

agricultural workers (\$8.00 per

hour is the minimum wage for

most agricultural workers),

members of a religious order,

January 1, 2019

January 1, 2020

\$12.00

\$12.75

\$4.35

\$4.95

expected hours of work.

Rights of Temporary Workers

LABOR LAWS

FEDERAL

MASSACHUSETTS

protected leave.

Where can I find more information?

REV. 06/27/2023

Since 1953 FED FED FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT **EMPLOYEE RIGHTS** YOUR RIGHTS UNDER USERRA **EMPLOYEE POLYGRAPH PROTECTION ACT** THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT than a bathroom, that is shielded from view and free from intrusion from coworkers **FEDERAL MINIMUM WAGE** The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment vorkplace incident (theft, embezzlement, etc.) that resulted in economic loss to and the public, which may be used by the employee to express breast milk. 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 \$7.25 PER HOUR **ENFORCEMEN** screening or during the course of employment. The law does not preempt any provision of any State or local law or any collective Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services. bargaining agreement which is more restrictive with respect to lie detector tests. The Department has authority to recover back wages and an equal amount in PROHIBITIONS **BEGINNING JULY 24, 2009 REEMPLOYMENT RIGHT HEALTH INSURANCE PROTECTION** liquidated damages in instances of minimum wage, overtime, and other violations. The Employers are generally prohibited from requiring or requesting any employe **EXAMINEE RIGHTS** You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed If you leave your job to perform military service, you have the right to elect to continue your existing Department may litigate and/or recommend criminal prosecution. Employers may be or job applicant to take a lie detector test, and from discharging, disciplining, or Where polygraph tests are permitted, they are subject to numerous strict The law requires employers to display this poster where discriminating against an employee or prospective employee for refusing to take standards concerning the conduct and length of the test. Examinees have a assessed civil money penalties for each willful or repeated violation of the minimum service and: employer-based health plan coverage for you and your dependents for up to 24 months while in the military. a test or for exercising other rights under the Act. number of specific rights, including the right to a written notice before testing, wage or overtime pay provisions of the law. Civil money penalties may also be assessed employees can readily see it. you ensure that your employer receives advance written or verbal notice of your service; Even if you don't elect to continue coverage during your military service, you have the right to be reinstated the right to refuse or discontinue a test, and the right not to have test results EXEMPTIONS for violations of the FLSA's child labor provisions. Heightened civil money penalties in your employer's health plan when you are reemployed, generally without any waiting periods or disclosed to unauthorized persons. you have five years or less of cumulative service in the uniformed services while with that particular Federal, State and local governments are not affected by the law. Also, the **OVERTIME PAY** may be assessed for each child labor violation that results in the death or serious injury exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries. **ENFORCEMENT** law does not apply to tests given by the Federal Government to certain private At least 11/2 times the regular rate of pay for all hours worked over 40 in a workweek. of any minor employee, and such assessments may be doubled when the violations individuals engaged in national security-related activities. The Secretary of Labor may bring court actions to restrain violations and assess you return to work or apply for reemployment in a timely manner after conclusion of service; and **ENFORCEMENT** are determined to be willful or repeated. The law also prohibits retaliating against or The Act permits polygraph (a kind of lie detector) tests to be administered in **CHILD LABOR** civil penalties against violators. Employees or job applicants may also bring their the private sector, subject to restrictions, to certain prospective employees of discharging workers who file a complaint or participate in any proceeding under the The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate you have not been separated from service with a disqualifying discharge or under other than honorable An employee must be at least 16 years old to work in most non-farm jobs and at least own court actions. security service firms (armored car, alarm, and guard), and of pharmaceutical and resolve complaints of USERRA violations 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 manufacturers, distributors and dispensers. THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER The Act also permits polygraph testing, subject to restrictions, of certain For assistance in filing a complaint, or for any other information on USERRA, contact VETS at and 15 years old may work outside school hours in various non-manufacturing, non-ADDITIONAL INFORMATION If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had employees of private firms who are reasonably suspected of involvement in a WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT. 1-866-4-USA-DOL or visit its website at https://www.dol.gov/agencies/vets/. An interactive online USERRA mining, non-hazardous jobs with certain work hours restrictions. Different rules apply Certain occupations and establishments are exempt from the minimum wage, not been absent due to military service or, in some cases, a comparable job. in agricultural employment and/or overtime pay provisions. Certain narrow exemptions also apply to the Advisor can be viewed at https://webapps.dol.gov/elaws/vets/userra. **RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION** pump at work requirements If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred TIP CREDI If you: Special provisions apply to workers in American Samoa, the Commonwealth of to the Department of Justice or the Office of Special Counsel, as applicable, for representation. DEPARTMEN[®] Employers of "tipped employees" who meet certain conditions may claim a partial WAGE AND HOUR DIVISION are a past or present member of the uniformed are obligated to serve in the uniformed service; the Northern Mariana Islands, and the Commonwealth of Puerto Rico. OF LABOR 1-866-487-9243 wage credit based on tips received by their employees. Employers must pay tipped You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA. UNITED STATES DEPARTMENT VV П UNITED STATES service Some state laws provide greater employee protections; employers must www.dol.gov/agencies/whd employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and OF LABOR OF AMERICA have applied for membership in the uniformed comply with both. minimum wage obligation. If an employee's tips combined with the employer's cash may be viewed on the internet at this address: https://www.dol.gov/agencies/vets/programs/userra/poster Federal wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer Some employers incorrectly classify workers as "independent contractors" WH1462 service: or law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement must make up the difference. when they are actually employees under the FLSA. It is important to know the then an employer may not deny you: by displaying the text of this notice where they customarily place notices for employees. difference between the two because employees (unless exempt) are entitled REV. 02/2022 initial employment promotion; or PUMP AT WORK to the FLSA's minimum wage and overtime pay protections and correctly The FLSA requires employers to provide reasonable break time for a nursing employee U.S. Department of Labor • 1-866-487-2365 U.S. Department of Justice Office of Special Counsel any benefit of employment reemployment; classified independent contractors are not. to express breast milk for their nursing child for one year after the child's birth each Employer Support of the Guard and Reserve • 1-800-336-4590 retention in employment: Certain full-time students. student learners, apprentices, and workers with time the employee needs to express breast milk. Employers must provide a place, other MA disabilities may be paid less than the minimum wage under special certificates because of this status **Fair Employment in Massachusetts** issued by the Department of Labor. In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including under 18, or adoption of a child under 23 years old if the child has a mental or testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service Applicants to and employees of private employers with physical disability 6 or more employees*, state and local governments, connection REV. 05/2022 DEPARTMEN mployment agencies and labor organizations are protected DISABILITY WAGE AND HOUR DIVISION 1-866-487-9243 OF LABOR M G L c 151B prohibits discrimination the basis of disability a record under Massachusetts General Laws Chapter 151B from UNITED STATES UNITED STATES DEPARTMENT OF LABOR www.dol.gov/agencies/whd of disability or perceived disability, in hiring, promotion, discharge, discrimination on the following bases: OF AMERICA FED compensation, benefits, training, classification and other aspects of RACE, COLOR, RELIGION, DISABILITY, NATIONAL ORIGIN, AGE, SEX, WH1088 employment. Disability discrimination may include failing to reasonably YOUR EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT PREGNANCY AND PREGNANCY-RELATED CONDITIONS, GENDER accommodate an otherwise gualified person with a disability. REV. 04/2023 IDENTITY, SEXUAL ORIENTATION, GENETIC INFORMATION, ANCESTRY, RETALIATION What is FMLA leave? Airline flight crew employees have different "hours of service" What does my employer need to do? MILITARY SERVICE It is illegal to retaliate against any person because s/he has opposed any The Family and Medical Leave Act (FMLA) is a federal law that provides requirements. If you are eligible for FMLA leave, your **employer must**: M.G.L. c. 151B protects applicants and employees from discrimination in hiring, discriminatory practices or because s/he has filed a complaint, testified, or eligible employees with **job-protected leave** for qualifying family and You work for a **covered employer** if **one** of the following applies: Allow you to take job-protected time off work for a qualifying promotion, discharge, compensation, benefits, training, classification and other assisted in any proceeding before the Commission. It is also illegal to aid, abet, MA medical reasons. The U.S. Department of Labor's Wage and Hour Division aspects of employment on the basis of race, color, religion, disability, national incite, compel or coerce any act forbidden under M.G.L. c. 151B, or attempt to You work for a private employer that had at least 50 employees Wage and Hour Laws origin (including unlawful language proficiency requirements), age (if you do so (WHD) enforces the FMLA for most employees. during at least 20 workweeks in the current or previous calendar Continue your group health plan coverage while you are on are 40 years old or older), sex, pregnancy or a condition related to pregnancy, DOMESTIC WORKERS Office of Massachusett Eligible employees can take up to 12 workweeks of FMLA leave in a gender identity, sexual orientation, genetic information, ancestry, and military leave on the same basis as if you had not taken leave, and M.G.L. c. 151B prohibits discrimination and harassment against certain service. Religious discrimination includes failing to reasonably accommodate Attorney General 12-month period for: domestic workers where the employer has one (1) or more employee.* While You work for an elementary or public or private secondary Allow you to return to the same job, or a virtually identical job an employee's religious practices where the accommodation does not impose Maura Healey some exclusions apply, domestic workers generally include individuals paid to The birth, adoption or foster placement of a child with you, school, or an undue hardship with the same pay, benefits and other working conditions, perform work of a domestic nature within a household on a regular basis, such Your serious mental or physical health condition that makes you including shift and location, at the end of your leave. HARASSMENT You work for a public agency, such as a local, state or federal as housekeeping, housecleaning, nanny services, and/or caretaking. Employers **Fair Labor Hotline** Sexual harassment includes sexual advances, requests for sexual favors, and OFFICE OF THE ATTORNEY GENERAL unable to work. are prohibited from engaging in sexual harassment and harassment and/or government agency. Most federal employees are covered by Your **employer cannot interfere with your FMLA rights** or threaten (617) 727-3465 www.mass.gov/ago/fairlabor other verbal or physical conduct of a sexual nature when (a) submission to or discrimination based on the protected classes described above, i.e. race, color, COMMONWEALTH OF MASSACHUSETTS Title II of the FMLA, administered by the Office of Personnel or punish you for exercising your rights under the law. For example, To care for your spouse, child or parent with a serious mental or TTY (617) 727-4765 rejection of such advances, requests or conduct is made explicitly or implicitly etc. Domestic workers are also entitled to parental leave. physical health condition, and Management. your employer cannot retaliate against you for requesting FMLA leave or a term or condition of employment or as a basis for employment decisions; (b) **CRIMINAL HISTORY INQUIRIES** such advances, requests or conduct have the purpose or effect of unreasonably State law requires all employers to post this notice at the workplace in a location where it can easily be read. cooperating with a WHD investigation. Certain qualifying reasons related to the foreign deployment of The law prohibits employers from asking applicants on an initial employment How do I request FMLA leave? interfering with a person's work performance by creating an intimidating, M.G.L. Chapter 151, Section 16; 454 C.M.R. 27.07(1) application for any criminal background information unless an exemption by your spouse, child or parent who is a military servicemember. After becoming aware that your need for leave is for a reason that may Generally, to request FMLA leave you must hostile, humiliating or sexually offensive work environment. The law also statute or regulation exists prohibits harassment based on the protected classes set forth above. qualify under the FMLA, your **employer must confirm whether you** An eligible employee who is the spouse, child, parent or next of kin of a Follow your employer's normal policies for requesting leave, Employees are eligible for this leave if the employer has at least 50 employees and the MENTAL HEALTH FACILITY ADMISSION INOUIRIES Minimum Wage M.G.L. Chapter 151, Sections 1, 2, 2A, and 7 are eligible or not eligible for FMLA leave. If your employer determines PREGNANCY covered servicemember with a serious injury or illness may take up to mployee has: Employers may not refuse to hire or terminate an employee for failing to Give notice at least 30 days before your need for FMLA leave, or The Pregnant Workers Fairness Act prohibits employment discrimination on that you are eligible, your **employer must notify you in writing**: Service furnish information regarding his/her admission to a facility for the care and 26 workweeks of FMLA leave in a single 12-month period to care for In Massachusetts, all workers are Minimum been employed for at least 12 months by the employer and Effective Date the basis of pregnancy and pregnancy-related conditions, such as lactation or If advance notice is not possible, give notice as soon as possible. Wage Rates treatment of mentally ill persons. An employment application may not seek presumed to be employees. The About your FMLA rights and responsibilities, and • worked at least 1,250 hours for the employer during the previous 12-month period. the servicemember the need to express breast milk for a nursing child, and describes employers information about an applicant's admission to such a facility. minimum wage applies to **all** You do not have to share a medical diagnosis but must provide obligations to employees that are pregnant or lactating and the protections January 1, 2017 \$11.00 \$3.75 You have the right to use FMLA leave in **one block of time**. When it How much of your requested leave, if any, will be FMLA-**Reporting Pay** 454 C.M.R. 27.04(1 employees, except enough information to your employer so they can determine whether

date of departure and the employee's intention to return, at least eight (8)

these employees are entitled to receive. PARENTAL LEAVE The law requires employers to grant an employee who has completed an initial probationary period and has given two (2) weeks' notice of the anticipated

IF YOU HAVE BEEN DISCRIMINATED AGAINST If you feel you have been harassed or discriminated against, you should mmediately file a charge of discrimination with the Massachusetts Commission Against Discrimination, www.mcad.gov, at one of the offices below. An agreement with your employer to arbitrate your

is medically necessary or otherwise permitted, you may take FMLA

schedule by working less hours each day or week. Read Fact Sheet

employees

Race

Color

Religion

Disability

Unions

Benefits

Referral

leave intermittently in separate blocks of time, or on a reduced

workers being trained in certain	January 1, 2021	\$13.50	\$5.55	Rights of Ter		
educational, nonprofit, or	January 1, 2022	\$14.25	\$6.15		rights of temporary workers and employees hired through staffing agenc 6970 or go to: <i>www.mass.gov/dols.</i>	
religious organizations, and	, .				mestic Workers M.G.L. Chapter 149, Section	
outside salespeople.	January 1, 2023	\$15.00	\$6.75	To learn about	additional rights for workers who provide housekeeping, cleaning,	
ips M.G.L. Chapt he hourly "service rate" applies to wor nake more than \$20 a month in tips.	er 149, Section 152A; rkers who provide servi		· · · · · · · · · · · · · · · · · · ·	www.mass.go	king, home management, elder care, or similar services in a household, gc <u>v/ago/DW</u> . s and Public Construction Workers M.G.L. Chapter 149, Section 26	
The average hourly tips, plus the hourly ninimum wage per each shift. Employers, owners and employees wit	h managerial or super			Workers who paid the preva	work on public construction projects and certain other public work must b iling wage, a minimum rate set by the Department of Labor Standards ba work performed.	
given day must never take any of your Fips and service charges listed on a bill or other service employees. Fip pooling is allowed only for wait sta	I must be given only to			Employees wh sexual assault	blence Leave M.G.L. Chapter 149, Section or are victims, or whose family members are victims, of domestic violence stalking or kidnapping have the right to 15 days of leave for related need care, counseling, and victims services; safe housing; care and custody of t	
Overtime M.G.L. Chapter 151, Sections 1A and 1B Generally, employees who work more than 40 hours in any week must be paid overtime. Overtime pay is at least 1.5 x the regular rate of pay for each hour worked over 40 hours in a week.				children; and legal help, protective orders, and going to court. The leave can be paid or unpaid depending on the employer's policy. This law applies to employers with 50 or more employees.		
For some employees who get paid the "service rate," the overtime rate is 1.5 x the basic minimum wage, <i>not</i> the service rate. <i>Exception:</i> Under state law, some jobs and workplaces are exempt from overtime. For a complete list of overtime exemptions, visit <u>www.mass.gov/ago/fairlabor</u> or call the Attorney				Employees Have the Right to Sue M.G.L. Chapter 149, Section 150 M.G.L. Chapter 151, Sections 1B and 20 Employees have the right to sue their employer for most violations of wage and hour laws. Employees may sue as an individual or they may sue their employer as a group if they have		
General's Fair Labor Division at (617) 727-3465. Payment of Wages M.G.L. Chapter 149, Section 148; 454 C.M.R. 27.02				similar complaints. Employees who win their case will receive back pay, triple damages, attorneys' fees, and court costs. Important! There are strict deadlines for starting a lawsuit. For most cases, the deadline is.		
The law says when, what, and how em includes payment for all hours worked, pay, and earned commissions that are	, including tips, earned	l vacation pay, pi	romised holiday	years after the		
Hourly employees must be paid every s to pay is 6 or 7 days after the pay perio worked during one calendar week. Employees who <i>quit</i> must be paid in fu	week or every other wo d ends, depending on	eek (bi-weekly). how many days	The deadline an employee	lt is against th making a com	M.G.L. Chapter 151, Section e law for an employer to punish or discriminate against an employee for plaint or trying to enforce the rights explained in this poster. nined in this poster apply to all workers, regardless of immigration status,	
after they quit (if there is no regular pa paid in full on their last day of work.	ayday). Employees who	are fired or laid	off must be	including und to immigratio	ocumented workers. If an employer reports or threatens to report a worke n authorities because the worker complained about a violation of rights, t	
Paystub Information M.G.L. Chapter 149, Section 148 All employees must get a statement, at no cost, with their pay that says the name of the employer and employee, the date of payment (month, day, and year), the number of hours worked during the pay period, the hourly rate, and all deductions or increases made during the pay period.				Employees L All employers under 18 (min	be prosecuted and/or subject to civil penalties. Jnder 18 – Child Labor M.G.L. Chapter 149, Sections 56 - in Massachusetts must follow state and federal laws for employees who a ors). These laws say <i>when, where,</i> and <i>how long</i> minors may work. They al s of work or tasks minors must NOT do.	
An employer cannot deduct money fro state and federal income taxes), or the employee's own benefit (such as to put An employer cannot take money from business costs (for example: supplies, r employer who requires an employee to to the employee.	employee asked for a t money aside in the er an employee's pay for materials or tools need	deduction to be nployee's saving the employer's o ed for the emplo	made for the Is account). rdinary Dyee's job). An	To get a wor district when work permit <u>www.mass.go</u>	lobs & Tasks Minors Must Not Do	
The law also puts limits on when and h	he law also puts limits on when and how much money an employer can take from an				Must Not	
mployee's pay for housing and meals	the employer gives to			16 & 17	 Drive most motor vehicles or forklifts Work at a job that requires that the employee have or use a firearm 	
			54 C.M.R. 27.02		Use, clean or repair certain kinds of power-driven machines	
Hours worked or "working time" includ					Handle, serve, or sell alcoholic beverages	
Hours worked or "working time" includ employer's worksite or other location, a the work.					Handle, serve, or sell alcoholic beveragesWork 30 or more feet off of the ground	
Hours Worked Hours worked or "working time" includ employer's worksite or other location, the work. Meal Breaks Most employees who work more than their meal break, employees must be f the request of the employer, an employ meal break, the employer, an employ	and works before or af M.G.L. Chap 6 hours must get a 30- free of all duties and fro yee agrees to work or s	ter the normal sl oter 149, Section minute meal bree to leave the w	hift to complete ns 100 and 101 eak. During rorkplace. If, at	14 & 15	 Handle, serve, or sell alcoholic beverages Work 30 or more feet off of the ground Cook (except on electric or gas grills that do not have open flames), operate fryolators, rotisseries, NEICO broilers, or pressure cookers Operate, clean or repair power-driven food slicers, grinders, choppers processors, cutters, and mixers 	
Hours worked or "working time" includ employer's worksite or other location, i the work. Meal Breaks Most employees who work more than their meal break, employees must be f the request of the employer, an employ meal break, the employee must get pa	And works before or af M.G.L. Chap 6 hours must get a 30- free of all duties and fre yee agrees to work or s id for that time.	ter the normal sl oter 149, Section minute meal bree to leave the w	hift to complete ns 100 and 101 eak. During rorkplace. If, at place during the	14 & 15	 Handle, serve, or sell alcoholic beverages Work 30 or more feet off of the ground Cook (except on electric or gas grills that do not have open flames), operate fryolators, rotisseries, NEICO broilers, or pressure cookers Operate, clean or repair power-driven food slicers, grinders, choppers processors, cutters, and mixers Work in freezers or meat coolers Perform any baking activities 	
lours worked or "working time" includ mployer's worksite or other location, he work. Aeal Breaks Aost employees who work more than heir meal break, employees must be f he request of the employer, an employ heal break, the employee must get pa ayroll Records ayroll records must include the employed	And works before or af M.G.L. Chap 6 hours must get a 30- free of all duties and fre yee agrees to work or s id for that time.	ter the normal sl oter 149, Section minute meal bre see to leave the w itay at the workp M.G.L. Chapter 1	hift to complete ns 100 and 101 eak. During rorkplace. If, at place during the 151, Section 15	14 & 15	 Handle, serve, or sell alcoholic beverages Work 30 or more feet off of the ground Cook (except on electric or gas grills that do not have open flames), operate fryolators, rotisseries, NEICO broilers, or pressure cookers Operate, clean or repair power-driven food slicers, grinders, choppers processors, cutters, and mixers Work in freezers or meat coolers 	
Hours worked or "working time" includ employer's worksite or other location, the work. Meal Breaks Most employees who work more than their meal break, employees must be f the request of the employee must get pa Payroll Records Payroll Records Payroll records must include the emplo each pay period, and hours worked (ea Employers must keep payroll records for	And works before or af M.G.L. Chap 6 hours must get a 30- free of all duties and fre yee agrees to work or s id for that time. I byee's name, address, ju th day and week). or 3 years. Employees h	ter the normal sl oter 149, Section minute meal bre ee to leave the w stay at the workp M.G.L. Chapter 1 ob/occupation, a	hift to complete ns 100 and 101 eak. During forkplace. If, at place during the 151, Section 15 imount paid	14 & 15 Under 14	 Handle, serve, or sell alcoholic beverages Work 30 or more feet off of the ground Cook (except on electric or gas grills that do not have open flames), operate fryolators, rotisseries, NEICO broilers, or pressure cookers Operate, clean or repair power-driven food slicers, grinders, choppers processors, cutters, and mixers Work in freezers or meat coolers Perform any baking activities Work in or near factories, construction sites, manufacturing plants, 	
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Most employees must be paid for 3 hours at no less than minimum wage if the employe

is scheduled to work 3 or more hours, and reports to work on time, and is not given the

M.G.L. Chapter 149 Section 159C

weeks of paid or unpaid leave for the purpose of childbirth, adoption of a child discrimination BOSTON OFFICE: 1 ASHBURTON PL., SUITE 601, BOSTON, MA 02108 - P: 617-994-6000 F: 617-994-6024 Springfield Office: 436 Dwight St., Room 220, Springfield, MA 01103 - P: 413-739-2145 F: 413-784-1056 For more information, please see our website: www.mass.gov/mcad/ REV. 02/2023 MA MASSACHUSETTS DEPARTMENT OF **UNEMPLOYMENT ASSISTANCE** Information About Employees' Unemployment Insurance Coverage FED EMPLOYER'S DUA ID NUMBER EMPLOYER'S ADDRE Employees of this business or organization are covered by Unemployment Insurance (UI), a program financed entirely by Massachusetts employers. No deductions are made from your salary to cover the cost of your Unemployment Insurance benefits. If you lose your job, you may be entitled to collect Unemployment Insurance. Outlined below is the information you need in order to apply for Unemployment Insurance (UI) benefits. Before you file, your employer will give you a copy of the pamphlet: How to Apply for Unemployment Insurance Benefits, provided by the Massachusetts Department of Unemployment Assistance (DUA). You must be in the United States, its territories, or Canada when filing a claim or certifying for weekly UI benefits. There are two ways to apply for UI Benefits: Apply by using UI Online UI Online is a secure, easy-to-use, self-service system. You can apply for benefits, reopen an existing claim, request weekly benefit payments, check your claim status, sign up for direct deposit, update your address, and even file an appeal online. To apply for benefits using UI Online, visit mass.gov/dua, and select UI Online for Claimants, and complete the required information to submit your application. Apply by calling the TeleClaim Center Unemployment Insurance services are available by phone. You can apply for Unemployment Insurance benefits, reopen a current claim, obtain up-to-date information on the status of your claim and benefit payment, resolve problems, and sign up for direct deposit, all by phone. To apply for benefits by phone, call the TeleClaim Center at 1 (877) 626-6800. You will be asked to enter your Social Security Number and the year you were born. You will then be connected to an agent who will take the information necessary to file your claim Questo documento contiene informazioni czr+aruz+CVŐ びいんいのいめいかい 民文作合作重要信息 importanti. La preghiamo di tradurlo Twqundhianwanuav0u创tulaan 第10008人間度。 eleşêdilên. And some the second paurres samuas Este documento contém informações орнация. Ван необходино срочно importantes. Por favor, traduzi-k ىرى ھاد الرائيلة على معارمات ھاملہ 👘 🗧 brommannaghößmaßaðmá ать перевод документа. مي ترجمتها اور) . Docilonan sa gen e សូមចកប្រែវាជាបន្ទាន់ ។ ortante. Pur favor, consiga una traducción. Tampri fit yon moun tradwi i tourwit. 본 문서에는 중요한 정보가 포함되어 입습니다. 본 문서를 즉시 번역하도록 i liệu này có chứa thông tin quan trọng. au plus tôt. IMPORTANT: Massachusetts General Law, Chapter 151A, Section 62A requires that this notice be displayed at each site operated by an employer, **Discriminatory**? in a conspicuous place, where it is accessible to all employees. It must include the name and mailing address of the employer, and the identification number assigned to the employer by the Department of Unemployment Assistance An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. For hearingimpaired relay services, call 711 mass.gov/dua Form 2553-A REV. 1/8/2024 Notice to Employees The Commonwealth of Massachusetts **DEPARTMENT OF INDUSTRIAL ACCIDENTS** LAFAYETTE CITY CENTER, 2 AVENUE DE LAFAYETTE, BOSTON, MA 02111 EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) (617) 727-4900 - www.mass.gov/dia As required by Massachusetts General Law, Chapter 152, Sections 21, 22 & 30, DATE this will give you notice that I/We have provided for payment to our injured

Call 1-866-487-9243 or visit dol.gov/fmla to learn more. same reason when requesting additional leave. #28M(c) for more information If you believe your rights under the FMLA have been violated, you may Your **employer may request certification** from a health care provider FMLA leave is **not paid leave**, but you may choose, or be required file a complaint with WHD or file a private lawsuit against your employer to verify medical leave and may request certification of a qualifying by your employer, to use any employer-provided paid leave if your in court. Scan the QR code to learn about our WHD complaint exigency. employer's paid leave policy covers the reason for which you need FMLA process The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective Am I eligible to take FMLA leave? SCAN MF bargaining agreement that provides greater family or medical leave DEPARTMENT OF LABOR You are an **eligible employee** if **all** of the following apply: riahts. UNITED STATES OF AMERICA You work for a covered employer, State employees may be subject to certain limitations in pursuit of WAGE AND HOUR DIVISION You have worked for your employer at least 12 months, direct lawsuits regarding leave for their own serious health conditions. UNITED STATES DEPARTMENT OF LABOR You have at least 1,250 hours of service for your employer during Most federal and certain congressional employees are also covered by WH1420 the law but are subject to the jurisdiction of the U.S. Office of Personnel the 12 months before your leave, and Management or Congress. Your employer has at least 50 employees within 75 miles of your work location. REV. 04/2023 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. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help. Conduct that might reasonably discourage someone from opposing barring undue hardship to the employer. Section 503 also requires that Federal Who is Protected? contractors take affirmative action to employ and advance in employment qualified discrimination, filing a charge, or participating in an investigation or Employees (current and former), including managers and temporary individuals with disabilities at all levels of employment, including the executive proceeding Conduct that coerces, intimidates, threatens, or interferes with someone level. Job applicants exercising their rights, or someone assisting or encouraging someone Protected Veteran Status Union members and applicants for membership in a union else to exercise rights, regarding disability discrimination (including The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 accommodation) or pregnancy accommodation What Types of Employment Discrimination are Illegal? U.S.C. 4212, prohibits employment discrimination against, and requires affirmative What can You Do if You Believe Discrimination has Occurred? Under the EEOC's laws, an employer may not discriminate against you, regardless of action to recruit, employ, and advance in employment, disabled veterans, recently your immigration status, on the bases of: separated veterans (i.e., within three years of discharge or release from active duty), Contact the EEOC promptly if you suspect discrimination. Do not delay, because active duty wartime or campaign badge veterans, or Armed Forces service medal there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following veterans Retaliation Submit an inquiry through the EEOC's public portal: Retaliation is prohibited against a person who files a complaint of discrimination, National origin https://publicportal.eeoc.gov/Portal/Login.aspx participates in an OFCCP proceeding, or otherwise opposes discrimination by Sex (including pregnancy, childbirth, and related medical conditions, Federal contractors under these Federal laws 1-800-669-4000 (toll free) sexual orientation, or gender identity) Any person who believes a contractor has violated its nondiscrimination 1-800-669-6820 (TTY) Age (40 and older) or affirmative action obligations under OFCCP's authorities should contact 1-844-234-5122 (ASL video phone) immediately an EEOC field office (information at Genetic information (including employer requests for, or purchase, use, or The Office of Federal Contract Compliance Programs (OFCCP) www.eeoc.gov/field-office) disclosure of genetic tests, genetic services, or family medical history) U.S. Department of Labor E-Mail 200 Constitution Avenue, N.W. info@eeoc.gov Retaliation for filing a charge, reasonably opposing discrimination, or Washington, D.C. 20210 participating in a discrimination lawsuit, investigation, or proceeding 1-800-397-6251 (toll-free) Interference, coercion, or threats related to exercising rights regarding Additional information about the FFOC. If you are deaf, hard of hearing, or have a speech disability, please dial disability discrimination or pregnancy accommodation including information about filing a charge of 7–1–1 to access telecommunications relay services. OFCCP may also discrimination, is available at *www.eeoc.gov* What Organizations are Covered? be contacted by submitting a guestion online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or Most private employers district office, listed in most telephone directories under U.S. Government. State and local governments (as employers) Department of Labor and on OFCCP's "Contact Us" webpage at Educational institutions (as employers) **EMPLOYERS HOLDING FEDERAL CONTRACTS OR** https://www.dol.gov/agencies/ofccp/contact. SUBCONTRACTS PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL Staffing agencies The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) ASSISTANCE enforces the nondiscrimination and affirmative action commitments of companies What Employment Practices can be Challenged as doing business with the Federal Government. If you are applying for a job with, Race, Color, National Origin, Sex or are an employee of, a company with a Federal contract or subcontract, you are All aspects of employment, including: In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, protected under Federal law from discrimination on the following bases: Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination Discharge, firing, or lay-off Race, Color, Religion, Sex, Sexual Orientation, Gender on the basis of race, color or national origin in programs or activities receiving Harassment (including unwelcome verbal or physical conduct) Federal financial assistance. Employment discrimination is covered by Title VI if Identity, National Origin Hiring or promotion the primary objective of the financial assistance is provision of employment, or Executive Order 11246, as amended, prohibits employment discrimination by Assignment where employment discrimination causes or may cause discrimination in providing Federal contractors based on race, color, religion, sex, sexual orientation, gender services under such programs. Title IX of the Education Amendments of 1972 Pay (unequal wages or compensation) identity, or national origin, and requires affirmative action to ensure equality of prohibits employment discrimination on the basis of sex in educational programs or Failure to provide reasonable accommodation for a disability; pregnancy, opportunity in all aspects of employment. activities which receive Federal financial assistance. childbirth, or related medical condition; or a sincerely-held religious Asking About, Disclosing, or Discussing Pay belief, observance or practice Individuals with Disabilities Executive Order 11246, as amended, protects applicants and employees of Federal Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment contractors from discrimination based on inquiring about, disclosing, or discussing discrimination on the basis of disability in any program or activity which Job training their compensation or the compensation of other applicants or employees. receives Federal financial assistance. Discrimination is prohibited in all aspects of Classification employment against persons with disabilities who, with or without reasonable Disability accommodation, can perform the essential functions of the job Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified If you believe you have been discriminated against in a program of any institution Obtaining or disclosing genetic information of employees individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of which receives Federal financial assistance, you should immediately contact the Requesting or disclosing medical information of employees Federal agency providing such assistance. employment by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee,

the leave qualifies for FMLA protection. You must also inform your

employer if FMLA leave was previously taken or approved for the



