit www.mainecareercenter.gov to access Maine JobLink.

We provide **language interpreter services** in approximately 140 commonly spoken languages. Arrangements will be made to have an interpreter assist you when you call the Unemployment Claims

To claim by mail: In some cases, your employer will give you a claim form. Mail your initial claim form to the Unemployment Claims Center listed below.

Maine Department of Labor Bureau of Unemployment Compensation

97 State House Station, Augusta, ME 04333-0097

Auxiliary aids and services are available to people with disabilities upon request. This poster is available online at no charge and may be copied: https://www.maine.gov/labor/posters/

The Maine Department of Labor provides equal opportunity in employment and programs.

Me. I-1

Rev. 11/2019

Temos intérpretes à sua disposição

offers of suitable work or referral to suitable job opportunities from the Abbiamo intèrpreti disponibili Aliens: If you are not a U.S. Citizen, your Social Security Number and/ or your Alien Permit number will be checked with the United States

Des interprètes sont à votre disposition

Lorsque vous appelez pour demander de l'aide, prononcez le mot "French" et nous mettrons un

interprète à votre disposition. Prière de rester en ligne.

것입니다. 전화를 끊지 마시고 기다리십시오.

pensation Board). El hecho de no clasificar a los empleados como

contratistas independientes, con el propósito de Si vous êtes victime d'un accident du travail, PREVENEZ VOTRE EMPLOYEUR IMMEDIevitar el seguro por compensación al trabajador, ATEMENT. Passé un délai de 60 jours, vous cobertura para desempleados, ú otros impuestos pagados y retenidos por el empleador; está en risquez de perdre vos droits à l'indemnisation. Au-delà de deux ans, votre déclaration n'est plus contra de la ley del empleador. Para mayor inforrecevable. Pour aider les victimes d'un accident mación acerca de las leyes pertenecientes a la du travail, le Workers'Compensation Board met contratación de contratistas independientes, visite el Worker Misclassification Task Force La loi interdit aux employeurs de classifier en la página web de www.maine.gov/labor/

fallacieusement leurs salariés comme étant des contractants privés aux fins d'échapper a En caso de tener cualquier pregunta sobre sus derechos, favor de dirigirse a una de las oficinas regionales de compensaciones para el trabajador.

Tłumacze dostępni na życzenie.

Aby uzyskać pomoc tłumacze, proszę powiedzieć po angielsku "Polish" i czekać na linii.

des conseillers juridiques à leur disposition.

"К вашим услугам имеются переводчики" "Когда Вы обращаетесь за помощью по телефону, пожалуйста скажите, что Вы говорите по-русски (произнесите "РАШН"), и мы обеспечим Вас переводчиком. После этого, пожалуйста, оставайтесь на линии

提供口譯服務

(CHINESE)— 我們將爲您提供口譯人員。請不 要挂斷電話。

한국어 통역을 이용하실 수 있습니다. 도움이 필요하여 전화를 거실 때 영어로 코리언

To the employer: This notice must be posted in a conspicuous place upon your premises accessible to employees. 39-A MRSA §406. The State of Maine does not discriminate on the pasis of disability in admission to, access to, or operation of its programs, services or activities. This poster is available in alternative format. For further assistance, contact the Maine Workers' Compensation Board, ADA Coordinator, telephone: (888) 801-9087 or TTY: 711. WCB-90 (1/1/2020, revised 3/7/2022)

TWO ways to verify poster compliance! QR CODE Scan with phone camera: Go to: JJKeller.com/LLPverify **ONLINE** Enter this code: 69396-012024

To update your labor law posters contact J. J. Keller & Associates, Inc. JJKeller.com/laborlaw 800-327-6868

JAN2024



Copyright 2024 J. J. Keller & Associates, Inc. • Neenah, WI • Printed in the USA This poster is in compliance with state posting requirements. 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. 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 formal

TTY USERS CALL MAINE RELAY 711

www.Maine.gov/mhrc

WAGE AND HOUR DIVISION

PORTLAND, MAINE 04112

Tel: 207-780-3344

www.dol.gov

P.O. Box 554

For more information or to file a complaint under this law, contact: THE MAINE HUMAN RIGHTS COMMISSION 51 STATE HOUSE STATION AUGUSTA, MAINE 04333 Tel: 207-624-6290

The following agencies may provide useful information on workplace safety and U.S. DEPARTMENT OF LABOR

indemnités de chômage, ou aux autres charges et

retenues dues par employeur. Pour plus de

détails sur la législation relative a l'utilisation

des services privés, visitez le site internet de

Worker Misclassification Task Force (Unité

anti-fraude en matière de classification des

Si vous n'êtes pas sûr de vos droits, veuillez

La ley del estado de Maine requiere que su

empresario proporcione el seguro de compensa-

ciones para el trabajador a todos los trabajadores.

El seguro de compensaciones para el trabajador

proporciona beneficios a los trabajadores acciden-

En caso de sufrir accidente o daño laboral,

NOTIFÍQUELO INMEDIATAMENTE A SU

sea notificado de este accidente o daño en el plaz

de 60 días. Así mismo esta reclamación debe

hacer referencia a unaccidente o daño que no

haya ocurrido hace más de dos años. Los

defensores del trabajador están disponibles para

proporcionar ayuda a los trabajadores acciden-

tados en el Consejo de Administración de Com-

pensaciones para el Trabajador (Workers' Com-

salariés): www.maine.gov/labor/misclass.

Aviso a los Trabajadores:

contacter l'un des bureaux régionaux.

tados en el trabajo.

hiring of independent contractors, visit the EMPRESARIO. Podría perder el derecho a

Worker Misclassification Task Force website at recibir compensación a menos que su empresario

Maine Department of Labor BUREAU OF LABOR STANDARDS 45 STATE HOUSE STATION AUGUSTA, MAINE 04333-0045

Tel: 207-623-7900 U.S. DEPARTMENT OF LABOR/OSHA TTY USERS CALL MAINE RELAY 711. Web site: www.maine.gov/labor/bls AUGUSTA, MAINE 04330 Email: bls.mdol@maine.gov Tel: 207-626-9160 www.osha.gov

The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to people with disabilities upon request. This poster is available online at no charge and may be copied: https://www.maine.gov/labor/posters

REV. 11/2019

FOR DATES OF INJURY ON AND AFTER JANUARY 1, 2020

Notice to Employees:

State law requires your employer to provide

If you are injured at work, NOTIFY YOUR

workers' compensation insurance for its employ-

ees. Workers'compensation insurance provides

EMPLOYER AT ONCE. You may lose your

notified within 60 days of your injury. Your

claim is also subject to a two year statute of

limitations. Worker advocates are available at the

Workers' Compensation Board to help injured

for the purposes of avoiding workers' compen-

sation insurance, unemployment coverage, or

other employer paid taxes and withholdings.

For more information on laws pertaining to the

If you have any questions about your rights,

A l'intention des Employes:

D'après les lois de l'Etat du Maine, votre

employeur est tenu de souscrire à une assurance indemnisant ses employés victimes d'un accident

please contact one of the regional offices.

www.maine.gov/labor/misclass

du travail.

It is against the law for employers to misclassify employees as independent contractors

right to receive benefits unless your employer is

benefits to employees who are injured at work.



interpretations may be obtained from the Department of Labor, Bureau of Labor Standards by

It is illegal for your boss to fire you, threaten you, retaliate against you or treat

You have been involved in an investigation or hearing held by the government.

You have good reason to believe that your boss will not correct the problem.

To report a violation, unsafe condition or practice or an illegal act in your

You have refused to do something that will endanger your life or someone else's life and

You tell your boss about the problem and allow a reasonable time for it to be corrected; or

calling 207-623-7900. (The laws are also on the Bureau's web site.)

you have asked your employer to correct it; or

You are a healthcare worker and you reported a medical error;

You reported something that risks someone's health or safety;

You reported a violation of the law;

ou are protected by this law ONLY if:

This information should be filled in by the employer)

ou differently because:

workplace, contact:

WORKERS COMPENSATION

WORKERS' **COMPENSATION BOARD REGIONAL OFFICES**

AUGUSTA 442 Civic Center Drive, Suite 225 156 State House Station

Augusta, ME 04333-0156

207-287-2308 1-800-400-6854 **LEWISTON** 36 Mollison Way

Lewiston, ME 04240-5811

207-753-7700

1-800-400-6857

BANGOR 396 Griffin Road, Suite 105 Bangor, ME 04401 207-941-4550

1-800-400-6856

PORTLAND 56 Northport Drive, Suite 201 Portland, ME 04103 207-822-0840 1-800-400-6858

CARIBOU 43 Hatch Drive, Suite 110 Caribou, ME 04736-2347 207-498-6428 1-800-400-6855

Visit our website at: www.maine.gov/wcb

Statewide TTY: 711

When calling for assistance, please say the name

of your language in English and an interpreter will be called for you. Please stay on the line. Tenemos intérpretes a su disposición Si necesita que le atiendan en español por favor diga "Spanish" y le conectaremos con un intérprete. Por

favor manténgase en la línea.

Interpreters Available

Se precisar de atendimento em Português, por favor diga "Portuguese" e um intérprete será prontamente chamado. Por favor, aguarde na linha.

Se avete bisogno di assistenza in Italiano, Vi preghiamo di dire "Italian" e un intèrprete sará messo a Vostra disposizione. Vi preghiamo di rimanere in linea.

l'assurance compensatrice-employé, aux

打電話請求幫助時,請用英語說"挾音呢斯"

通訳サービスをご利用いただけます 通訳を必要とされる場合は「ジャパニーズ」と おっしゃり、通訳がでるまでそのままでお待ちく

(KOREAN)이라고 말씀하시면 통 역자를 연결해 드릴

مترجمون شفهيون متيشرون لخدمتكم عند إتصالكم للمساعدة أو لطلب خدمة معينة نرجو منكم أن تنكروا (أ-رَ-ب-ك)ونحن سنقدُم لكم مترجما شفهيا. ابقوا على الخط من

"Có Thông Dịch Viên"

افراد مترجم در دسترس می باشند. را که بدان صحبت می کنید به انگلیسی ذکر کنید تا راجع به امري به ما تلفن مي كنيد، لطفاً نام زباني قطع نكنيد. هنگاميكه براي درخواست كمك يا شما تماس گرفته شود. لطفأ روي خط منتظر بمانيد.

"Khi gọi điện thoại để được giúp đỡ, xin quý vị hãy

nói "VIETNAMESE" để chúng tôi cho thông dịch

viên giúp quý vị. Xin quý vị chờ trên đường dây.

Turjunaanno waa la helayaa

بایک مترجم برای

Marka aad caawinaad inoogu soo yeeraneysid, fadhlan luqaddaada af Ingiriisi inoogu sheeg turjubaan ayaa guugu yeeri doonaaye. Taleefoonkana ha dhigin.