

MASSACHUSETTS

Labor Laws

Wage and Hour Laws Office of Massachusetts **Attorney General** Maura Healey

Fair Labor Hotline (617) 727-3465

TTY (617) 727-4765

OFFICE OF THE ATTORNEY GENERAL **COMMONWEALTH OF MASSACHUSETTS**

www.mass.gov/ago/fairlabor

been employed for at least 12 months by the employer and

Public Works and Public Construction Workers

Rights of Temporary Workers

Rights of Domestic Workers

Domestic Violence Leave

with 50 or more employees.

help, protective orders, and going to court.

Employers Must Not Retaliate

work or tasks minors must NOT do.

(617) 624-6700 • www.youth.dol.gov

Time & Schedule Restrictions for Minors

customers at 10 p.m.)

work until 9 p.m.

work during the school day, up to 23 hours a week.

During school hours

Standards at (617) 626-6975, or www.mass.gov/dols

Dangerous Jobs & Tasks Minors Must Not Do

Drive most motor vehicles or forklifts

Handle, serve, or sell alcoholic beverages

Work 30 or more feet off of the ground

processors, cutters, and mixers

At **night**, from 10 p.m. to 6 a.m. (or past

work until 11:30 p.m. or until midnight, if

10:15 if the employer stops serving

Exception: On non-school nights, may

working at a restaurant or racetrack.

During the School Year:*

· Work in freezers or meat coolers

Perform any baking activities

complaint or trying to enforce the rights explained in this poster.

www.mass.gov/ago/DW.

617-626-6970 or go to: www.mass.gov/dols.

Most employees must be paid for 3 hours at no less than minimum wage if the employee is

scheduled to work 3 or more hours, and reports to work on time, and is not given the expected

To learn about rights of temporary workers and employees hired through staffing agencies, call:

To learn about additional rights for workers who provide housekeeping, cleaning,

childcare, cooking, home management, elder care, or similar services in a household, go to

Workers who work on public construction projects and certain other public work must be paid the

prevailing wage, a minimum rate set by the Department of Labor Standards based on the type of

Employees who are victims, or whose family members are victims, of domestic violence, sexual

assault, stalking or kidnapping have the right to 15 days of leave for related needs, such as health

care, counseling, and victims services; safe housing; care and custody of their children; and legal

Employees have the right to sue their employer for most violations of wage and hour laws.

Employees may sue as an individual or they may sue their employer as a group if they have similar

Important! There are strict deadlines for starting a lawsuit. For most cases, the deadline is 3 years

It is against the law for an employer to punish or discriminate against an employee for making a

undocumented workers. If an employer reports or threatens to report a worker to immigration

authorities because the worker complained about a violation of rights, the employer can be

The laws explained in this poster apply to all workers, regardless of immigration status, including

oloyees Under 18 – Child Labor M.G.L. Chapter 149, Sections 56 –10

All employers in Massachusetts must follow state and federal laws for employees who are under 18

(minors). These laws say when, where, and how long minors may work. They also say what kinds of

Work Permits Required - Most workers under 18 must obtain a work permit. Employers

must keep their minor workers' work permits on file at the worksite. To get a work permit,

goes to school. To learn more about getting a work permit, contact the Department of Labor

• Work at a job that requires that the employee have or use a firearm

• Operate, clean or repair power-driven food slicers, grinders, choppers,

• Work in or near factories, construction sites, manufacturing plants,

mechanized workplaces, garages, tunnels, or other risky workplaces

At **night**, from 7 p.m. to 7 a.m. *Exception*: In summer (July 1 – Labor Day), may

• More than **3 hours** on any school day • More than **8 hours** on any day

• More than 18 hours during any week • More than 40 hours per week

• More than **8 hours** on any weekend • More than **6 days** per week

*Exception: For school-approved career or experience-building jobs, students may be allowed to

Adult Supervision Required After 8 p.m. - After 8 p.m., all minors must be directly supervised

by an adult who is located in the workplace and is reasonably accessible. Exception: Adult

supervision is not required for minors working at a kiosk or stand in a common area of an

enclosed shopping mall that has security from 8 p.m. until the mall closes.

At any time:

session:

More than 9 hours per day

When school is not in

More than 48 hours per week

More than **6 days** per week

Use, clean or repair certain kinds of power-driven machines

fryolators, rotisseries, NEICO broilers, or pressure cookers

Minors under 14 cannot work in Massachusetts in most cases

These are just some examples of tasks prohibited under both state and federal law. For a

complete list of prohibited jobs for minors, contact the Attorney General's Fair Labor Division:

(617) 727-3465 • www.mass.gov/ago/youthemployment. Or contact the U.S. Department of Labor:

mplaints. Employees who win their case will receive back pay, triple damages, attorneys' fees, and

The leave can be paid or unpaid depending on the employer's policy. This law applies to employers

State law requires all employers to post this notice at the workplace in a location where it can easily be read. M.G.L. Chapter 151, Section 16; 454 C.M.R. 27.07(1)

Minimum Wage	M.G.L. Chapter 151, Sections 1, 2, 2A, and 7		
In Massachusetts, all workers are presumed to be employees. The minimum wage applies to all employees, except: • agricultural workers (\$8.00 per hour is the minimum wage for most agricultural workers), • members of a religious order, • workers being trained in certain educational, nonprofit, or religious organizations, and • outside salespeople.	Effective Date	Minimum Wage	Service Rates
	January 1, 2017	\$11.00	\$3.75
	January 1, 2019	\$12.00	\$4.35
	January 1, 2020	\$12.75	\$4.95
	January 1, 2021	\$13.50	\$5.55
	January 1, 2022	\$14.25	\$6.15
	January 1, 2023	\$15.00	\$6.75

M.G.L. Chapter 149, Section 152A; M.G.L. Chapter 151, Section 7 The hourly "service rate" applies to workers who provide services to customers and who make more

The average hourly tips, plus the hourly service rate paid to the worker must add up to the inimum wage per each shift.

imployers, owners and employees with managerial or supervisory responsibilities on a given day nust never take any of your tips Fips and service charges listed on a bill must be given only to wait staff, service bartenders, or other

ip pooling is allowed only for wait staff, service bartenders, and other service employees.

M.G.L. Chapter 151, Sections 1A and 1B Generally, employees who work more than 40 hours in any week must be paid overtime. Overtime pay is at least 1.5 x the regular rate of pay for each hour worked over 40 hours in a week. or some employees who get paid the "service rate," the overtime rate is 1.5 x the basic minimum

wage, not the service rate. exception: Under state law, some jobs and workplaces are exempt from overtime. For a complete list **Employees Have the Right to Sue** of overtime exemptions, visit www.mass.gov/ago/fairlabor or call the Attorney General's Fair Labor

M.G.L. Chapter 149, Section 148; 454 C.M.R. 27.02 Payment of Wages The law says when, what, and how employees must be paid. An employee's pay (or wages) includes payment for all hours worked, including tips, earned vacation pay, promised holiday pay, and

earned commissions that are definitely determined, due and payable. lourly employees must be paid every week or every other week (bi-weekly). The deadline to pay is 6 or 7 days after the pay period ends, depending on how many days an employee worked during

imployees who quit must be paid in full on the next regular payday or by the first Saturday after hey guit (if there is no regular payday). Employees who are fired or laid off must be paid in full on heir last dav of work.

M.G.L. Chapter 149, Section 148 All employees must get a statement, at no cost, with their pay that says the name of the employer and employee, the date of payment (month, day, and year), the number of hours worked during the prosecuted and/or subject to civil penalties.

Pay Deductions An employer cannot deduct money from an employee's pay unless the law allows it (such as state

pay period, the hourly rate, and all deductions or increases made during the pay period.

and federal income taxes), or the employee asked for a deduction to be made for the employee's own benefit (such as to put money aside in the employee's savings account). an employer cannot take money from an employee's pay for the employer's ordinary business costs for example: supplies, materials or tools needed for the employee's job). An employer who requires the minor must apply to the superintendent of the school district where the minor lives or

an employee to buy or rent a uniform must refund the actual costs to the employee. he law also puts limits on when and how much money an employer can take from an employee? pay for housing and meals the employer gives to the employee.

lours worked or "working time" includes all time that an employee must be on duty at the imployer's worksite or other location, and works before or after the normal shift to complete the

M.G.L. Chapter 149, Sections 100 and 101

Nost employees who work more than 6 hours must get a 30-minute meal break. During their meal oreak, employees must be free of all duties and free to leave the workplace. If, at the request of the employer, an employee agrees to work or stay at the workplace during the meal break, the mployee must get paid for that time.

M.G.L. Chapter 151, Section 15 Payroll records must include the employee's name, address, job/occupation, amount paid each pay

period, and hours worked (each day and week). imployers must keep payroll records for 3 years. Employees have the right to see their own payroll records at reasonable times and places.

M.G.L. Chapter 149, Section 148C Most employees have the right to earn 1 hour of sick leave for every 30 hours they work, and they nay earn and take up to 40 hours of sick leave a year. Employees begin accruing sick time on their irst day of work. Employees must have access to their sick leave 90 days after starting work. ligible employees may use their sick leave if they or their child, spouse, parent, or spouse's parent s sick. injured, or has a routine medical appointment. They may also use sick leave for themselves

Inless it is an emergency, employees must notify the employer before using sick leave. mployees who miss more than 3 days in a row may need to provide their employer a doctor's note.

mployers with 11 or more employees must provide paid sick leave. Employers with fewer than 11 employees must provide sick leave; however, it does not need to be paid.

M.G.L. Chapter 149, Section 105A: Employers Must <u>Not</u> Discriminate M.G.L. Chapter 151B, Section 4

ubject to certain limited exceptions, employers must not pay one employee less for doing the same or comparable work as another employee of a different gender.

ney must not discriminate in hiring, pay or other compensation, or other terms of employment Race or color

Religion, national origin, or ancestry Sex (including pregnancy)

or their child to address the effects of domestic violence.

Military service Sexual orientation or gender identity or expression

Genetic information or disability

Small Necessities Leave

child's doctor or dentist appointment, or

M.G.L. Chapter 149, Section 52D n some cases, employees have the right to take up to 24 hours unpaid leave every 12 months for

child's school activities,

elderly relative's doctor or dentist appointments, or other appointments

? Contact the Attorney General's Fair Labor Division:

(617) 727-3465 – www.mass.gov/ago/fairlabor

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

inimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

Rev. 06/2021

Fair Employment in Massachusetts

Applicants to and employees of private employers with 6 or more employees*, state and local governments, employment agencies and labor organizations are protected under Massachusetts General Laws Chapter 151B from discrimination on the following bases:

RACE, COLOR, RELIGION, DISABILITY, NATIONAL ORIGIN, AGE, SEX, PREGNANCY AND PREGNANCY-RELATED CONDITIONS, GENDER IDENTITY, SEXUAL

ORIENTATION, GENETIC INFORMATION, ANCESTRY, MILITARY SERVICE M.G.L. c. 151B protects applicants and employees from discrimination in hiring, promotion, discharge, compensation, benefits, training, classification and other aspects of employment on the basis of race, color, religion, disability, national origin (including unlawful language proficiency requirements), age (if you are 40 years old or older), sex, pregnancy or a condition elated to pregnancy, gender identity, sexual orientation, genetic information, ancestry, and military service. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose an undue hardship.

sexual harassment includes sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (a) submission to or rejection of such advances. quests or conduct is made explicitly or implicitly a term or condition of employment or as a pasis for employment decisions; (b) such advances, requests or conduct have the purpose or effect of unreasonably interfering with a person's work performance by creating an intimidating, nostile, humiliating or sexually offensive work environment. The law also prohibits harassment

based on the protected classes set forth above. The Pregnant Workers Fairness Act prohibits employment discrimination on the basis of pregnancy and pregnancy-related conditions, such as lactation or the need to express breast

milk for a nursing child, and describes employers' obligations to employees that are pregnant or lactating and the protections these employees are entitled to receive.

The law requires employers to grant an employee who has completed an initial probationary worked at least 1,250 hours for the employer during the previous 12-month period.

M.G.L. Chapter 149, Section 159C

M.G.L. Chapter 149, Section 190

M.G.L. Chapter 149, Section 26-27H

M.G.L. Chapter 149, Section 52E

M.G.L. Chapter 149, Section 150;

M.G.L. Chapter 149, Section 148A;

M.G.L. Chapter 151, Section 19

M.G.L. Chapter 151, Sections 1B and 20

nental or physical disability.

PARENTAL LEAVE Employees are eligible for this leave if the employer has at least 50 employees and the employee

period and has given two (2) weeks' notice of the anticipated date of departure and the employee's intention to return, at least eight (8) weeks of paid or unpaid leave for the purpose of hildbirth, adoption of a child under 18, or adoption of a child under 23 years old if the child has a:

New Bedford Office: 800 Purchase St., Room 501, New Bedford, MA 02740 - P: 508-990-2390 F: 508-990-4260

Springfield Office: 436 Dwight St., Room 220, Springfield, MA 01103 - P: 413-739-2145 F: 413-784-1056 WORCESTER OFFICE, 484 Main Street, Room 320, Worcester, MA 01608 - P: 508-453-9630 F: 508-755-3861

For more information, please see our website: www.mass.gov/mcad/

NOTICE: Under the Massachusetts Pregnant Workers Fairness Act, employers must distribute a written notice of the right to be free from discrimination due to pregnancy or a condition related to pregnancy. The notice shall be provided to employees in a handbook, pamphlet, or by other means. Posting does not fulfill the notice requirement. For more information, contact the Massachusetts Commission Against Discrimination

Sexual Harassment

Sexual Harassment at work does not have to be tolerated.

It's Illegal.

If you are being sexually harassed, report it immediately to your supervisor or contact:

SEXUAL HARASSMENT OFFICER

You can file a complaint with the Massachusetts Commission Against Discrimination (MCAD). Visit or contact MCAD at one of the following locations:

ONE ASHBURTON PLACE Room 601 BOSTON, MA 02108 617/994-6000 617/994-6196 TTY

436 DWIGHT STREET Rоом **220** Springfield, MA 01103 413/739-2145

NOTICE & VERIFICATION

MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION

Earned Sick Time

Earned Sick Time

Notice of Employee Rights

Beginning July 1, 2015, Massachusetts employees have the right to earn and take sick leave from work. **RETALIATION** • Employees using earned sick time cannot be fired or otherwise retaliated against for

WHO QUALIFIES? All employees in Massachusetts can earn sick time.

This includes full-time, part-time, temporary, and seasonal employees.

HOW IS IT EARNED? Employees earn 1 hour of sick time for every 30 hours they work.

Employees can earn and use up to 40 hours per year if they work enough hours.

 Cook (except on electric or gas grills that do not have open flames), operate Employees with unused earned sick time at the end of the year can **rollover up to 40**

> Employees **begin earning** sick time on their first day of work and **may begin using** earned sick time 90 days after starting work.

WILL IT BE PAID?

If an employer has 11 or more employees, sick time must be paid. For employers with 10 or fewer employees, sick time may be unpaid.

Paid sick time must be paid on the same schedule and at the same rate as regular wages.

An employee can use sick time when the employee or the employee's child, spouse, parent, or parent of a spouse is sick, has a medical appointment, or has to address the effects of domestic violence.

The smallest amount of sick time an employee can take is one hour. Sick time cannot be used as an excuse to be late for work without advance notice of a

Use of sick time for other purposes is not allowed and may result in an employee being

CAN AN EMPLOYER HAVE A DIFFERENT POLICY? Yes. Employers may have their own sick leave or paid time off policy, so long as employees can use at least the same amount of time, for the same reasons, and

with the same job-protections as under the Earned Sick Time Law.

leaving his or her job, an employer may require documentation from a medical provider. DO YOU HAVE QUESTIONS?

exercising or attempting to exercise rights under the law.

Office of the Attorney General The Attorney General enforces the Earned Sick Time Law and regulations. It is unlawful to violate any provision of the Earned Sick Time Law.

Examples of retaliation include: denying use or delaying payment of earned sick time,

Employees must **notify** their employer before they use sick time, except in a emergency.

• If an employee is out of work for 3 consecutive days **OR** uses sick time within 2 weeks of

Call the Fair Labor Division at 617-727-3465 • **Visit** www.mass.gov/ago/earnedsicktime **Commonwealth of Massachusetts**

firing an employee, taking away work hours, or giving the employee undesirable

Employers may require employees to use a reasonable notification system the

Violations of any provision of the Earned Sick time law, M.G.L. c. 149, § 148C, or these regulations, 940 CMR 33.00 shall be subject to paragraphs (1), (2), (4), (6) and (7) of subsection (b) of M.G.L. c. 149, §27C(b) and to § 150.

> This notice is intended to inform Full text of the law and regulations are available at www.mass.gov/ago/earnedsicktime.

> > Rev. 07/2016

Parental Leave

Commission Against Discrimination Parental Leave

An Act Relative to Parental Leave expands the current maternity leave law, G.L. c. 149, § 105D, which is enforced by the Massachusetts Commission Against Discrimination (MCAD). Currently, Massachusetts law requires employers with six or more employees to provide eight weeks of unpaid maternity leave for the purpose of giving birth or for the placement of a child under the age of 18, or under the age of 23 if the child is mentally or physically disabled, for adoption. The new law goes into effect on April 7, 2015 and expands he current leave law in the following ways:

The parental leave law is now gender neutral. Both men and women are entitled to If the employer agrees to provide parental leave for longer than 8 weeks, the employer must reinstate the employee at the end of the extended leave unless it clearly informs the employee in writing before the leave and before any extension

of that leave, that taking longer than 8 weeks of leave shall result in the denial of reinstatement or the loss of other rights and benefits. The law clarifies that the right to leave applies to employees who have completed an initial probationary period set by the terms of employment, but which is not

The law provides that if two employees of the same employer give birth to or adopt the same child, the two employees are entitled to an aggregate of 8 weeks of leave. The law clarifies that an employee seeking leave must provide at least 2 weeks' notice of the anticipated date of departure and the employee's intention to return, but also permits the employee to provide notice as soon as practicable if the delay is for reasons beyond the employee's control.

shall be entitled to the same benefits offered to an employee on leave for the birth The law expands the notice requirements, mandating that employers keep a posting in a conspicuous place describing the law's requirements and the

The law clarifies that an employee on parental leave for the adoption of a child

employer's policies as to parental leave. **Boston:** One Ashburton Place, Room 601, Boston, MA 02108; 617-994-6000

Springfield: 436 Dwight Street, Room 220, Springfield, MA 01103; 413-739-2145 **Worcester:** 484 Main Street, Room 320, Worcester, MA 01608; 508-453-9630 **New Bedford:** 800 Purchase, Room 501, New Bedford, MA 02740; 508-990-2390 **Visit our website** for more resources and instructions on filing a complaint:

www.mass.gov/mcad

Formatted by HH COMPANY LEAVE POLICY: ____

REV. 3/10/2015

QR CODE Scan with phone camera: Go to: JJKeller.com/LLPverify **ONLINE** Enter this code: 69388-012023

TWO ways to verify poster compliance!

DEPARTMENT OF UNEMPLOYMENT ASSISTANCE Information on Employees' Unemployment Insurance Coverage

EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT

nployees of this business or organization are covered by Unemployment Insurance (UI), a program financed entirely by Massachusetts employers. No deductions are made from your

f you lose your job, you may be entitled to collect Unemployment Insurance. Outlined below is the information you need in order to apply for Unemployment Insurance (UI) benefits. Before you file, your employer will give you a copy of the pamphlet: How to Apply for Unemployment Insurance Benefits, provided by the Massachusetts Department of Unemployment

You must be in the United States, its territories, or Canada when filing a claim or certifying for weekly UI benefits.

THE COMMONWEALTH OF MASSACHUSETTS

There are two ways to apply for UI Benefits:

UI Online is a secure, easy-to-use, self-service system. You can apply for benefits, reopen an existing claim, request weekly benefit payments, check your claim status, sign up for direct deposit, update your address, and even file an appeal online. To apply for benefits using UI Online, go to www.mass.gov/dua, and select UI Online for Claimants, and complete the required Apply by calling the TeleClaim Center

Inemployment Insurance services are available by telephone. You can apply for Unemployment Insurance benefits, reopen a current claim, obtain up-to-date information on the status of your claim and benefit payment, resolve problems, and sign up for direct deposit — all by telephone. To apply for benefits by telephone, call the TeleClaim Center at 1-877-626-6800 from area codes 351, 413, 508, 774, and 978; or 1-617-626-6800 from any other area code. You will be asked to enter your Social Security Number and the year you were born. You will then be connected to an agent who will take the information necessary to file your claim.

Note: During peak periods from Monday through Thursday, call cheduling may be implemented, providing priority for callers based on the last digit of their Social Security Number. This helps ensure that you and others can get through to the TeleClaim Center in a timely nanner. Please check the schedule on the right before calling.

This document contains important

Vui lòng dịch tài liệu này ngay.

information. Please have it translated

alary to cover the cost of your Unemployment Insurance benefits.

Apply by Using UI Online

Tuesday 4, 5, 6 Wednesday 7.8.9 Thursday

Assigned day to call Teleclaim is:

REV. 10/6/2015

Questo documento contiene informazioni ເອກະສານສະບັບນີ້ ບັນຈຸຂໍ້ມູນອັນສຳຄັນ. importanti. La preghiamo di tradurlo ກະລຸນາເອົາເອກະສານສະບັບນີ້ໄປແປອອກ 請立即找人翻譯。 inmediatamente. Este documento contém informações importantes. Por favor, traduzi-lo حتوي هذه الوثيقة على معلومات هامة. ។ ឯកសារនេះមាននវព័ត៌មានដ៏សំខាន់ ។ imediatamente. Docikman sa gen enfòmasyon enpòtar សូមបកប្រែវាជាបន្ទាន់ ។ Ce document contient des information 본 문서에는 중요한 정보가 포함되어 importantes. Veuillez le faire traduire 있습니다. 본 문서를 즉시 번역하도록

IMPORTANT: Massachusetts General Law, Chapter 151A, Section 62A requires that this notice be displayed at each site operated by an employer, in a conspicuous place, where it is accessible to all employees. It must include the name and mailing address of the employer, and the identification number assigned to the employer by the Department of Unemployment

Form 2553-A

inmediatamente.

Workers' Comp.

Notice to Employees

DEPARTMENT OF INDUSTRIAL ACCIDENTS

(617) 727-4900 - www.mass.gov/dia As required by Massachusetts General Law, Chapter 152, Sections 21, 22 & 30, this will give you notice that I/We have provided for payment to our injured employees under the above-

EFFECTIVE DATES NAME OF INSURANCE AGENT

EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY)

ccordance with the provisions of the Workers' Compensation Act. The employee may select his or her own physician. The reasonable and necessary costs of the services provided by the treating physician will be paid by the insurer if the treatment is connected to the work-related injury.

he above-named insurer is required in cases of personal injuries arising out of and in the course of employment to furnish adequate and reasonable hospital and medical services in

TO BE POSTED BY EMPLOYER

Paid Family and Medical Leave

Notice of Benefits Available Under M.G.L. Chapter 175M Paid Family and Medical Leave (PFML)

employed individuals.

for the duration of such leave

No Retaliation or Discrimination

Generally, an employee who has taken paid family or medical leave must be restored Covered individuals may be entitled to family and medical leave for the following reasons:

up to 20 weeks of paid medical leave in a benefit year if they have a serious health condition that incapacitates them from work.

up to 26 weeks of paid family leave in a benefit year to care for a family member who is a covered service member with a serious health condition

paid family and medical leave in a single benefit year.

maximum weekly benefit of up to \$1,129.82 (adjusted annually). Who is a Covered Individual Under the Law? Generally, a worker qualifies as a covered individual eligible for PFML benefits if they are:

covered by unemployment insurance in Massachusetts and paid wages by a Massachusetts employer: or

institute a civil action in the superior court, and may be entitled to damages of as much as three times his or her lost wages. Private Plans If an employer offers employees paid family leave, medical leave, or both, with benefits

exercising any right to which s/he is entitled under the law.

an exemption from paying the contributions. Employees continue to be protected from discrimination and retaliation under the law even when an employer opts to provide paid leave benefits through a private plan.

to the employee's previous position or to an equal position, with the same status, pay,

employment benefits, length-of-service credit, and seniority as of the date of leave.

These job protections do not apply to former employees, independent contractors, or self-

Employers must provide for, contribute to, or otherwise maintain the employee's

• It is unlawful for an employer to discriminate or retaliate against an employee for

An employee or former employee who is discriminated or retaliated against for

Health Insurance

employment-related health insurance benefits, if any, at the level and under the conditions

coverage would have been provided if the employee had continued working continuously

exercising rights under the law may, not more than three years after the violation occurs,

that are at least as generous as those provided under the law, the employer may apply for

If you have questions or concerns about your Paid Family and Medical Leave rights, please call: (833)344-7365 or visit: https://www.mass.gov/DFML

800-327-6868

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This poster is in compliance with state posting requirements.

greater than 3 months.

M.G.L. c. 151B prohibits discrimination the basis of disability, a record of disability or perceived disability, in hiring, promotion, discharge, compensation, benefits, training, classification and other aspects of employment. Disability discrimination may include failing to reasonably accommodate an otherwise qualified person with a disability.

RETALIATION It is illegal to retaliate against any person because s/he has opposed any discriminatory practices or because s/he has filed a complaint, testified, or assisted in any proceeding before the Commission. It is also illegal to aid, abet, incite, compel or coerce any act forbidden under M.G.L. c. 151B, or attempt to do so.

DOMESTIC WORKERS M.G.L. c. 151B prohibits discrimination and harassment against certain domestic workers where the employer has one (1) or more employee.* While some exclusions apply, domestic workers generally include individuals paid to perform work of a domestic nature within a household on a regular basis, such as housekeeping, housecleaning, nanny services, and/or caretaking. Employers

are prohibited from engaging in sexual harassment and harassment and/or discrimination based on the protected classes described above, i.e. race, color, etc. Domestic workers are also entitled **CRIMINAL HISTORY INQUIRIES**

The law prohibits employers from asking applicants on an initial employment application for any

criminal background information unless an exemption by statute or regulation exists. MENTAL HEALTH FACILITY ADMISSION INQUIRIES Employers may not refuse to hire or terminate an employee for failing to furnish information regarding his/her admission to a facility for the care and treatment of mentally ill persons. An

employment application may not seek information about an applicant's admission to such a IF YOU HAVE BEEN DISCRIMINATED AGAINST

If you feel you have been harassed or discriminated against, you should immediately file a charge of discrimination with the Massachusetts Commission Against Discrimination www.mcad.gov, at one of the offices below. An agreement with your employer to arbitrate your discrimination claim(s) does not bar you from filing a charge of discrimination. BOSTON OFFICE: 1 ASHBURTON PL., SUITE 601, BOSTON, MA 02108 - P: 617-994-6000 F: 617-994-6024

REV. 02/2023

mmediately. В данном документе содержится важная информация. Вам необходимо срочно сделать перевод документа Este documento contiene información importante. Por favor, consiga una traducción Tanpri fè von moun tradwi l touswit.

Tài liệu này có chứa thông tin quan trọng.

An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. For hearing-impaired relay services, call 711.

If the last digit of your Social Security Number is:

The Commonwealth of Massachusetts

LAFAYETTE CITY CENTER, 2 AVENUE DE LAFAYETTE, BOSTON, MA 02111

mentioned chapter by insuring with: NAME OF INSURANCE COMPANY

MEDICAL TREATMENT

The above-named insure has a preferred provider arrangement, in the cases requiring hospital attention, employees ae hereby notified that the insure has arranged for such care at:

up to 12 weeks of paid family leave in a benefit year related to the birth, adoption, or foster care placement of a child, to care for a family member with a serious health condition, or because of a qualifying exigency arising out of the fact that a family member is on active duty or has been notified of an impending call to active duty in the

Covered individuals are eligible for no more than 26 total weeks, in the aggregate, of

To fund PFML benefits, employers may deduct payroll contributions of up to 0.318% (adjusted annually) from a covered individual's wages or other earnings. A covered ndividual's average weekly earnings will determine his or her benefit amount, for a

a self-employed individual who resides and works in Massachusetts and chooses to opt in to the program; and has earned more than 30 times the expected benefit and more than \$6,000 (adjusted annually) in the last four completed quarters preceding the application for benefits.

This notice must be posted in a conspicuous place on the employer's premises

To update your labor law posters contact J. J. Keller & Associates, Inc. JJKeller.com/laborlaw

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