# **Maine State Postings**



FOR DATES OF INJURY ON AND AFTER JANUARY 1, 2020

### WORKERS' COMPENSATION

WORKERS' COMPENSATION BOARD REGIONAL OFFICES

information on laws pertainin the hiring of independent contractors, visit the Worker Misclassification Task Force website at

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Maine Department of Labor Bureau of Unemployment Compensation

to work.

Superintendent of schools certify academic standing.

Minor allowed only one permit during the school year but two-during summer vacation.

Minor cannet work artill permit is approved by Bureau of Laker Shandows.

**Maine Employment Security Law** 

Child Labor Laws

This poster describes some important parts of the laws. A copy of the actual laws and formal interpretation same important parts of the laws. A copy of the actual laws and formal interpretations may be obtained from the Department of Labor, Bureau of Labor Standards, by calling (207) 623-7900. (The laws are also on the Bureau websits.)

Maine Law (Title 26, M.R.S.A. § 42-8) requires every employer to place this poster in the workplace where workers can easily see it. https://www.maine.gov/labor/posters/

Rules Governing The Administration of the Employment Security Law states every employer shall post and maintain such notices to its workers. https://www.maine.gov/labor/posters/ **Full- and Part-Time Workers** 

Unemployment benefits are taxable: Unemployment benefits are taxable and have to be reported when you file your income tax forms

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# **Regulation of Employment**

Maine Workplaces

**Support Nursing Moms** 

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.

Birth or adoption of a child or domestic partner's child;

Payment of Wages
An employee leaving employment, must be paid in full no later than the employee's next established payday. This may also include the payment of accrued vacation pay and/or Earned Paid Leave.

Assault, Sexual Assault or Stalking Stalking and Stalking and upon request if make the protection of the stalking and upon request if make the protection and the shower for a calcular challing or any act that would support an order for protections under this PA MASA, C. 101 and the employer needs the time for Propere for and Bander Court proceedings or Propers for and Bander Court proceedings or Propers for and Bander Court proceedings or C. Becaries medical treatment; or Cobian necessary services to remady crisis.

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 Department of Labor provides equal operatment and cabor provides equal operatment in employment and programs.

### THE MAINE HUMAN RIGHTS ACT PROHIBITS SEX DISCRIMINATION

SEXUAL HARASSMENT ON THE JOB IS ILLEGAL

- UNWELCOME SEXUAL ADVANCES SUGGESTIVE OR LEWD REMARKS

- Work Hours 16 and 17 year olds (enrolled in school) and 15 and 17 year olds (enrolled in School) and 16 per 18 per

IF YOU FEEL YOU HAVE BEEN DISCRIMINATED AGAINST, CONTACT:

OR CONTACT YOUR PERSONNEL DEPARTMENT:

This Posting is for Informational Purposes Only

#### **Minimum Wage**

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/labor/posters/

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

Minimum Wage
Under Mine labor laws, any business operating in the state with o
employee is automatically covered by state law. This includes all
public and private employers regardess of profit or state. Effective
January 1, 2024, the minimum wage in Maine is \$14.15 per hour.

Municipal Minimum Wage Ordinances Employers with employees who work in Banger and/or Perland any other municipality that passes a local minimum wage ordina may be subject to additional regulations and should check with municipal officials.

The Maine Department of Labor provides equal opportunity in employment and programs.

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#### **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 or formal
interpretations may be obtained from the Department of Labor, Bureau of Labor Standards
by calling (207) 623-7900. (The laws are also on the Bereau's web site.)

Maine Law (Title 26 M.R.S.A. § 839) requires every employer to place this poster in the workplace where workers can easily see it. https://www.maine.gov/labor/posters/

Tegal for your boss to fire you, threaten you, retailate against you or treat you differently because: to reported a violation of the law;

... to save seen involved in an investigation of instruging top yie opverment.
(or an air prefected by this law ORLY IF If I are on the profession and allows a researched firm for it to be controlled, or 2. You have you do not be believe that your boxes with or correct the profession.
For proper all inhalition, unusate condition or practice or an illegal act in your workplace, contact: (This information about the first in principles or an integral act in your workplace, contact: (This information about the first in principles).

(Name) (Title) (Location or Phone)

## **Video Display Terminals**



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/labor/posters/

Video Display Terminals
MRSA Title 26 §251.

1. Bureau, "Bureau" means the Department of Labor,
Bureau of Labor Standards.
2. Engloy, "Employ" means to empley or permit to
work.

siness in the State.

spipoyer. "Employer" means arry person,
tribership, firm, association or corporation,
bit or private that uses 2 or more terminals at
location.

rates. "Operator" means arry employee whose
marry task is to operate a terminal for more

Education and training MRSA Title §252. Every employer shall establish an education and training program for all operators as provided in this

The program must include, at a minimum:

A. Notification of the rights and duties created under this subchapter by pooling in a prominent location in the workplace a copy of this subchapter.

employers, for use in education and training programs, occupational safety literature that provides appropriate, current and pertinent data on terminal use. Training schedule. Employers shall provide operators with this education and training program within 30 days of employment and armushy thereafter.





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**Compliance Date** January 2024

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Notice to Employers / Employees