

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

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 in your workplace, you may be able to file a charge with the EEOC.

Who is Protected? Employees (current and former), including managers and temporary employees. What Organizations are Covered? All employers with one or more employees. What Types of Discrimination are Prohibited? Race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, genetic information, and retaliation.

How to File a Charge: You must file a charge with the EEOC within 180 days of the date of the alleged discrimination. You may also file a charge with a state or local fair employment practices agency.

What to Expect: The EEOC will investigate your charge. If you receive a notice of right to sue, you may be able to file a lawsuit in federal court.

SEXUAL HARASSMENT ACT

THE MAINE HUMAN RIGHTS ACT PROHIBITS SEX DISCRIMINATION. SEXUAL HARASSMENT ON THE JOB IS ILLEGAL. UNWELCOME SEXUAL ADVANCES, SUGGESTIVE OR LEWD REMARKS, UNWANTED HUGS, TOUCHES, KISSES.

IF YOU FEEL YOU HAVE BEEN DISCRIMINATED AGAINST, CONTACT: MAINE HUMAN RIGHTS ACT - 51 STATE HOUSE STATION, AUGUSTA, MAINE 04333-0051

OR CONTACT YOUR PERSONNEL DEPARTMENT: DEPARTMENT / AGENCY CONTACT

EMPLOYEE FREEDOM OF SPEECH

An Act to Protect Employee Freedom of Speech. Section 2, 26 M.R.S. §600-B is enacted to read: 600-B. Adverse action against an employee concerning certain religious or political beliefs.

1. Definitions. As used in this section, unless the context otherwise indicates, the following terms have the following meanings: (1) "Employee" means any individual who is employed by an employer.

EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests for employment purposes. The Act also prohibits employers from using lie detector tests for the purpose of determining whether an individual is qualified for a job.

MAINE MINIMUM WAGE

Minimum Wage. Labor Laws of the State of Maine provide protection for people who work in Maine. The Maine Department of Labor administers the laws, which employers must follow.

Minimum Wage is \$14.65 per hour effective January 1, 2025. Minimum Wage is \$14.65 per hour effective January 1, 2025.

Exemptions from Overtime. The State of Maine has an employment preference for veterans who apply for State positions. In addition, in accordance with Executive Order 2016-002, a State employee is eligible for a 10% pay increase.

CHILD LABOR LAWS

Child Labor Laws of the State of Maine provide protection for people under the age of 18 in both agricultural and non-agricultural jobs. The Maine Department of Labor administers the laws, which all employers must follow.

14 and 15 year olds may work in most businesses, except in occupations declared hazardous and jeopardize their health, well-being or educational progress.

Work Permits. All minors under 16 years of age need work permits in order to work. Parents must complete a school certificate and a work certificate.

WORKERS' COMPENSATION

Workers' Compensation. Workers' Compensation is a form of insurance that provides benefits to employees who are injured or become disabled as a result of their work.

WORKERS' COMPENSATION FOR DATE OF INJURY AND AFTER JANUARY 1, 2020

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VIDEO DISPLAY TERMINALS

The Maine Video Display Terminal (VDT) law gives certain rights to people who use computers for work. This poster is available online at no charge and may be copied: https://www.maine.gov/labor/posters/

Education and training MSRA Title 26 §252.1. Every employer shall establish an education and training program for all operators as provided in this section.

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

2. Program must include, at a minimum: (1) A notification of the rights and duties created under this chapter by posting in a prominent location in the workplace a copy of this subchapter.

3. An explanation or description of the proper use of terminals and the protective measures that the operator may take to avoid or minimize symptoms or conditions that may result from extended or improper use.

4. Instruction related to the importance of maintaining proper posture during 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 operator.

5. Literature, deaeragehouse. The bureau shall recommend to employers, for use in education and training programs, occupational safety literature that provides appropriate, current and pertinent information on the subject.

6. Training schedule. Employers shall provide operators with this education and training program within 30 days of employment and annually thereafter.

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

Payday Notice. Regular Paydays for Employees of. Weekly, Bi-Weekly, Monthly, Other.

Withholding Status. YOU MAY NEED TO CHECK YOUR WITHHOLDING. Section 588-B(4) or call for more details at 1-800-829-3676.

Unemployment Insurance. Maine Unemployment Security Law. This poster is designed to notify individuals of their rights regarding the filing of claims for unemployment benefits.

Human Rights Act. EQUAL OPPORTUNITY IS THE LAW. Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations.

Veterans' Benefits & Services. Benefits and Services for Maine Veterans can be accessed through the Department of Defense, Veterans and Emergency Management and the Maine Bureau of Veterans' Services.

Family Medical Leave Act (FMLA). FMLA provides eligible employees with up to 12 weeks of unpaid leave for certain family and medical reasons.

Whistleblower's Protection Act. Protection of Employees Who Report or Refuse to Commit Illegal Acts. This poster describes some important parts of the law.

Sexual Harassment Act. THE MAINE HUMAN RIGHTS ACT PROHIBITS SEX DISCRIMINATION. SEXUAL HARASSMENT ON THE JOB IS ILLEGAL.

Employee Polygraph Protection Act. The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests for employment purposes.

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FMLA - FAMILY AND MEDICAL LEAVE ACT

What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons. The U.S. Department of Labor (DOL) enforces the FMLA.

Eligible employees are those who work for 12 workweeks of FMLA leave in a 12-month period. The birth, adoption or foster placement of a child with you, or your serious mental or physical health condition that makes you unable to work.

You care for your spouse, child or parent with a serious mental or physical health condition, or you are a military servicemember. An eligible qualifying reason related to the foregoing deployment of your spouse, child or parent who is a military servicemember.

Certain qualifying reasons related to the foregoing deployment of your spouse, child or parent who is a military servicemember. You have the right to use FMLA leave in one block of time, or you may use FMLA leave in a single 12-month period to care for the servicemember.

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