



EQEC - EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations. Applicants to an employer of most private employers, state and local governments, educational institutions, employment agencies...

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE. Individuals with disabilities at all levels of employment, including the executive level. NATIONAL ORIGIN Executive Order 11246, as amended, prohibits employment discrimination based on race, color, religion, sex, national origin, gender identity or national origin...

ANTI-DISCRIMINATION NOTICE. It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which documents(s) they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may constitute illegal discrimination.

MASSACHUSETTS MINIMUM WAGE Massachusetts Wage & Hour Laws

Table with columns: Effective Date, Minimum Wage, Service Rate. Rows for years 2017 through 2023.

Minimum Wage. In Massachusetts, all workers are presumed to be employees. The minimum wage for employees is \$11.15 per hour. Agricultural workers: \$8.00 per hour is the minimum wage for most agricultural workers.

Payment of Wages. The deadline to pay 60 or 70 days after the pay period ends, depending on how many days an employee worked during one calendar pay period. Employees who quit must be paid in full on their regular payday.

Hours Worked. The law also says that an employer must not require an employee to work more than 40 hours per week. The overtime rate is 1.5 times the basic minimum wage, not the service rate.

Public Works and Public Construction Projects. Workers who work on public construction projects and certain other public works projects are entitled to a minimum rate set by the Department of Labor Standards based on the type of work performed.

Domestic Violence Leave. Employees who are victims, or whose family members are victims, of domestic violence, sexual assault, stalking or kidnapping have the right to 15 days of leave for legal assistance, counseling, and victim services; safe housing; care and custody of their children; and legal help, protective orders, and going to court.

Employees Must Not Retaliate. It is against the law for an employer to punish or discriminate against an employee for making a complaint or trying to enforce the rights explained in this poster. The laws explained in this poster apply to all workers, regardless of immigration status, including undocumented workers.

Time & Schedule Restrictions for Minors. Must Not: 16 & 17 - Drive most motor vehicles or forklifts. 16 & 17 - Work at a job that requires the use of a firearm. 14 & 15 - Cook (except on electric or gas grills that do not have open flames).

These are just some examples of tasks prohibited under both state and federal law. For a complete list of prohibited jobs for minors, contact the Attorney General's Fair Labor Division. Contact the U.S. Department of Labor: (817) 624-6700 or www.youthdhs.gov

FEDERAL MINIMUM WAGE EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

PER HOUR BEGINNING JULY 24, 2009. The law requires employers to display this poster where employees can readily see it. OVERTIME Pay at least 1 1/2 times your regular rate of pay for all hours worked over 40 in a workweek. The employer must be at least 16 years old for most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor.

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WAGE AND HOUR DIVISION. The Wage and Hour Division of the U.S. Department of Labor enforces the Fair Labor Standards Act. Call 1-866-487-9243 TTY: 1-877-889-5627 www.dol.gov/whd

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UNEMPLOYMENT INSURANCE Information on Employees' Unemployment Insurance Coverage

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.

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.

Apply by calling the TeleClaim Center. Unemployment Insurance services are available by telephone. 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.

Table with columns: If the last digit of your Social Security Number is, Assigned day to call TelClaims is. Rows for digits 0-9.

Important Massachusetts General Law, Chapter 151A, Section 62A requires that this notice be displayed at each site operated by an employer 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.

Equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. For a complete list of overtime exemptions, visit www.mass.gov/ago/fairlabor. www.mass.gov/equal

NO SMOKING NOTICE It is illegal to smoke in this establishment.

To report a violation, contact the Massachusetts Department of Public Health at 1-800-992-1895. Massachusetts Smoke-Free Workplace Law Order of M.G.L. Chapter 270B, Section 22

PAYDAY NOTICE Regular Paydays for Employees of

Weekly, Bi-Weekly, Monthly, Other. Since you last filed form W-4 with your employer, you may need to check your withholding.

WITHHOLDING STATUS. You may need to check your withholding. If you are eligible for a refund, you may need to file a return.

Sexual Harassment at work does not have to be tolerated. It's illegal. If you are being sexually harassed, report it immediately to your supervisor or contact.

DISCRIMINATION. FAIR EMPLOYMENT IN MASSACHUSETTS. Applicants to an employer of private employers with 6 or more employees, state and local governments, employment agencies and labor organizations are protected under Massachusetts General Laws Chapter 151B from discrimination on the following bases: RACE, COLOR, RELIGION, NATIONAL ORIGIN, SEX, SEXUAL ORIENTATION, GENETIC INFORMATION, ANCESTRY, MILITARY SERVICE.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT. All workers have the right to: A safe workplace. Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT. All workers have the right to: Receive information and training on job hazards, including all hazardous substances in your workplace.

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FMLA - FAMILY AND MEDICAL LEAVE ACT EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

LEAVE ENTITLEMENTS. Eligible employees who are covered by the FMLA can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons: The birth of a child or placement of a child for adoption or foster care. To care for a child who must be taken within 1 year of the child's birth or placement.

EMPLOYER RESPONSIBILITIES. Once an employer becomes aware that an employee's need for leave is for a reason that 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 employer is not eligible, the employer must provide a reason for ineligibility.

MASSACHUSETTS PAID FAMILY AND MEDICAL LEAVE Notice of Benefits Available Under M.G.L. Chapter 175M Paid Family and Medical Leave. Available Leave. Covered individuals may be entitled to family and medical leave for the following reasons: To 20 weeks of paid family and medical leave in a benefit year if they have a serious health condition that incapacitates them from work.

Who is a Covered Individual Under the Law? Generally, a worker qualifies as a covered individual eligible for paid family and medical leave benefits if: S/he is covered by unemployment insurance in Massachusetts and paid wages by a Massachusetts employer or S/he is a self-employed individual who resides and works in Massachusetts and chooses to opt-in to the program; and S/he earned more than 30 times the expected benefit and more than \$5,700 (adjusted annually) in the last four completed quarters preceding the application for benefits.

Health Insurance. Employers must continue to provide for and contribute to employees' employment-related health insurance benefits, if any, at the level and under the conditions covering would have been provided if the employees had continued working for the duration of such leave.

Private Plans. If an employer offers employees paid family leave, medical leave, or both, with benefits that are at least as generous as those provided under the plan, the employee may be exempt from paying the contributions. Employees continue to be protected from discrimination and retaliation under the law even when an employer opts to provide paid family leave benefits through a private plan.

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