

FOR DATES OF INJURY ON AND AFTER JANUARY 1, 2020

WORKERS' COMPENSATION

WORKERS' COMPENSATION BOARD REGIONAL OFFICES

Table with 4 columns: Augusta, Lewiston, Bangor, Portland, Caribou. Includes addresses, phone numbers, and website information.

Notice to Employees: State law requires you to provide worker compensation insurance for employees. Includes information on how to file a claim and contact information.

Maine Workplaces Support Nursing Employees

An employer who is found to have violated this law through a hearing process may pay a civil penalty of \$100 - \$500 for every violation.

- Additional breastfeeding protection in Maine: An employer who is found to have violated this law through a hearing process may pay a civil penalty of \$100 - \$500 for every violation.

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 all employers must follow.

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

Under Maine Wage, 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 loss. Effective January 1, 2024, the minimum wage in Maine is \$14.15 per hour.

Regulation of Employment

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.

Maine Labor Laws (26 M.R.S.A. § 42-B) requires every employer to place this poster in the workplace where workers can easily see it.

Whistleblower's Protection Act

This poster describes some important parts of the law. A copy of the actual law or formal interpretations may be obtained from the Department of Labor, Bureau of Labor Standards.

Maine Labor Laws (26 M.R.S.A. § 829) requires every employer to place this poster in the workplace where workers can easily see it.

If he files for your boss to be true, threaten you, retaliate against you or treat you differently because: 1. You reported a violation of the law; 2. You are a healthcare worker and you reported a medical error...

Maine Employment Security Law

This poster is designed to notify individuals of their rights regarding the filing of claims for unemployment benefits. It does not have the force of an act of law.

Rules Governing the Administration of the Unemployment Security Law states every employer shall post and display each copy of this poster in the workplace.

Full- and Part-Time Workers

Benefits during the base period: The "base period" is a one-year period that ends on the date of the claim. It is used to determine if you are eligible for unemployment benefits.

Family Medical Leave

An employer who has workers who are on FMLA for more than 12 weeks in any calendar year must provide up to 12 weeks of unpaid leave to an eligible employee.

Payment of Wages

Employer's obligation: An employer who has a full-time employee must pay wages to that employee on or before the day the employee is due to be paid.

Rest Breaks

Most employees must be offered a 15-minute rest break for every hour of work. The Department of Labor will investigate complaints about rest breaks.

At-Will Employment - Under Maine law, an at-will employee may be terminated for any reason not specifically prohibited by law.

In most instances, you are covered by a collective bargaining agreement or other contract that limits termination. If you have questions about at-will employment, contact your human resources department or the Bureau of Labor Standards.

Video Display Terminals

The Maine Video Display Terminal (VD) Law gives certain rights to people who use computers for work. The law applies to employees who use video display terminals.

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 work. The Maine Department of Labor administers the laws, which all employers must follow.

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.

Maine Labor Laws (26 M.R.S.A. § 42-D) requires every employer with more than 50 full-time equivalent employees to place this poster in the workplace where workers can easily see it.

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

Video Display Terminals

The Maine Video Display Terminal (VD) Law gives certain rights to people who use computers for work. The law applies to employees who use video display terminals.

Video Display Terminals

The program must include, at a minimum: 1. A notification of the rights and duties created under the legislation by posting in a prominent location in the workplace a copy of this poster...

THE MAINE HUMAN RIGHTS ACT PROHIBITS SEX DISCRIMINATION

SEXUAL HARASSMENT ON THE JOB IS ILLEGAL. IF YOU FEEL YOU HAVE BEEN DISCRIMINATED AGAINST, CONTACT: MAINE HUMAN RIGHTS COMMISSION.

DRIVER'S LICENSES & NON-DRIVER IDENTIFICATION CARDS

Maine residents who are required to provide a driver license or identification card must do so by the expiration date of their license or identification card.

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Notice to Employers / Employees

Your state has the lowest minimum wage law which requires posting a notice regarding the aspects of that law. Employees are all required to post the Minimum Wage poster from the U.S. Dept. of Labor in all workplaces.

This Posting is for Informational Purposes Only

ADP Always Designing for People