

### FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

**FEDERAL MINIMUM WAGE**  
\$7.25 PER HOUR  
**BEGINNING JULY 24, 2009**

**The law requires employers to display this poster where employees can readily see it.**

**OVERTIME PAY**  
At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

**CHILD LABOR**  
An employer must at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor.

**ADDITIONAL INFORMATION**  

- Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions.
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**1-866-487-2363**  
 WAGE AND HOUR DIVISION  
 UNITED STATES DEPARTMENT OF LABOR  
[www.dol.gov/agencies/whd](http://www.dol.gov/agencies/whd)

### MA Office of the Attorney General Wage & Hour Laws

**The minimum wage is \$15.00**

**State law requires all employers to post this notice at the workplace in a location where it can easily be read.**

**Minimum Wage**  
Beginning January 1, 2023, the minimum wage in Massachusetts is \$25.00 per hour for all employees.

**Reporting Pay**  
Mass employers must report pay for 1 hour or less than minimum wage if the employer's business is open for work, but employees do not work on that day.

**Public Works and Public Construction Workers**  
Workers who work on public construction projects and certain other public work must be paid the minimum wage, a minimum rate set by the Department of Labor Standards based on the type of work performed.

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### MA Commission Against Discrimination

**FAIR EMPLOYMENT IN MASSACHUSETTS**

Applicants 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 PREGNANT-RELATED CONDITIONS, GENDER IDENTITY, SEXUAL ORIENTATION, GENETIC INFORMATION, ANCESTRY, MILITARY SERVICE**

**Retaliation**  
It is illegal to retaliate against any person because he or she has reported any information regarding his/her admission to a facility for the care and treatment of mental illness to any person.

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### MA Department of Unemployment Assistance

**Information About Employers' Unemployment Insurance Coverage**

**Who is protected?**  
Employees of his business or organization are covered by Unemployment Insurance (UI), a program financed entirely by Massachusetts employers. No deductions are made from your salary to cover the cost of your Unemployment Insurance benefits.

**What are your rights and obligations?**  
If 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 claim, you will need to file a claim with the Department of Unemployment Assistance.

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### MA Commission Against Discrimination

**Sexual Harassment at work does not have to be tolerated. It's illegal.**

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

**MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION**

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### 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.

**HOW IS IT EARNED?**  

- Employees earn 1 hour of sick time for every 30 hours they work.
- Employees can earn up to 40 hours per year.

**DO YOU HAVE QUESTIONS?**  
 Call the Fair Labor Division at (617) 727-3465.  
[www.mass.gov/agofairlabor](http://www.mass.gov/agofairlabor)

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### MA Department of Industrial Accidents

**NOTICE OF EMPLOYERS**

**THE COMMONWEALTH OF MASSACHUSETTS DEPARTMENT OF INDUSTRIAL ACCIDENTS**

**IF YOU ARE INJURED ON THE JOB:**

**Immediate notify your employer that you were injured.**

**Seek Medical Treatment**  
You should seek medical attention as soon as possible. Medical treatment costs that are reasonable, necessary, and related to the work injury will be paid by the above-named insurer.

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### FED EMPLOYEE POLYGRAPH PROTECTION ACT

**EXEMPTIONS**  
 Federal and State governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private firms...

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### MA Commission Against Discrimination

**Parental Leave**

**Parental Leave**  
Employees with 12 or more employees are entitled to 12 weeks of unpaid leave to care for a newborn child, to care for a child under 18, or to care for a child under 18 who has a mental or physical disability.

**Retaliation**  
It is illegal to retaliate against any person because he or she has reported any information regarding his/her admission to a facility for the care and treatment of mental illness to any person.

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### MA Department of Family and Medical Leave

**Notice of Benefits Available Under M.G.L. Chapter 151M**

**Paid Family and Medical Leave (PFML)**

**Available Leave**  
Covered individuals may be entitled to family and medical leave for the following reasons:

- up to 20 weeks of paid family leave in a benefit year if they have a newborn child.
- 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 health condition, or otherwise maintain the employee's employment.

**Retaliation**  
It is unlawful for an employer to discriminate against an employee for exercising any right to or receive the benefit provided by this law.

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### MA Office of Veterans Services

**MASSSHIRE**

**UNLOCK EXCLUSIVE VETERAN BENEFITS IN MASSACHUSETTS**

**MASSACHUSETTS IS HERE FOR YOU.**

**MASSACHUSETTS VETERAN SERVICES**

**MASSACHUSETTS EXECUTIVE OFFICE OF VETERANS SERVICES**  
 Offers information on benefits, financial assistance, and peer support available to Massachusetts veterans.

**VETERANS MENTAL HEALTH CRISIS LINE**  
 Provides 24/7 support and resources for Massachusetts veterans.  
**Call 988 and press 1, text 832855, or visit https://www.veteranscrisisline.net/**

**VETERANS EMPLOYMENT EDUCATION AND TRAINING (VEET)**  
 Provides employment training and resources for Massachusetts veterans.  
**Visit https://www.mass.gov/veteran-veet**

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### 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.**

**REEMPLOYMENT RIGHTS**  
You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service.

**RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION**  
You are prohibited from being discriminated against or retaliated against because of your military or national disaster medical system service.

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### FED What is FMLA leave?

**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.

**Who is eligible?**  
Employees who have worked for a private employer that has at least 50 employees during 20 workweeks in the current or previous calendar year.

**What are your rights?**  
Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period for:

- The birth, adoption or foster placement of a child with you.
- Your serious medical condition or physical health condition that makes you unable to work.
- Care for a family member who has a serious medical or physical health condition.
- Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember.

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## Job Safety and Health IT'S THE LAW!

**OSHA Occupational Safety and Health Administration**

**All employees have the right to:**

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.

**Employers must:**

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

**1-800-321-OSHA (6742) • TT 1-877-889-5627 • www.osha.gov**