

LABOR LAWS

Since 1953

FEDERAL



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 also required to provide a place, other than a bathroom, that is shielded from view FEDERAL MINIMUM WAGE and free from intrusion from coworkers and the public, which may be used by the The Employee Polygraph Protection Act prohibits most private employers The Act also permits polygraph testing, subject to restrictions, of certain employees of 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 employee to express breast milk. private firms who are reasonably suspected of involvement in a workplace incident (theft, from using lie detector tests either for pre-employment screening or Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services. **\$7.25 PER HOUR ENFORCEMENT** embezzlement, etc.) that resulted in economic loss to the employer during the course of employment. **REEMPLOYMENT RIGHTS** HEALTH INSURANCE PROTECTION **BEGINNING JULY 24, 2009** The Department has authority to recover back wages and an equal amount in The law does not preempt any provision of any State or local law or any collective You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed PROHIBITIONS If you leave your job to perform military service, you have the right to elect to continue your existing • liquidated damages in instances of minimum wage, overtime, and other violations bargaining agreement which is more restrictive with respect to lie detector tests. Employers are generally prohibited from requiring or requesting any employee or job service and: employer-based health plan coverage for you and your dependents for up to 24 months while in the military. The Department may litigate and/or recommend criminal prosecution. Employers The law requires employers to display this poster where **EXAMINEE RIGHTS** applicant to take a lie detector test, and from discharging, disciplining, or discriminating may be assessed civil money penalties for each willful or repeated violation of the 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 against an employee or prospective employee for refusing to take a test or for exercising Where polygraph tests are permitted, they are subject to numerous strict standards employees can readily see it. minimum wage or overtime pay provisions of the law. Civil money penalties may in your employer's health plan when you are reemployed, generally without any waiting periods or you have five years or less of cumulative service in the uniformed services while with that particular concerning the conduct and length of the test. Examinees have a number of specific rights, also be assessed for violations of the FLSA's child labor provisions. Heightened other rights under the Act. **OVERTIME PAY** exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries. including the right to a written notice before testing, the right to refuse or discontinue a civil money penalties may be assessed for each child labor violation that results EXEMPTIONS At least 11/2 times the regular rate of pay for all hours worked over 40 in a test, and the right not to have test results disclosed to unauthorized persons. ENFORCEMENT in the death or serious injury of any minor employee, and such assessments may you return to work or apply for reemployment in a timely manner after conclusion of service; and Federal, State and local governments are not affected by the law. Also, the law does not workweel be doubled when the violations are determined to be willful or repeated. The law The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate ENFORCEMENT you have not been separated from service with a disqualifying discharge or under other than honorable apply to tests given by the Federal Government to certain private individuals engaged in CHILD LABOR also prohibits retaliating against or discharging workers who file a complaint or The Secretary of Labor may bring court actions to restrain violations and assess civil and resolve complaints of USERRA violations national security-related activities. participate in any proceeding under the FLSA. An employee must be at least 16 years old to work in most non-farm jobs and penalties against violators. Employees or job applicants may also bring their own court The Act permits polygraph (a kind of lie detector) tests to be administered in the private For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had at least 18 to work in non-farm iobs declared hazardous by the Secretary of ADDITIONAL INFORMATION actions. sector, subject to restrictions, to certain prospective employees of security service firms DOL or visit its website at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be not been absent due to military service or, in some cases, a comparable job. Labor. Youths 14 and 15 years old may work outside school hours in various Certain occupations and establishments are exempt from the minimum (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE viewed at https://webapps.dol.gov/elaws/vets/userra non-manufacturing, non-mining, non-hazardous iobs with certain work hours **RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION** wage, and/or overtime pay provisions. **EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT** dispensers If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred restrictions. Different rules apply in agricultural employment. If you: Special provisions apply to workers in American Samoa, the to the Department of Justice or the Office of Special Counsel, as applicable, for representation. TIP CREDIT Commonwealth of the Northern Mariana Islands, and the Commonwealth are a past or present member of the uniformed are obligated to serve in the uniformed service. Employers of "tipped employees" who meet certain conditions may claim a partial of Puerto Rico. You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA. service: 1-866-487-9243 wage credit based on tips received by their employees. Employers must pay WAGE AND HOUR DIVISION DEPARTMENT OF LABOR Some state laws provide greater employee protections; employers must The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and TTY: 1-877-889-5627 have applied for membership in the uniformed LINITED STATES DEPARTMENT OF LABOR tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit UNITED STATES OF AMERICA comply with both may be viewed on the internet at this address: https://www.dol.gov/agencies/vets/programs/userra/poster Federal www.dol.gov/whd service; o against their minimum wage obligation. If an employee's tips combined with the Some employers incorrectly classify workers as "independent contractors" WH1467 law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly then an employer may not deny you: when they are actually employees under the FLSA. It is important to by displaying the text of this notice where they customarily place notices for employees. wage, the employer must make up the difference. REV. 07/2016 know the difference between the two because employees (unless initial employment; promotion: or NURSING MOTHERS exempt) are entitled to the FLSA's minimum wage and overtime pay reemployment; any benefit of employment protections and correctly classified independent contractors are not. The FLSA requires employers to provide reasonable break time for a nursing mother retention in employment employee who is subject to the FLSA's overtime requirements in order for the Certain full-time students, student learners, apprentices, and workers FED because of this status. employee to express breast milk for her nursing child for one year after the child's with disabilities may be paid less than the minimum wage under special EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT birth each time such employee has a need to express breast milk. Employers are certificates issued by the Department of Labor In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service 1-866-487-9243 LEAVE ENTITLEMENTS Have worked for the employer for at least 12 months; connection. DEPARTMENT OF LABOR WAGE AND HOUR DIVISION TTY: 1-877-889-5627 UNITED STATES DEPARTMENT OF LABOR Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, Have at least 1,250 hours of service in the 12 months before taking leave;* and U.S. Department of Labor • 1-866-487-2365 U.S. Department of Justice Office of Special Counsel UNITED STATES OF AMERICA WWW.DOL.GOV/WHD b-protected leave in a 12-month period for the following reasons: WH1088 Work at a location where the employer has at least 50 employees within 75 miles Employer Support of the Guard and Reserve • 1-800-336-4590 REV. 05/2022 The birth of a child or placement of a child for adoption or foster care; of the employee's worksite. REV. 07/2016 To bond with a child (leave must be taken within 1 year of the child's birth or *Special "hours of service" requirements apply to airline flight crew employees. **REQUESTING LEAVE** To care for the employee's spouse, child, or parent who has a qualifying serious Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it ME health condition: is not possible to give 30-days' notice, an employee must notify the employer as soon as DEPARTMENT OF LABOR, BUREAU OF LABOR STANDARDS For the employee's own qualifying serious health condition that makes the FOR DATES OF INJURY ON AND AFTER JANUARY 1, 2020 possible and, generally, follow the employer's usual procedures. employee unable to perform the employee's job; Minimum Wage Employees do not have to share a medical diagnosis, but must provide enough information For qualifying exigencies related to the foreign deployment of a military member to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient COMF Maine Law (Title 26 M.R.S.A. § 42-B) requires every employer to place this poster who is the employee's spouse, child, or parent. information could include informing an employer that the employee is or will be unable to **WORKERS'** in the workplace where workers can easily see it. ligible employee who is a covered servicemember's spouse, child, parent, or next of perform his or her job functions, that a family member cannot perform daily activities, or kin may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the that hospitalization or continuing medical treatment is necessary. Employees must inform 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 the employer if the need for leave is for a reason for which FMLA leave was previously servicemember with a serious iniury or illness. employers must follow. Department representatives inspect workplaces to ensure compliance. Citations and penalties may be issued to employers who taken or certified. An employee does not need to use leave in one block. When it is medically necessary or do not comply. otherwise permitted, employees may take leave intermittently or on a reduced schedule. Employers can require a certification or periodic recertification supporting the need for This poster is available online at no charge and may be copied: https://www.maine.gov/labor/posters/ leave. If the employer determines that the certification is incomplete, it must provide a COMPENSATION Employees may choose, or an employer may require, use of accrued paid leave while taking written notice indicating what additional information is required. FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee Minimum Wage is \$13.80 per hour effective January 1, 2023 must comply with the employer's normal paid leave policies. **EMPLOYER RESPONSIBILITIES Exemptions from Overtime** Minimum Wage Once an employer becomes aware that an employee's need for leave is for a reason that Maine statutes incorporate by reference the salary requirements under the

Under Maine labor laws, any business operating in the state with one employee is automatically covered by state law. This includes all public and private employers regardless of profit or size. Effective January 1, 2023, the minimum wage in Maine is \$13.80 per hour.

Municipal Minimum Wage Ordinances

Employers 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 should check with municipal officials

Service Employee

A service employee is someone who regularly receives more than \$175 a month in tips. As of January 1, 2023, employers must pay a direct service 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—will result in violations of both federal or state law or of one jurisdiction or the other depending on the discrepancies in the laws **Statements to Employees**

Fair Labor Standards Act (FLSA). The new minimum salary requirement

will be \$796.17 per week as of January 1, 2023. Salary is only one factor

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 igs and itemi:

BENEFITS & PROTECTIONS

While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and

ELIGIBILITY REQUIREMENTS

eligible for FMLA leave. The employee must:

conditions An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by

An employee who works for a covered employer must meet three criteria in order to be

ENFORCEMENT the FMLA, or being involved in any proceeding under or related to the FMLA.

Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an employer The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

may qualify under the FMLA, the employer must notify the employee if he or she is eligible

for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities

under the FMLA. If the employee is not eligible, the employer must provide a reason for

Employers must notify its employees if leave will be designated as FMLA leave, and if so,

how much leave will be designated as FMLA leave.

WORKERS' **COMPENSATION**

Notice to Employees: State law requires your employer to provide workers' compensation insurance for its employees. Workers' compensation insurance provides

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 If you are injured at work, NOTIFY YOUR salariés) : www.maine.gov/labor/misclass.

Si vous n'êtes pas sûr de vos droits, veuillez right to receive benefits unless your employer is contacter l'un des bureaux régionaux.

AUGUSTA

BOARD REGIONAL

benefits to employees who are injured at work. **OFFICES** EMPLOYER AT ONCE. You may lose your



Aviso a los Trabajadores:

La ley del estado de Maine requiere que su empresario proporcione el seguro de compensaciones para el trabajador a todos los trabajadores. El seguro de compensaciones para el trabajador proporciona beneficios a los trabajadores accidentados en el trabajo.

En caso de sufrir accidente o daño laboral, NOTIFÍQUELO INMEDIATAMENTE A SU EMPRESARIO. Podría perder el derecho a recibir compensación a menos que su empresario sea notificado de este accidente o daño en el plazo 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 accidentados en el Consejo de Administración de Compensaciones para el Trabajador (Workers' Compensation Board).

El hecho de no clasificar a los empleados como contratistas independientes, con el propósito de evitar el seguro por compensación al trabajador, cobertura para desempleados, ú otros impuestos pagados y retenidos por el empleador; está en contra de la ley del empleador. Para mayor información acerca de las leyes pertenecientes a la contratación de contratistas independientes, visite el Worker Misclassification Task Force en la página web de www.maine.gov/labor/ misclass

En caso de tener cualquier pregunta sobre sus derechos, favor de dirigirse a una de las oficinas regionales de compensaciones para el trabajador.

"Có Thông Dịch Viên"

aux

"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.

مترجمون شفهيون متيشرون لخدمتكم عند إتصالكم للمساعدة أو لطلب خدمة معيّنة نرجو منكم أن تذكروا (i-ر-ب-ك ·)ونحن سنقدًم لكم مترجما شفهيا . ابقوا على الخط من

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 نکنید. هنگامیکه برای درخواست کمک یا شما تماس گرفته شود. لطفاً روي خط منتظر بمانيد. با یک مترجم برای

Turjunaanno waa la helayaa Marka aad caawinaad inoogu soo yeeraneysid, fadhlan

luqaddaada af Ingiriisi inoogu sheeg turjubaan ayaa lguugu yeeri doonaaye. Taleefoonkana ha dhigin.

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 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.

> Inh Cofety and Upalth

DEFAILIMENT OF EADON, DOREAG OF EADON STANDARDS	of 18 in both agricultural and nonagricultural jobs. The Maine Department of Labor	No more than 3 hours on a school day, including Friday.		h Cotot , and I loalth
Regulation of Employment	administers the laws, which all employers must follow. Department representatives	 Not more than 18 hours on a school day, including mday. Not more than 18 hours in a week that school is in session one or more days. 	SIMENT OF	b Safety and Health
Maine Law (Title 26 M.R.S.A. § 42-B) requires every employer to place this poster	inspect workplaces to ensure compliance. Citations and penalties may be issued to	······································	OSHA®	b ouroly und mountin
in the workplace where workers can easily see it.		No more than 6 days in a row.		
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		Occupational Safety	'S THE LAW!
Department representatives inspect workplaces to ensure compliance. Citations and penalties may be issued to employers who do not comply.	formal interpretations may be obtained from the Department of Labor, Bureau of Labor	Cannot work before 7 a.m. on a school day.	U.S. Department of Labor and Health Administration	SINELAVV!
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 website.)	Cannot work before 5 a.m. on a non-school day.		
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.		
This poster is available online at no charge and may be copied: https://www.maine.gov/labor/posters/	17 year olds may work in most husinesses however not in hazardous jobs These	Can work up to midnight when there is no school the next day.		
	provisions also provide limited exemptions. Contact the Bureau of Labor Standards for Wh	nen School Is Not in Session		
Time of Payment Employees must be paid in full at least every 16 days. Employees must be notified Must be allowed upon request if an employee (or a child, parent or spouse of an	details.	 No more than 10 hours in any one day (weekend, holiday, vacation, or workshop) 		
of any decrease in wages or salary at least one day prior to the change. employee is a victim of violence, assault, sexual assault or stalking or any act that	Work Permits	No more than 50 hours in a week.		E. I. S. S. S.
Payment of Wages would support an order for protection under Title 19-A M.R.S.A., c. 101 and the	• All minors under 16 years of age need work permits in order to work.		All workers have the right to:	Employers must:
Employees who leave a job must be paid in full on the next payday or within two	Superintendent of schools certify academic standing.	No more than 6 hours on a school day.		- Dreviele energleviele e vuerturle en frans
weeks, whichever is earlier. This may also include the payment of all unused paid Prepare for and attend court proceedings; or	 Minor allowed only one permit during the school year but two during 	 No more than 10 hours on any holiday, vacation, or workshop day. 	 A safe workplace. 	 Provide employees a workplace free from
vacation accrued after January 1, 2023. This will also include all accrued Earned Receive medical treatment; or	summer vacation.	 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
Paid Leave if established in company policy or in practice.	Minor cannot work until permit is approved by Bureau of Labor Standards.	 No more than 24 hours in a week, except may work 50 hours any week that 		
Unfair Agreement Leave to Care for Family	Employer keeps Bureau-approved permit on file.	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
Employers cannot require that an employee pay for losses such as broken merchandise, bad checks, or bills not paid by customers, nor for special uniforms use up to 40 hours in a 12-month period to care for an immediate family member	Recordkeeping	week of school calendar.	related injury or illness, without being	rights under the law, including raising a health
and certain tools of the trade.		Maine Department of Labor provides equal opportunity in employment and		and safety concern with you or with OSHA, or
Rest Breaks Earned Paid Leave (Effective 01.01.2021)	finished work each day	grams. Auxiliary aids and services are available to people with disabilities upon	retaliated against.	
Most employees must be offered a 30 consecutive minute paid or unpaid rest break An employer that employs more than 10 employees in the usual and regular course	require Maine employers may also be covered under the Federal Fair Labor Standards Act	uest.		reporting a work-related injury or illness.
after 6 hours of work. of business for more than 120 days in any calendar year shall permit each employee	For more information, contact the U.S. Department of Labor Wage and Hour Office at	s poster is available online at no charge and may be copied: ps://www.maine.gov/labor/posters/	Receive information and training on job	
Nursing mothers must be provided with unpaid break time or be permitted to use to earn paid leave based on the employee's base pay. An employee is entitled to are one being final leave from a single employee's have pay worked	603-666-7716 or <u>http://youth.dol.gov/</u> .		hazards, including all hazardous substances	 Comply with all applicable OSHA standards.
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 up to 40 hours in one year of employment. Accrual of leave begins at the start of	Work Hours 14 and 15 year olds For	r more information, contact:		
can be expressed. employment, but the employer is not required to permit use of the leave before	No more than six days in a row.	Maine Department of Labor	in your workplace.	 Notify OSHA within 8 hours of a workplace
Family Medical Leave the employee has been employed by that employer for 120 days during a one-year	Cannot work before 7 a.m.	Bureau of Labor Standards	Deguaction confidential OCUA increation	fatality or within 24 hours of any work-related
An employee who has worked for the last 12 months at a workplace with 15 or	Not after 7 p.m. during school year.	45 State House Station	 Request a confidential OSHA inspection 	
more employees may be entitled to up to 10 weeks of paid or unpaid leave for a	Cannot work after 9 p.m. during summer vacation.	Augusta, Maine 04333-0045	of your workplace if you believe there are	inpatient hospitalization, amputation, or loss
qualifying event.	When School Is Not in Session	Tel: 207-623-7900 or 207-623-7930		of an eye.
 Birth or adoption of a child or domestic partner's child; Note: Maine employers may also be covered under the Federal Fair Labor. 	No more than 8 hours in any one day (weekend, holiday, vacation or	TTY users call Maine Relay 711	unsafe or unhealthy conditions. You have	,
 Serious health condition of the employee or immediate family member, including domestic partner; domestic partner's child, grandchild, domestic Standards Act. For more information, contact the U.S. Department of Labor Wage 	workshop).	WEBSITE: www.maine.gov/labor/bls	the right to have a representative contact	Provide required training to all workers in a
partner's grandchild; and Hour Office at 866-487-9243.	 Not more than 40 hours in a week (school must be out entire week). 	EMAIL: bls.mdol@maine.gov REV. 11/2019	OSHA on your behalf.	language and vocabulary they can understand.
Organ donation;		NEV. 11/2019		la lyuaye and vocabulary they can understand.
 Death or serious health condition of the employee's spouse, domestic For more information, contact: 			 Participate (or have your representative 	Prominently display this poster in the workplace.
partner, parent or child if it occurs while the spouse, domestic partner, Maine Department of Labor	ME			
parent or child is on active duty; Bureau of Labor Standards	THE MAINE HUMAN RIGHTS ACT PRO	HIBITS SEX DISCRIMINATION	participate) in an OSHA inspection and	Post OSHA citations at or near the place of
 Serious health condition or death of a sibling who shares joint living and financial arrangements with the worker. Augusta, Maine 04333-0045 			speak in private to the inspector.	· · · ·
(Federal family medical leave is different, call 866-487-9243 for more located at: 45 Commerce Drive	SEXUAL HARASSMENT ON THE JOB IS ILLEGAL	YOU FEEL YOU HAVE BEEN DISCRIMINATED AGAINST, CONTACT:		the alleged violations.
information.) Telephone: 207-623-7900		······································	File a complaint with OSHA within 30 days	
Leave for Victims of Violence, Assault, Sexual Assault or TTY users call Maine Relay 711.	UNWELCOME SEXUAL ADVANCES	MAINE HUMAN RIGHTS COMMISSION 51 STATE HOUSE STATION, AUGUSTA, MAINE 04333-0051		On-Site Consultation services are available to
Website: www.maine.gov/labor/bls	SUGGESTIVE OR LEWD REMARKS	PHONE (207) 624-6290	(by phone, online or by mail) if you have been	small and medium-sized employers, without
Email: <u>bls.mdol@maine.gov</u>	UNWANTED HUGS, TOUCHES, KISSES	FAX (207) 624-8729	retaliated against for using your rights.	
	REQUESTS FOR SEXUAL FAVORS	TTY: MAINE RELAY 711		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	RETALIATION FOR COMPLAINING ABOUT SEXUAL HARASSMENT	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			employer.	
contract that limits termination. If you have questions about at-will employment, contact your human resources department	OR CONTACT YOUR PERSONNEL DEPARTMENT:			
or the Bureau of Labor Standards.	DEPA	ARTMENT / AGENCY CONTACT	Request copies of your medical records, test	s – –
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		
REV. 10/2022			that measure hazards in the workplace, and	
			the workplace injury and illness log.	
♥ <u></u>	DEPARTMENT OF LABOR, BUREAU	U OF LABOR STANDARDS		
	Video Display T	Ferminals 🛛		
DEPARTMENT OF LABOR, BUREAU OF LABOR STANDARDS			This poster is available free from OSHA.	
Whistleblower's Protection Act	Maine Law (Title 26 M.R.S.A. § 42-B) requires every employer to pl	ace 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 certa	iin rights to people who use computers for work.		
in the workplace where workers can easily see it.		ucation and training MRSA Title §252.		
Protection of Employees Who Report or Refuse to Commit Illegal Acts	1. Bureau. "Bureau" means the Department of Labor, Bureau of Labor Even	ry employer shall establish an education and training program for all operators		
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,	Standards. as p	provided in this section.		
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 E1 Same Human Rights Commission	3. Employee. "Employee" means any person engaged to work on a steady or	provided both orally and in writing, except that an employer that uses		
SILE.) 51 STATE HOUSE STATION It is illegal for your boss to fire you, threaten you, retaliate Augusta, Maine 04333	regular basis as an operator by an employer located or doing business in	fewer than 5 terminals at one location may provide the education and training program in writing only.		
against you or treat you differently because:	the State.	51 5 7		
1 Vou reported a violation of the law:	i. Employer. Employer means any person, participant, association of	e program must include, at a minimum:		
Www.mane.gov/minc	corporation, public or private that uses 2 or more terminals at one location.	A. Notification of the rights and duties created under this subchapter by posting in a prominent location in the workplace a copy of this		
I he following agencies may provide useful information on	5. Operator. "Operator" means any employee whose primary task is to operate	subchapter.		
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.	B. An explanation or description of the proper use of terminals and		
4. You have refused to do something that will endanger your life or U.S. DEPARTMENT OF LABOR someone else's life and you have asked your employer to correct it; or U.S. DEPARTMENT OF LABOR	 G. Terminal. "Terminal" means any electronic video screen data presentation 	the protective measures that the operator may take to avoid or		
WAGE AND HOUR DIVISION MAINE DEPARTMENT OF LABOR	6. Terminal." Terminal "means any electronic video screen data presentation machine, commonly called video display terminals.	minimize symptoms or conditions that may result from extended		
government. Portrano. Maine 04112 45 State House Station	For full text of the statute visit MRSA Title 26 §251, 252.	or improper use.		
You are protected by this law ONLY if: Tel: 207-780-3344 Augusta, Maine 04333-0045		C. Instruction related to the importance of maintaining proper		
1. You tell your boss about the problem and allow a reasonable time for it Www.dol.gov TEL: 207-623-7900 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		
	supervisor or contact the	to achieve and manifam this posture. Including the use of any	1 900 221 OCHA (6742) . TTV	

adjustable work station equipment used by the operator.



Web site

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