

## 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, Box 225<br>Lewiston, ME 04241<br>1-800-495-6854 | 30 Main Street<br>Lewiston, ME 04241<br>1-800-495-6854 | 100 Park Street<br>Bangor, ME 04413<br>1-800-495-6854 | 107 Federal Street, Suite 11<br>Portland, ME 04103<br>1-800-495-6854 | 43 Main Street, Suite 110<br>Caribou, ME 04743-2047<br>1-800-495-6854 |

**Notice to Employees:** State law requires you to provide worker compensation coverage for employees. Workers' compensation insurance provides benefits to employees who are injured or become disabled.

**Notice to Employers:** If you have a job in Maine, you are required to provide workers' compensation coverage for employees. Workers' compensation insurance provides benefits to employees who are injured or become disabled.

**Notice to Self-Employed:** If you are self-employed, you may be eligible for workers' compensation coverage. Contact the Maine Department of Labor for more information.

## Maine Workplaces Support Nursing Employees

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

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

Employers of nursing employees, or those who are a nurse or a nurse aide, must provide additional training to ensure that all employees have the skills and knowledge to safely and effectively care for nursing patients.

## Veterans' Benefits & Services

Benefits and Services for Maine Veterans can be accessed through the Maine Bureau of Veterans' Affairs and Emergency Management of the Maine Department of Labor.

The Maine Department of Labor provides information and resources for veterans and their families. This includes information on benefits, services, and support programs.

## Minimum Wage

Lawmakers 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 for employers who do not follow the law.

**Maine Law (Title 26 M.R.S.A. § 6-B) requires every employer to place this poster in the workplace.**

**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, and the Bureau of Workers' Compensation.

## Regulation of Employment

Lawmakers 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.

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## Eligibility for Unemployment Benefits

The Maine Department of Labor provides information and resources for people who are eligible for unemployment benefits.

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## 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.

## Video Display Terminals

The Maine Video Display Terminal (VDT) Law gives certain rights to people who use video display terminals in their workplaces.

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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.

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## 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 law.

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## Paid Family and Medical Leave

Maine's Paid Family and Medical Leave (PFML) law provides up to 12 weeks of paid leave for family leave, medical leave, and sick leave.

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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:

MAINE HUMAN RIGHTS COMMISSION  
ALBANY, MAINE 04413-1001  
PHONE: (207) 535-2270  
TDD: (207) 535-2270

## Sexual Harassment Education and Training

Additional Resources:

Maine Department of Labor provides information and resources for people who are interested in sexual harassment education and training.

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