

## FOR DATES OF INJURY ON AND AFTER JANUARY 1, 2020

### WORKERS' COMPENSATION

#### WORKERS' COMPENSATION BOARD REGIONAL OFFICES

ANANDA	LEWISTON	BANGOR	PORTLAND	CARIBOU
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Notice of employees: State law requires your employer to provide workers' compensation insurance to its employees. Workers' compensation insurance provides benefits to employees who are injured at work.

**Notice to Employees:** State law requires your employer to provide workers' compensation insurance to its employees. Workers' compensation insurance provides benefits to employees who are injured at work. If you are injured at work, NOTIFY YOUR EMPLOYER OF THIS. You may have the right to receive benefits under your employer's workers' compensation law if you are injured at work. Your claim is also subject to the Workers' Compensation Law of the State of Maine.

Workers' Compensation Insurance	Workers' Compensation Insurance	Workers' Compensation Insurance	Workers' Compensation Insurance
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## Maine Workplaces Support Nursing Moms

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

This document is a collaborative effort of the Maine WIC Nutrition Program and the Maine Department of Labor.

- Employers of nursing mothers, for three years after the birth of a child, must:
  - provide adequate unpaid break time, or permit an employee to use paid break or meal time each day to express breast milk for her nursing child;
  - make reasonable efforts to provide a clean room or other location, other than a bathroom, where an employee may express breast milk in privacy;
  - an employer shall not retaliate or discriminate against an employee who exercises the right provided under this section.
- How can employers support nursing mothers?
  - Develop a workplace policy including identifying who oversees implementation and inform employees of any policy;
  - Identify a clean, private place with access to electric outlets and a chair;
  - Offer flexible breaks;
  - What can employees do to make nursing in the workplace easier?
    - Understand Maine's Nursing Mothers in the Workplace Law;
    - Create a "pump at work" plan before your baby is born;
    - Determine scheduling and support needs and talk to your employer as soon as possible;
    - Do a workplace walk-through and suggest ideas;
    - Use Maine workplace support resources to help you;
    - Average annual savings average \$400 per breastfed baby (lower medical costs than breast-feeding insurance costs);
    - Relieve employee stress and improve productivity;
    - Raises employee morale and company loyalty.

## 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. Department representatives inspect workplaces to ensure compliance. Citations and penalties may be issued to employers who do not comply.

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

## Minimum Wage is \$13.80 per hour effective January 1, 2023

**Minimum Wage**  
Under Maine labor laws, any business operating in the state with two or more employees is administratively covered by state law. The includes all public and private employers regardless of profit or loss. Effective January 1, 2023, the minimum wage is Maine is \$13.80 per hour.

**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 wage rate of at least \$6.00 per hour. The employer's direct wage combined with tipped wages may not be less than the minimum wage. The state required minimum wage, the employee must pay the difference.

**OverTime**  
Unless specifically exempted, employees must receive overtime pay for hours worked in excess of 40 in a workweek of a fixed time. There are no exceptions for overtime pay. Employees who work overtime hours must be compensated at 1.5 times the regular rate of pay. Overtime pay is not required for overtime hours worked on a non-workday or on a holiday. Overtime pay is not required for overtime hours worked on a non-workday or on a holiday. Overtime pay is not required for overtime hours worked on a non-workday or on a holiday.

**Exemptions from Overtime**  
Maine's overtime laws do not apply to all employees. Exemptions from overtime pay are based on the nature of the job. Exemptions from overtime pay are based on the nature of the job. Exemptions from overtime pay are based on the nature of the job.

## 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 or effect of law.

Rules Governing the Administration of the Employment Security Law states every employer shall post and maintain such notices to its workers.

### Full- and Part-Time Workers

Basic unemployment benefits are available to workers who have worked for at least 18 weeks in the past 12 months. The "base period" is a one-year period that includes the calendar quarters. To establish a claim, you must have earned wages in Maine in each of the calendar quarters, and a total of at least 18 weeks of work in Maine in the base period.

**Unfair Agreement**  
Employees cannot require that an employer pay for a contract that is not in their best interest. An unfair agreement is one that is not in the best interest of the employee.

**Child Labor Laws**  
The Maine Department of Labor provides protection for people who work in Maine. The Maine Department of Labor administers the laws, which all employers must follow.

## Child Labor Laws

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

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

**Work Hours 14 and 15 Year olds**  
No more than 8 hours in a school day.  
No more than 6 hours in a school day.  
No more than 4 hours in any day (weekend, holiday, vacation or workday).

**Work Permits**  
A permit is required for 14 and 15 year olds who are employed in a hazardous occupation and hazardous to their health.

**Recording Keeping**  
An employer must keep accurate payroll records for workers under 18. Records must show when the work began, work stopped, and end time of the work day.

**Notice**  
Maine employers may be covered under the Federal Fair Labor Standards Act (FLSA). For more information, contact the U.S. Department of Labor Wage and Hour Office at 800-667-7176 or 1024/7546.doc.

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

**Family Medical Leave Act**  
An employee who has worked for the employer for at least 12 months at a workplace with 15 or more employees can take leave for up to 12 weeks in a 12-month period for care for a family member who is seriously ill.

**Leave to Care for Family**  
An employer who has worked for the employer for at least 12 months at a workplace with 15 or more employees can take leave for up to 40 hours in a 12-month period for care for a family member who is seriously ill.

**Equal Pay Act**  
Employers must pay men and women the same wage for equal work. The law applies to all employers with at least 15 employees.

**Unfair Agreement**  
Employees cannot require that an employer pay for a contract that is not in their best interest. An unfair agreement is one that is not in the best interest of the employee.

**Leaving for Victims of Violence, Assault, Sexual Assault or Stalking**  
Maine Law (Title 26 M.R.S.A. §42-B) requires every employer to place this poster in the workplace where workers can easily see it.

**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 an at-will employee unless 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.**

## THE MAINE HUMAN RIGHTS ACT PROHIBITS SEX DISCRIMINATION

**SEXUAL HARASSMENT ON THE JOB IS ILLEGAL**

- UNWELCOME SEXUAL ADVANCES
- SUGGESTIVE OR LEWD STARES
- UNWANTED HUGS, TOUCHES, KISSES
- REQUESTS FOR SEXUAL FAVORITISM
- RETALIATION FOR COMPLAINING ABOUT SEXUAL HARASSMENT

**IF YOU FEEL YOU ARE BEING DISCRIMINATED AGAINST, CONTACT:**

MAINE HUMAN RIGHTS COMMISSION  
STATE HOUSE STATION  
AUGUSTA, MAINE 04333-0051  
Tel: (207) 624-6200  
TTY: (207) 624-6200  
www.maine.gov/hrc

**FOR MORE INFORMATION, CONTACT:**

Maine Department of Labor  
Bureau of Labor Standards  
45 State House Station  
Augusta, Maine 04333-0406  
Tel: (207) 624-7000  
www.maine.gov/dol

**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 still required to post the Federal Minimum Wage poster from the U.S. Dept. of Labor (Title 29 CFR 51.1201). All other posters are optional. This is state posting. According to the Dept. of Labor, Federal and state law have different minimum wage rates, the higher standard applies.

This Posting is for Informational Purposes Only

## 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 by calling (207) 625-7000. (The laws are also on the Bureau's website.)

Maine Law (Title 26 M.R.S.A. §293) requires every employer to place this poster in the workplace where workers can easily see it.

**Protection of Employees Who Report or Refuse to Commit Illegal Acts**

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 by calling (207) 625-7000. (The laws are also on the Bureau's website.)

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## Video Display Terminals

The Maine Video Display Terminal (VDT) Law gives certain rights to people who use computers for work.

**Video Display Terminals**  
MISA Title 26 §251.

- Business "Users" means the Department of Labor, Bureau of Labor Standards.
- Employer "Employs" means to employ or permit to work.
- Employee "Employee" means any person employed to work on a stationary regular basis as an operator of a video display terminal or data processing equipment in the State.
- Operator "Operator" means any employee whose primary job is to operate a terminal for more than four consecutive hours, exclusive of breaks, on a daily basis.
- Terminal "Terminal" means any electronic video screen data presentation machine, commonly called video display terminals.

**Education and Training MISA Title §252.**  
Every employer shall instruct an education and training program for all operators as provided in this section.

**Requirements**  
An employer's education and training program must be provided both orally and in writing, except that an employer that has less than 50 employees may provide such training in writing only.

**For further information, contact:**

Maine Department of Labor  
Bureau of Labor Standards  
45 State House Station  
Augusta, Maine 04333-0406  
Tel: (207) 624-7000  
www.maine.gov/dol

**ADP**  
Always Designing for People