



TO EMPLOYEES

YOUR EMPLOYER IS SUBJECT TO the Maryland Employment Insurance Law and pays taxes under this law. No deduction is made from your wages for the taxes.

IF YOU ARE Laid Off or otherwise become unemployed, immediately file a claim with the Unemployment Center for the state which you reside or you may file a claim at the internet at the web site address indicated below.

IF YOU ARE UNEMPLOYED, you may be entitled to unemployment insurance benefits for as many as 26 weeks.

IF YOU EARN MORE THAN FULL TIME, you may be eligible for partial benefits. If your regular hours of work are reduced, primarily the claim is restricted based, to determine your benefit rights.

IF YOU HAVE BEEN PUNISHED FOR BENEFITS AND RETURN TO WORK, you must report your gross wages before deductions when you return to work regardless of whether or not you have been paid.

YOU ARE ENTITLED TO BENEFITS IF:

- You are unemployed through no fault of your own.
- You have sufficient earnings in your Base Period.
- You have been registered with the Maryland Department of Labor.
- You are under total disability for a total of your own.

NOTE: To insure present benefits, it is necessary to file your Social Security number annually. If you claim dependent children (16 years of age or less), you must show the Social Security number of each dependent under the law. If you do not know the Social Security number, you may proceed with instructions on how to provide a copy of the dependent's birth certificate or other forms of proof of dependency.

IF YOU ARE TOTALLY OR PARTIALLY UNEMPLOYED CALL:

Phone Number To File A Claim	Area Served
301-313-8400 1-877-293-4125 (toll free)	Caldwell Chesapeake Montgomery Prince Georges St. Mary's
301-723-2200 1-877-293-4125 (toll free)	Allegany Frederick Garrett Washington
410-234-8800 1-877-293-4125 (toll free)	Caroline Somerset Kent Talbot Washington
410-853-1500 1-877-293-4125 (toll free)	Anne Arundel Baltimore Baltimore County Carroll Harris Howard

SOLICITO DE BENEFICIOS DEL DESPLAZAMIENTO POR LA PAREJA DE HABIL HERRERA
301-313-8400

INDICE DE ESTADO DE MARYLAND (CENTRO DEL ESTADO DE MARYLAND)
Maryland Dept. of Labor
1111 1-800-726-2525
TUY: 1-800-726-2525
Spanish Speech: 1-800-726-8533
Para Información en Español: 1-800-472-7344 (USA)

TO FILE A CLAIM VIA THE INTERNET:
www.mduemployment.com

IMPORTANT NOTICE

Unemployment insurance is intended for persons who are unemployed through no fault of their own and who really wish to work. Persons who receive benefits through their statements or fail to report all earnings will be disqualified well as subject to criminal prosecution.

The Code Article 61 of 1964 states that no person shall be discriminated against on the basis of race, color, religion, age, sex, or national origin. If you feel you have been discriminated against in the unemployment insurance process, you may file a complaint with the Commissioner of the Office of Public Practices, 1100 North Eadow Street, Room 913, Baltimore, Maryland 21201.

MARYLAND DEPARTMENT OF LABOR - DIVISION OF UNEMPLOYMENT INSURANCE

MARYLAND OCCUPATIONAL SAFETY AND HEALTH ACT

PRIVATE SECTOR

safety and health protection for the job

The Maryland Occupational Safety and Health Act of 1973 provides job safety and health protection for workers through the promotion of safe and healthful working conditions through the State. Requirements of the Act include the following:

- Employers:** Each employer shall furnish to each of his or her employees employment and a place of employment free from recognized hazards that are causing or are likely to cause serious injury or death to employees, and shall comply with occupational safety and health standards issued under the Act.
- Employees:** Each employee shall comply with all occupational safety and health standards, rules, regulations and orders issued under the Act that apply to his or her own actions and conduct on the job.
- Inspection:** The Act requires that a representative authorized by the employees be given the opportunity to accompany the MOSH Inspector for a purpose of advising the Inspector.
- Complaint:** Employees or their representatives have the right to file a complaint with the Commissioner requesting an inspection if they believe unsafe or unhealthy conditions exist in their workplace. The Commissioner shall conduct a prompt investigation and advise the complainant of the results of the inspection.

Pregnant & Working

Know Your Rights!
If you are pregnant, you have a legal right to a reasonable accommodation if your pregnancy causes or contributes to a disability and no accommodation is available to your employer. (State Government Article, §2A-406)

What Does That Mean?
You have a disability that is established by a doctor's diagnosis, you may request a reasonable accommodation. Reasonable means an adjustment or modification that is necessary to exercise your legal right to reasonable accommodations. You should be given the opportunity to discuss the disability. You should be given the opportunity to discuss the disability. You should be given the opportunity to discuss the disability.

What If I Am A Victim Of Discrimination?
If you believe your rights under the law have been violated, you may file a complaint with MOSH with the Office of the Adjudicator and determine if a reasonable accommodation is available to you. If you believe your rights under the law have been violated, you may file a complaint with MOSH with the Office of the Adjudicator and determine if a reasonable accommodation is available to you.

MARYLAND EARNED SICK AND SAFE LEAVE EMPLOYEE NOTICE

The Maryland Healthy Working Families Act requires private employers to provide earned sick and safe leave to their employees. This notice is intended to provide information to employees regarding their rights and the employer's obligations under the law.

Annual Accrual
Each full-time employee begins to accrue earned sick and safe leave on the first day of employment. Employees are entitled to a minimum of 6 days of earned sick and safe leave per year. Employees are entitled to a minimum of 6 days of earned sick and safe leave per year.

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Maryland Equal Pay for Equal Work

Equal Pay Act of 1967
The Equal Pay Act of 1967 requires that employers pay equal wages to employees who perform equal work under equal conditions.

What Does This Mean?
Employers must pay equal wages to employees who perform equal work under equal conditions. This means that employees who perform equal work under equal conditions should receive the same wage.

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Minor Fact Sheet

Section 1-206, Annotated Code of Maryland
This fact sheet provides information on the requirements for a minor to be employed in Maryland.

Requirements for Employment:
A minor must be at least 16 years old to be employed in Maryland. There are exceptions for certain types of employment, such as agriculture and fishing.

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Maryland Minimum Wage and Overtime Law

Minimum Wage Rates
Effective 1/1/24
The minimum wage rate in Maryland is \$11.24 per hour.

Overtime
Employees are entitled to overtime pay for hours worked in excess of 40 hours per week. The overtime rate is 1.5 times the regular rate.

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ADDITIONAL INFORMATION AND COPIES OF THE ACT, SPECIFIC MARYLAND OCCUPATIONAL SAFETY AND HEALTH STANDARDS, AND OTHER APPLICABLE REGULATIONS MAY BE OBTAINED FROM:

MOSH TRAINING AND EDUCATION
10946 Ground West Drive, Suite 160
Hunt Valley, Maryland 21201
Phone: 410-627-2091

Complaints about State Program administration may be made to Regional Administrator, Occupational Safety and Health Administration, The Curtis Center, Suite 740 West, 170 S. Independence Mall West, Philadelphia, PA 19106-3309

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Notice to Tipped Employees

Under Maryland law, tipped employees who are not exempt from minimum wage are entitled to a minimum wage of \$11.24 per hour. Tipped employees may also be entitled to overtime pay.

Notice to Employees / Employers

This posting is for informational purposes only. It is not intended to create an employment contract. For more information, please contact the Department of Labor.

