

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

### WORKERS' COMPENSATION

#### WORKERS' COMPENSATION BOARD REGIONAL OFFICES

AUGUSTA	LEWISTON	BANGOR	PORTLAND	CARIBOU
140 State Street, Suite 225 Augusta, ME 04301-0811 207-622-2700 1-800-480-4864	30 Millbrook Way Lewiston, ME 04241 207-753-7370 1-800-480-4864	380 Park Road, Suite 105 Bangor, ME 04401 207-947-4400 1-800-480-4864	107 Foster Avenue, Suite 11 Portland, ME 04103 207-622-6440 1-800-480-4864	43 Main Street, Suite 110 Caribou, ME 04724-2247 207-947-4400 1-800-480-4864

Visit our website at [www.maine.gov/psers/](https://www.maine.gov/psers/)

#### Notice to Employees

State law requires you to provide workers' compensation insurance for employees. Workers' compensation insurance provides benefits to employees who are injured or become disabled.

If you are injured while working, NOTIFY your employer immediately. You must report your injury to your employer as soon as possible. You must also report your injury to the Maine Department of Labor. Your employer must provide you with a copy of the Maine Department of Labor's Workers' Compensation Board Form 1001, "Notice to Employees."

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#### Al'Intention des Employés

La loi exige des employeurs de fournir une assurance contre les blessures et les incapacités professionnelles à leurs employés. L'assurance contre les blessures et les incapacités professionnelles fournit des avantages aux employés qui sont blessés ou deviennent handicapés.

Si vous êtes blessé(e) ou devenez handicapé(e) pendant votre travail, vous devez en informer votre employeur immédiatement. Vous devez également en informer le Département du Travail de la Maine. Votre employeur doit vous fournir une copie du formulaire 1001 du Département du Travail de la Maine, "Avis aux employés."

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## Notice to Employers / Employes

Your state has the most minimum wage law which is setting a milestone regarding the aspects of that law. Employers are still required to post the Federal Minimum Wage notice from the U.S. Dept. of Labor. Labor Law Standards Act in addition to this state posting. According to the Dept. of Labor, when Federal and state law have different minimum wage rates, the higher standard applies.

### This Posting is for Informational Purposes Only

## Maine Workplaces Support Nursing Employees

An employer who is found to have violated this law through a finding of non-compliance is subject to a civil penalty of \$100-\$500 for every violation.

This document is a collaborative effort of the Maine WIC Nurse Program and the Maine Department of Labor. <https://www.maine.gov/psers/>

Additional breastfeeding protection in Maine: The Nursing in Public Law (MSA 26:0416) provides protection to parents who nurse in public. An employer may not discriminate against an employee who exercises the right provided under this law.

What can employers do to nursing in the workplace safely?
 

- Provide a private space, including changing and storage, and employees of employees.
- Provide a clean, private place with access to electric outlets and water.
- Offer flexible breaks.

## Minimum Wage

Minimum Wage (Title 26 M.R.S.A. § 42-B) requires every employer 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. <https://www.maine.gov/psers/>

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

Statement to Employees: Every employer who employs one or more employees is automatically covered by this law. The inclusion of public and private employees requires that all employers must follow Department requirements. Citations and penalties may be issued to employers who do not comply.

Recertification: If you are an employer who has employees who have worked for you in the past year, however long that period was, you must recertify your compliance with this law every year, according to needs of your employees and wages paid to employees.

Minimum Wage Guidance: [www.maine.gov/psers/](https://www.maine.gov/psers/)

OverTime Guidance: [www.maine.gov/psers/](https://www.maine.gov/psers/)

For more information, contact: [www.maine.gov/psers/](https://www.maine.gov/psers/)

### Whistleblower's Protection Act

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 and formal interpretations may be obtained from the Department of Labor, Bureau of Labor Standards, 100 State Street, Augusta, ME 04303. (The laws are also on the Bureau's site at <https://www.maine.gov/psers/>)

It is illegal for your boss to fire you, threaten you, retaliate against you or sue you differently because you:

1. You reported a violation of the law.
2. You are a whistleblower under your reported a violation.
3. You reported something that was necessary to report a medical issue.
4. You have refused to do anything that you know or believe is someone's duty.
5. You have been ordered to do anything that you know or believe is someone's duty.
6. You have been ordered to do anything that you know or believe is someone's duty.

To report a violation, unsafe condition or practice or an illegal act in your workplace, contact:

(Name) (Title)

(Location or Phone)

For more information or to file a complaint under this law, contact:

U.S. Department of Labor  
100 Main Street  
Augusta, ME 04303  
Tel: 207-622-6400  
[www.maine.gov/psers/](https://www.maine.gov/psers/)

The following agencies may provide additional information on workplace safety and labor laws:

U.S. Department of Labor  
Wage and Hour Division  
100 Main Street  
Portland, ME 04112  
Tel: 207-622-6400  
[www.dol.gov](https://www.dol.gov)

The Maine Department of Labor provides equal opportunity in employment and program. Auxiliary aids and services are available to people with disabilities upon request. [www.maine.gov/psers/](https://www.maine.gov/psers/)

### Regulation of Employment

Labor Law of the State of Maine provides 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.

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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. <https://www.maine.gov/psers/>

Family Medical Leave  
Employees who have worked for at least 12 weeks for the same employer are entitled to up to 12 weeks of unpaid leave for the care of a family member who has a serious health condition.

Leaves to Care for Family  
The employee's public provider for up to 10 hours in a 12-month period to care for an immediate family member who has a serious health condition.

Equal Pay  
The employee shall receive the same wages for the same job and similar work conditions as the employee of the opposite sex who is performing the same or similar work.

Earned Income Tax Credit  
Employees may be eligible to claim and claim credit for the earned income tax credit.

For more information, contact: [www.maine.gov/psers/](https://www.maine.gov/psers/)

### Maine Workplaces Support Nursing Employees

This poster is designed to notify individuals of their rights regarding the claim for nursing benefits. It does not have the force of law. For more information, call 1-800-953-7960 toll free. <https://www.maine.gov/psers/>

Rules Governing the Administration of the Employment Security State law every employer shall post and maintain such notices to its workers. <https://www.maine.gov/psers/>

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

This poster describes some important parts of the laws. A copy of the actual law and formal interpretations may be obtained from the Department of Labor, Bureau of Labor Standards, 100 State Street, Augusta, ME 04303. (The laws are also on the Bureau's site at <https://www.maine.gov/psers/>)

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. <https://www.maine.gov/psers/>

14 and 16 year olds may work in most businesses, including in occupations deemed hazardous and repetitive the below, but not in hazardous jobs. These provisions also prohibit hazardous occupations. Contact the Bureau of Labor Standards.

Work Permits  
All minors under 16 years of age need work permits to enter work.

Working Hours  
On the day of school, work up to 8 hours in a school day.  
On the day of school, work up to 8 hours in a school day.  
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When School is in Session  
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When School is Not in Session  
On the day of school, work up to 8 hours in a school day.  
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### Video Display Terminals

The Maine Video Display Terminal (VDL) Law gives certain rights to computer for who work at video display terminals.

The program must include, at a minimum:

1. A notification of the rights and duties conferred on this Act by the VDL Law.
2. A notification of the rights and duties conferred on this Act by the VDL Law.
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### At-Will Employment - Under Maine Law, an at-will employment 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 Department of Labor provides equal opportunity in employment and program. Auxiliary aids and services are available to people with disabilities upon request. [www.maine.gov/psers/](https://www.maine.gov/psers/)

### 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.

This poster describes some important benefits and services offered to eligible veterans. For a printed version and requirements may be obtained from the Department of Labor, Bureau of Labor Standards, 100 State Street, Augusta, ME 04303. (The laws are also on the Bureau's site at <https://www.maine.gov/psers/>)

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. <https://www.maine.gov/psers/>

Each Maine Veteran who is entitled to receive Veterans' benefits and services should have a Veterans Affairs Identification Card (VA ID Card). The VA ID Card is a photo identification card that is used to access VA benefits and services.

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### The Maine Human Rights Act Prohibits Sex Discrimination

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

U.S. EQUAL OPPORTUNITY COMMISSION  
1400 K Street, N.W.  
Washington, D.C. 20504  
Tel: 1-800-669-9000  
[www.eeoc.gov](https://www.eeoc.gov)

MAINE HUMAN RIGHTS COMMISSION  
100 State Street  
Augusta, ME 04303-1001  
Tel: 207-622-6400  
[www.maine.gov/psers/](https://www.maine.gov/psers/)

ON CONTACT YOUR PERSONNEL DEPARTMENT: (0002) 300

DEPARTMENT / AGENCY CONTACT

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