

FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests for pre-employment screening or during the course of employment.

FED YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT USERRA protects the rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System.

MA WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR 1-866-487-9343 www.dol.gov/agencies/whd

MA Commission Against Discrimination 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:

FED YOUR EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons.

MA Office of the Attorney General Wage & Hour Laws The minimum wage is \$15.00 per hour. State law requires all employers to post this notice at the workplace in a location where it can easily be read.

MA Department of Unemployment Assistance Information About Employees' Unemployment Insurance Coverage Employees have the right to sue their employer for unpaid unemployment insurance benefits.

FED U.S. Equal Employment Opportunity Commission Know Your Rights: Workplace Discrimination is Illegal The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment.

MA Commission Against Discrimination Sexual Harassment at work does not have to be tolerated. If you are being sexually harassed, report it immediately to your supervisor or contact:

MA Commission Against Discrimination PARENTAL LEAVE NOTICE: PARENTAL LEAVE IN MASSACHUSETTS Issued: May 17, 2023

MA Department of Veterans Services EXECUTIVE OFFICE OF VETERANS SERVICES MASSHIRE UNLOCK EXCLUSIVE VETERAN BENEFITS IN MASSACHUSETTS

MA Office of the Attorney General EARNED SICK TIME Notice of Employee Rights WHO QUALIFIES? All employees in Massachusetts can earn sick time. This includes full-time, part-time, temporary, and seasonal employees.

MA Department of Family and Medical Leave Paid Family and Medical Leave (PFML) Notice of Benefits Available Under M.G.L. Chapter 151M

OSHA Occupational Safety and Health Administration Job Safety and Health IT'S THE LAW! All employees have the right to: A safe workplace. Raise a safety or health concern with your employer or OSHA.

MA DEPARTMENT OF INDUSTRIAL ACCIDENTS NOTICE OF EMPLOYERS THE COMMONWEALTH OF MASSACHUSETTS DEPARTMENT OF INDUSTRIAL ACCIDENTS

MA Department of Family and Medical Leave Paid Family and Medical Leave (PFML) Available Leave Covered individuals may be entitled to family and medical leave for the following reasons:

OSHA Occupational Safety and Health Administration Job Safety and Health IT'S THE LAW! To update your labor law posters contact J. Keller & Associates, Inc. 1-800-321-OSHA (6742) • TY 1-877-889-5627 • www.osha.gov