

FOR DATES OF INJURY ON AND AFTER JANUARY 1, 2020

WORKERS' COMPENSATION

ALBERTA	LINCOLN	BANQU	PORTLAND	CARIBOU
1400-400-4864	1400-400-4864	1400-400-4864	1400-400-4864	1400-400-4864

**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 while working for you.

**Notice to Employers:** State law requires you to provide workers' compensation insurance for employees. Workers' compensation insurance provides benefits to employees who are injured or become disabled while working for you.

Maine Workplaces Support Nursing Employees

An employer who is found to have violated this law through a hearing process must pay 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.

Minimum Wage

State Minimum Wage: 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. Complaints and penalties may be issued to employers who do not comply.

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

**Minimum Wage:** A Maine employee's minimum wage is the lowest rate an employer is permitted to pay for work. The minimum wage is \$14.65 per hour.

**Minimum Wage Exemptions:** Employees who are exempt from the minimum wage include: Executive, Administrative, Professional, Creative, and Seasonal employees.

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Regulation of Employment

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Notice to Employees / Employers

This notice is to inform you of your rights and responsibilities as an employer and employee. It is important that you read this notice carefully and understand the laws that apply to you.

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 707-623-7900. (The laws are also on the Bureau's website.)

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Video Display Terminals

**Maine Labor (Title 26 M.R.S. § 4-20) 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/labor/posters/>

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.

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Paid Family and Medical Leave

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Child Labor Laws

**Child Labor Laws:** The State of Maine provides 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. Complaints and penalties may be issued to employers who do not comply.

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. For more information, call 1-800-955-7662 or visit <https://www.maine.gov/labor/posters/>

Veterans' Benefits & Services

**Benefits and Services for Maine Veterans:** The Department of Veterans, Veterans' Services, and the Maine Bureau of Veterans' Services provide support and resources for veterans and their families.

Sexual Harassment Education and Training

**Sexual Harassment Education and Training:** The Maine Department of Labor provides training and resources for employers and employees to prevent and address sexual harassment in the workplace.

Full- and Part-Time Workers

**Full- and Part-Time Workers:** The Maine Department of Labor provides information and resources for full- and part-time workers regarding their rights and benefits.

Substance Use & Mental Health Services

**Substance Use & Mental Health Services:** The Maine Department of Labor provides support and resources for employees who are struggling with substance use or mental health issues.

THE MAINE HUMAN RIGHTS ACT PROHIBITS SEX DISCRIMINATION

**Sexual Harassment on the Job is Illegal:** The Maine Human Rights Act prohibits sex discrimination in the workplace. This includes sexual harassment, which is unwanted sexual attention or behavior that creates a hostile or offensive work environment.

Sexual Harassment Education and Training

**Sexual Harassment Education and Training:** The Maine Department of Labor provides training and resources for employers and employees to prevent and address sexual harassment in the workplace.

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