Department of Labor, Bureau of Labor Standards

Maine Law (Title 26 M.R.S.A. § 42-B) requires every employer to place this poster

Labor Laws of the State of Maine provide 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. Citations and penalties may be issued to employers who do not comply.

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

Under Maine labor laws, any business operating in the state with one employee is automatically covered by state law. This includes all public and private employers regardless of profit or size. Effective January 1, 2025, the minimum wage in Maine is

Municipal Minimum Wage Ordinances

Employers with employees who work in Bangor and/or Portland or any other municipality that passes a local minimum wage ordinance, may be subject to additional regulations and should check with municipal officials.

Child Labor

employers who do not comply.

Work Permits

nished work each dav.

603-666-7716 or http://youth.dol.gov/.

Work Hours 14 and 15 year olds

No more than six days in a row.

Not after 7 p.m. during school year.

Cannot work after 9 p.m. during summer vacation.

Cannot work before 7 a.m.

hen School <u>Is Not</u> in Session

A service employee is someone who regularly receives more than \$185 a month in tips. As of January 1, 2025, employers must pay a direct service wage of at least \$7.33 per hour. If the employee's direct wage combined with earned tips do not average, on a

Unless specifically exempted, employees must receive overtime pay for hours worked in excess of 40 in a workweek at a rate not less than time and one-half their regular rate questions about the law may call 207-623-7900 or may visit the department's of pay. Employers have the right to allow or deny overtime, but if overtime is worked, it must be paid in accordance with state requirements. Compensatory or "comp" time Minimum Wage Guidance cannot be used by private-sector employers, although private-sector employers can allow employees to flex their time within the workweek (but not the pay period if the pay period is longer than a seven day cycle in the workweek).

For more information, contact: Maine Department of Labor

Bureau of Labor Standards 45 State House Station Augusta, Maine 04333-0045 Telephone: 207-623-7900 TTY users call Maine Relay 71 Web site: www.maine.gov/labor/b Email: bls.mdol@maine.gov

of 18 in both agricultural and nonagricultural jobs. The Maine Department of Labor

administers the laws, which all employers must follow. Department representatives

This poster describes some important parts of the laws. A copy of the actual laws and

Labor Standards, by calling (207) 623-7900. (The laws are also on the Bureau website.)

14 and 15 year olds may work in most businesses, except in occupations declared

16 and 17 year olds may work in most businesses, however not in hazardous jobs

All minors under 16 years of age need work permits in order to work.

Minor allowed only one permit during the school year but two during summer

Minor cannot work until permit is approved by Bureau of Labor Standards.

show what time the minor began work, total hours worked, and what time the minor

Note: Maine employers may also be covered under the Federal Fair Labor Standards Act.

For more information, contact the U.S. Department of Labor Wage and Hour Office at

No more than 8 hours in any one day (weekend, holiday, vacation or

Not more than 40 hours in a week (school must be out entire week).

Superintendent of schools certify academic standing.

Employer keeps Bureau-approved permit on file.

hazardous and jeopardize their health, well-being or educational opportunities.

These provisions also provide limited exemptions. Contact the Bureau of Labor

formal interpretations may be obtained from the Department of Labor, Bureau of

Minimum Wage

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/

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

Department of Labor, Bureau of Labor Standards

Child Labor Laws

Maine Law (Title 26, M.R.S.A. § 42-B) 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.

All employers must keep accurate payroll records for workers under 18. Records must

The Maine Department of Labor provides equal opportunity in employment and

Child Labor Laws of the State of Maine provide protection for people under the age When School Is in Session

imum 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.

Exemptions from Overtime Maine statutes incorporate by reference the salary requirements under the Fair Labor Standards Act (FLSA). As of January 1, 2025 the minimum salary requirement will be \$845.21 per week. Salary is only one factor in determining whether a worker is exempt from overtime under federal or state law. The duties of each worker must be considered as part of this analysis. Failure to adhere to both requirements—meeting

the duties test and the weekly salary threshold— are violations of state law and potentially federal law depending on the discrepancies in the laws.

Every employer shall give to each employee with the payment of wages a statement

clearly showing the date of the pay period, hours worked, total earnings and itemized

weekly basis, the state required minimum wage, the employer must pay the difference. Employers shall keep, for three years, accurate records of hours worked and wages paid to all employees.

The Department of Labor enforces state wage and hour laws. Employers with

www.maine.gov/labor/labor_laws/minimum_wage_faq.html

legislature.maine.gov/statutes/26/title26sec664.htm **Overtime Guidance**

www.maine.gov/labor/labor_laws/overtime.html

legislature.maine.gov/statutes/26/title26sec664.html *Note: Maine employers may also be covered under the federal Fair Labor Standards Act.

For more information, contact the U.S. Department of Labor Wage and Hour Office at The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to people with disabilities upon

No more than 3 hours on a school day, including Friday.

No more than 6 days in a row.

When School Is Not in Session

When School <u>Is</u> in Session

No more than 50 hours in a week.

week of school calendar.

No more than 6 hours on a school day.

On last day of school week, may work up to 8 hours.

Cannot work before 7 a.m. on a school day.

• Cannot work before 5 a.m. on a non-school day.

Work Hours 16 and 17 year olds (enrolled in school)

• Cannot work after 10:15 p.m. the night before a school day.

Can work up to midnight when there is no school the next day.

• No more than 10 hours on any holiday, vacation, or workshop day.

No more than 24 hours in a week except may work 50 hours any week that

programs. Auxiliary aids and services are available to people with disabilities upon

For more information, contact:

Maine Department of Labor

Bureau of Labor Standards

45 State House Station

Augusta, Maine 04333-0045

Telephone: 207-623-7900

TTY users call Maine Relay 711

Web site: www.maine.gov/labor/bls

Email: bls.mdol@maine.go

approved school calendar is less than three days or during the first and last

REV. 11/2024

Department of Labor, Bureau of Unemployment Compensation

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 or effect of law. For more information, call 1-800-593-7660 toll free.

This poster is available online at no charge and may be copied: https://www.maine.gov/labor/posters **Full- and Part-Time Workers**

How to file a claim for unemployment benefits

When filing, you will need to know your Social Security Number. Also, you should have the names and addresses of all employers for whom you worked, and your dates of

To file online: www.maine.gov/reemployme

To file by phone: 1-800-593-7660 TTY Users Call Maine Relay 711.

All individuals filing for Unemployment Insurance benefits are required by law to be registered with the Maine JobLink. Visit www.mainecareercenter.gov to access Maine JobLink.

We provide **language interpreter services** in approximately 140 commonly No more than 10 hours in any one day (weekend, holiday, vacation, or spoken languages. Arrangements will be made to have an interpreter assist you when you call the Unemployment Claims Center.

> To claim by mail: In some cases, your employer will give you a claim form. Mail your initial claim form to the Unemployment Claims Center listed below.

Maine Department of Labor Bureau of Unemployment Compensation

97 State House Station, Augusta, ME 04333-0097

Bureau. "Bureau" means the Department of Labor, Bureau of Labor Standards.

Employee. "Employee" means any person engaged to work on a steady or

Employer. "Employer" means any person, partnership, firm, association or

Terminal. "Terminal" means any electronic video screen data presentation

f you have questions about working safely at the computer, speak to your

supervisor or contact the

Maine Department of Labor

Bureau of Labor Standards

Tel: 1-877-SAFE-345 (1-877-723-3345)

TTY users call Maine Relay 711.

Web site: www.maine.gov/labor/bls

Email: bls.mdol@maine.gov

corporation, public or private that uses 2 or more terminals at one location.

Operator. "Operator" means any employee whose primary task is to operate a

terminal for more than four consecutive hours, exclusive of breaks, on a daily

regular basis as an operator by an employer located or doing business in the

Employ. "Employ" means to employ or permit to work.

machine, commonly called video display terminals.

or full text of the statute visit MRSA Title 26 §251, 252.

Earnings during the base period: The "base period" is a one-year period that includes four calendar quarters. To establish a claim, an individual must have earned two times the annual average weekly wage in Maine in each of two different calendar guarters.

and a total of six times the annual, average, weekly wage in Maine in the whole base period. In most cases, the Department of Labor has your wage information on file. If it is not on file, the Department will take steps to obtain it. Separation: If you were laid off from your last job due to a lack of work, no additional investigation is required. If you separated from your last job for reasons other than lack

search has been "waived"), not refusing offers of suitable work or referral to suitable

Aliens: If you are not a U.S. Citizen, your Social Security Number and/or your Alien Permit number will be checked with the United States Citizenship and Immigration

to be reported when you file your income tax forms. **Child support:** If you owe child support that you pay to the Department of Health and Human Services (DHHS), up to fifty percent (50%) of your unemployment check may be withheld and sent to DHHS.

Benefits for partial unemployment: An employer shall issue a properly completed partial unemployment claim form to each employee who is customarily employed fulltime and who is given less than full-time hours during a week due to lack of work, and

Rev. 11/2019

Department of Labor, Bureau of Labor Standards **Paid Family and Medical Leave**

Maine Law (Title 26, M.R.S.A. § 42-B and § 850-1) requires every employer to place this poster in the workplace where workers can easily see it.

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

contract that limits termination. If you have questions about

you are covered by a collective bargaining agreement or other

at-will employment, contact your human resources department

The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to people with disabilities

Maine's Paid Family and Medical Leave (PFML) law will provide up to 12 weeks of paid leave for family leave, medical leave, safe leave or leave related to a family A copy of the actual laws and formal interpretations may be found online at www.maine.gov/paidleave or by calling 207- 623-7900 | TTY users call Maine Relay

This poster is available online at no charge and may be copied: www.maine.gov/labor/posters/

Payroll Deductions

Benefits are available for the duration of your needed leave or 12 weeks, Benefit amounts will be determined based on your previous earnings

and are capped at Maine's annual statewide average weekly wage.

Reasons for Leave **Family leave:** To care for family with serious health condition. Medical leave: To care for one's own serious medical needs.

Safe leave: To stay safe or to help a family member stay safe after abuse or Military leave: For emergencies related to a family member's impending

military deployment. Types of Leave

Continuous leave: Leave where you are out of work for days or weeks at a

Intermittent leave: Leave where you are still working and you need to take time off but it is not the same every day or every week. **Reduced leave:** Leave where you are still working but you are consistently working fewer hours.

To establish a claim, you must have earned a total of six times the statewide annual average weekly wage in Maine in your base period. The base period is defined as the first four of the last five completed calendar quarters. In most cases, the Department of Labor has your wage information on file. If it is not on file, the Department will take steps to obtain it.

This poster is available online at no charge and may be copied: https://www.maine.gov/labor/posters/ **Leave for Victims of Violence, Assault, Sexual Assault or**

Must be allowed upon request if an employee (or a child, parent or spouse of an employee) is a victim of violence, assault, sexual assault or stalking or any act that would support an order for protection under Title 19-A M.R.S.A., c. 101 and the employee needs the time to:

- Prepare for and attend court proceedings; or
- Receive medical treatment; or

Department of Labor, Bureau of Labor Standards

Regulation of Employment

Maine Law (Title 26 M.R.S.A. § 42-B) requires every employer to place this poster

in the workplace where workers can easily see it.

abor Laws of the State of Maine provide protection for people who work in Maine. The Maine Department of Labor administers the laws, which all employers

nust follow. Department representatives inspect workplaces to ensure compliance. Citations and penalties may be issued to employers who do not comply.

This poster describes some important parts of the laws. A copy of the actual laws or formal interpretations may be obtained from the Department of Labor,

Bureau of Labor Standards, by calling 207-623-7900. (The laws are also on the Bureau's web site.)

mployees must be paid in full at least every 16 days. Employees must be

otified of any decrease in wages or salary at least one day prior to the

An employee leaving employment, must be paid in full no later than the

employee's next established payday. This may also include the payment of

mployers cannot require that an employee pay for losses such as broken

Most employees must be offered a 30 consecutive minute paid or unpaid rest

Nursing mothers must be provided with unpaid break time or be permitted

An employee who has worked for the last 12 months at a workplace with 15

including domestic partner; domestic partner's child, grandchild,

Death or serious health condition of the employee's spouse, domestic

partner, parent or child if it occurs while the spouse, domestic partner,

Federal family medical leave is different, call 866-487-9243 for more

Serious health condition or death of a sibling who shares joint living and

or the Bureau of Labor Standards.

Birth or adoption of a child or domestic partner's child;

or more employees may be entitled to up to 10 weeks of paid or unpaid leave

to use their paid break or meal time to express milk. The employer must make

reasonable efforts to provide a clean room or location, other than a bathroom,

merchandise, bad checks, or bills not paid by customers, nor for special

Time of Payment

Payment of Wages

Unfair Agreement

break after 6 hours of work.

where the milk can be expressed.

domestic partner's grandchild;

parent or child is on active duty;

financial arrangements with the worker.

Family Medical Leave

for a qualifying event.

Organ donation;

accrued vacation pay and/or Earned Paid Leave

uniforms and certain tools of the trade.

Obtain necessary services to remedy crisis.

Leave to Care for Family

If the employer's policy provides for paid time off, the employee must be allowed to use up to 40 hours in a 12-month period to care for an immediate family member who is ill.

Earned Paid Leave

An employer that employs more than 10 employees in the usual and regular course of business for more than 120 days in any calendar year shall permit each employee to earn paid leave based on the employee's base pay. An employee is entitled to earn one hour of paid leave from a single employer for every 40 hours worked, up to 40 hours in one year of employment. Accrual of leave begins at the start of employment, but the employer is not required to permit use of the leave before the employee has been employed by that employer for 120 days during a one-year period.

Earned Income Tax Credit

Employees may be eligible for federal and state earned income tax credits. Employees may apply for the tax credits on the employee's income tax return. **Note:** Maine employers may also be covered under the Federal Fair Labor Serious health condition of the employee or immediate family member, Standards Act. For more information, contact the U.S. Department of Labor Wage and Hour Office at 866-487-9243.

For more information, contact: Maine Department of Labor

Bureau of Labor Standards 45 State House Station Augusta, Maine 04333-0045 located at: 45 Commerce Drive Telephone: 207-623-7900 TTY users call Maine Relay 711. Website: www.maine.gov/labor/bls

Email: bls.mdol@maine.gov

REV. 12/2023

36 Mollison Way _ewiston, ME 04240-58 207-753-7700

BANGOR 396 Griffin Road, Suite 105 Bangor, ME 04401 207-941-4550 1-800-400-6856

PORTLAND 6 Northport Drive, Suite 201 Portland, ME 04103 207-822-0840

his poster describes some important parts of the law. A copy of the actual law or formal

alling 207-623-7900. (The laws are also on the Bureau's web site.)

s poster is available online at no charge and may be copied:

you have asked your employer to correct it; or

is information should be filled in by the employer)

You are a healthcare worker and you reported a medical error;

You reported something that risks someone's health or safety;

ou differently because:

orkplace, contact:

You reported a violation of the law

ou are protected by this law ONLY if:

pretations may be obtained from the Department of Labor, Bureau of Labor Standards by

is illegal for your boss to fire you, threaten you, retaliate against you or treat

You have refused to do something that will endanger your life or someone else's life and

You tell your boss about the problem and allow a reasonable time for it to be corrected; or

You have been involved in an investigation or hearing held by the government.

You have good reason to believe that your boss will not correct the problem.

report a violation, unsafe condition or practice or an illegal act in your

CARIBOU 43 Hatch Drive, Suite 110 Caribou, ME 04736-2347 207-498-6428 1-800-400-6855

1-800-400-6858

Visit our website at: www.maine.gov/wcb Statewide TTY: 711

Maine Department of Labor

Bureau of Labor Standards

45 State House Station

Augusta, Maine 04333-0045

Telephone: 207-623-7900

TTY users call Maine Relay 711.

Web site: www.maine.gov/labor/bls

Email: bls.mdol@maine.gov

REV. 11/2019

FOR DATES OF INJURY ON AND AFTER JANUARY 1, 2020

Department of Labor, Bureau of Labor Standards

Whistleblower's Protection Act

Maine Law (Title 26 M.R.S.A. § 839) requires every employer to place this poster

in the workplace where workers can easily see it.

Protection of Employees Who Report or Refuse to Commit Illegal Acts

For more information or to file a complaint under this law, contact:

The following agencies may provide useful information on workplace safety and

The Maine Department of Labor provides equal opportunity in employment and programs

Auxiliary aids and services are available to people with disabilities upon request.

The Maine Human Rights Commission

51 State House Station

TTY users call Maine Relay 711

Augusta, Maine 04333

www.Maine.gov/mhrc

U.S. Department of Labor

Wage and Hour Division

P.O. Box 554

Portland, Maine 04112

Tel: 207-780-3344

www.dol.gov

J.S. Department of Labor/OSHA

40 Western Avenue

Augusta, Maine 04330

Tel: 207-626-9160

www.osha.gov

Tel: 207-624-6290



WORKERS COMPENSATION **BOARD REGIONAL**

AUGUSTA

442 Civic Center Drive, Suite 225 156 State House Station Augusta, ME 04333-0156 207-287-2308 1-800-400-6854

LEWISTON

sation insurance, unemployment coverage, or tados en el trabajo other employer paid taxes and withholdings. 1-800-400-6857 www.maine.gov/labor/misclass. If you have any questions about your rights,

ease contact one of the regional offices.

Notice to Employees:

notified within 60 days of your injury. Your

A l'intention des Employes: aployeur est tenu de souscrire à une assurance emnisant ses employés victimes d'un accident pensation Board).

les conseillers juridiques à leur disposition.

lacieusement leurs salariés comme étant des misclass. ontractants privés aux fins d'échapper a En caso de tener cualquier pregunta sobre sus assurance compensatrice-employé, aux

indemnités de chômage, ou aux autres charges et retenues dues par employeur. Pour plus de State law requires your employer to provide détails sur la législation relative a l'utilisation vorkers'compensation insurance for its employ- des services privés, visitez le site internet de es. Workers'compensation insurance provides Worker Misclassification Task Force (Unité benefits to employees who are injured at work.

anti-fraude en matière de classification des If you are injured at work, NOTIFY YOUR salariés): www.maine.gov/labor/misclass.

Si vous n'êtes pas sûr de vos droits, veuillez EMPLOYER AT ONCE. You may lose your right to receive benefits unless your employer is contacter l'un des bureaux régionaux.

claim is also subject to a two year statute of **Aviso a los Trabajadores:** mitations. Worker advocates are available at the

Workers' Compensation Board to help injured empresario proporcione el seguro de compensaciones para el trabajador a todos los trabajadores. It is against the law for employers to misclassify employees as independent contractors El seguro de compensaciones para el trabajador for the purposes of avoiding workers' compen- proporciona beneficios a los trabajadores acciden-

En caso de sufrir accidente o daño laboral, For more information on laws pertaining to the NOTIFÍQUELO INMEDIATAMENTE A SÚ hiring of independent contractors, visit the EMPRESARIO. Podría perder el derecho a Worker Misclassification Task Force website at recibir compensación a menos que su empresario sea notificado de este accidente o daño en el plazo de 60 días. Así mismo esta reclamación debe hacer referencia a unaccidente o daño que no defensores del trabajador están disponibles para proporcionar ayuda a los trabajadores accidentados en el Consejo de Administración de Com-

pensaciones para el Trabajador (Workers' Com-El hecho de no clasificar a los empleados como Si vous êtes victime d'un accident du travail, contratistas independientes, con el propósito de PREVENEZ VOTRE EMPLOYEUR IMMEDI- evitar el seguro por compensación al trabajador,

ATEMENT. Passé un délai de 60 jours, vous cobertura para desempleados, ú otros impuestos isquez de perdre vos droits à l'indemnisation. pagados y retenidos por el empleador; está en Au-delà de deux ans, votre déclaration n'est plus contra de la ley del empleador. Para mayor inforecevable. Pour aider les victimes d'un accident mación acerca de las leyes pertenecientes a la du travail, le Workers'Compensation Board met contratación de contratistas independientes, visite el Worker Misclassification Task Force La loi interdit aux employeurs de classifier en la página web de www.maine.gov/labor/

> derechos, favor de dirigirse a una de las oficinas regionales de compensaciones para el trabajador.

> > "Có Thông Dịch Viên"

Tłumacze dostępni na życzenie Interpreters Available When calling for assistance, please say the name Aby uzyskać pomoc tłumacze, proszę powiedzieć po of your language in English and an interpreter will angielsku "Polish" i czekać na linii.

l'enemos intérpretes a su disposición Si necesita que le atiendan en español por favor diga 'Spanish" y le conectaremos con un intérprete. Por favor manténgase en la línea.

Se precisar de atendimento em Português, por favor iga "Portuguese" e um intérprete será prontamente chamado. Por favor, aguarde na linha. Abbiamo intèrpreti disponibili

be called for you. Please stay on the line

Se avete bisogno di assistenza in Italiano, Vi preghiamo di dire "Italian" e un intèrprete sará messo a Vostra disposizione. Vi preghiamo di rimanere in linea.

l'emos intérpretes à sua disposição

Des interprètes sont à votre disposition Lorsque vous appelez pour demander de l'aide, prononcez le mot "French" et nous mettrons un

nterprète à votre disposition. Prière de rester en ligne.

한국어 통역을 이용하실 수 있습니다.

nói "VIETNAMESE" để chúng tôi cho thông dịch viên giúp quý vị. Xin quý vị chờ trên đường dây.

عند إتصالكم للمساعدة أو لطلب خدمة معيّنة نرجو منكم أن تـنكروا (أ-رَ-بِ-ك)ونحن سنقدَم لكم مترجما شفهيا . ابقوا على الخط من

"Khi gọi điện thoại để được giúp đỡ, xin quý vị hãy

مترجمون شفهيون متيشرون لخدمتكم

افراد مترجم در دسترس می باشند. را که بدان صحبت می کنید به انگلیسی ذکر کنید تا راجع به امري به ما تلفن مي كنيد، لطفاً نام زباني قطع نكنيد. هنگاميكه براي درخواست كمك يا

بایک مترجم براي l'urjunaanno waa la helayaa Marka aad caawinaad inoogu soo yeeraneysid, fadhlan

شما تماس گرفته شود. لطفاً روي خط منتظر بمانيد.

luqaddaada af Ingiriisi inoogu sheeg turjubaan ayaa guugu yeeri doonaaye. Taleefoonkana ha dhigin.

asis of disability in admission to, access to, or operation of its programs, services or activities. nis poster is available in alternative format. For further assistance, contact the Maine Workers' Compensation Board, ADA Coordinator, telephone: (888) 801-9087 or TTY: 711.

TWO ways to verify poster compliance! QR CODE) Scan with phone camera: Go to: JJKeller.com/LLPverify

J. J. Keller & Associates, Inc. JJKeller.com/laborlaw 800-327-6868



Copyright 2025 J. J. Keller & Associates, Inc. • Neenah, WI • Printed in the USA This poster is in compliance with state posting requirements.

Sexual Harassment

SEXUAL HARASSMENT ON THE JOB IS ILLEGAL

DEPARTMENT / AGENCY CONTACT

Human Rights Commission

THE MAINE HUMAN RIGHTS ACT PROHIBITS SEX DISCRIMINATION

- **UNWELCOME SEXUAL ADVANCES**
- SUGGESTIVE OR LEWD REMARKS
- **UNWANTED HUGS, TOUCHES, KISSES**

REQUESTS FOR SEXUAL FAVORS

RETALIATION FOR COMPLAINING ABOUT SEXUAL HARASSMENT

IF YOU FEEL YOU HAVE BEEN DISCRIMINATED AGAINST, CONTACT: MAINE HUMAN RIGHTS COMMISSION

51 STATE HOUSE STATION, AUGUSTA, MAINE 04333-0051 PHONE (207) 624-6290 FAX (207) 624-8729

TTY: MAINE RELAY 711 <u>www.maine.gov/mhrc</u>

OR CONTACT YOUR PERSONNEL DEPARTMENT

REV. 10/2012

REV. 11/2019

Department of Labor, Bureau of Labor Standards

Veterans' Benefits & Services

Benefits and Services for Maine Veterans can be accessed through the Department of Defense, Veterans and Maine Law (Title 26, M.R.S.A. § 42-D) requires every Emergency Management and the Maine Bureau of Veterans' Services. employer with more than 50 full-time equivalent employees to place this poster in the workplace

where workers can easily see it. be obtained from the Department of Labor, Bureau of Labor Standards, by calling 207-623-7900 or by visiting the

search the entire state for resources.

businesses and/or agencies

Filing a claim with the VA

Enrolling in VA Healthcare

Obtaining burial benefits

Recognitions for services

Veterans & Emergency Management

Maine Bureau of Veterans' Services

Educational benefits

Housing/Homelessness assistance

To Access Services, Contact:

Website: www.maine.gov/dvem/index.html

This poster is available online at no charge and may be copied: www.maine.gov/labor/posters/ The State of Maine provides a wide variety of services for Veterans. This poster **Substance Use & Mental Health Treatment**

Educational, Workforce & Training Resources the SUD Intensive Outpatient's (Addictions Services - SUD Program) at 207-623-8411x 4098. For other mental health services, go to: Maine CareerCenters are located throughout the state and provide educational, www.va.gov/directory/guide/SUD.asp training and workforce resources, including veteran-specific referral services

through the Maine Military and Community Network and employment support like the Maine Hire-A-Vet Program at www.mainecareercenter.com/mhav/ Veterans are entitled to certain tax benefits. To find out more, go to Each CareerCenter has a dedicated veteran representative onsite. www.maine.gov/veterans/benefits/tax-financebenefits/index.html

Find out more at www.mainecareercenter.gov and www.mainecareercenter.gov/employment/veterans.shtml To access legal services for Veterans, go to Entrepreneurship services from the Small Business Administration are also www.maine.gov/veterans/resources/index.html and choose the Legal/Financial offered. Find out more at www.maine.gov/veterans/benefits/employment/ option. Veterans can also select a specific county to search, or can choose to

This poster describes some important benefits and services offered. Free printed posters and requirements may

in their Maine Veterans' Benefits and Resource Guide at www.maine.gov/veterans/docs/MBVS-Resource-Guide.pdf The State of Maine has an employment preference to veterans who apply for State positions. In addition, in accordance with Executive Order 2016-002, if a veteran applies for a State job and is not ultimately nired for that job, it is the policy of the Bureau of Human Resources to

For further educational resources, the Maine Bureau of Veterans

Services has a complete listing of institutions of higher learning

Bureau's website at www.maine.gov/labor/posters

provides information for the following benefits and services:

www.maine.gov/bhr/state-jobs/veterans-preference-in-jobapplications ligibility for Unemployment Insurance Benefits

To access assistance, dial 988, then press 1

You may be eligible for unemployment if you separated in the last 18 months. If filing in the State of Maine, call 1-800-593-7660 or visit the unemployment website for more information www.maine.gov/unemployment/

provide guidance to that veteran on other State of Maine openings

for which that veteran may be qualified to apply. See guidance at

Driver's Licenses & Non-Driver Identification Cards Veterans may request a military service license designator for their license or ID. Proof of active service or honorable discharge (DD Form 214) is required.

For an online chat option, go to www.veteranscrisisline.net

For more information about the eligibility requirements for the Military Service Designation, contact the Bureau of Motor Vehicles at 207-624-9000. **Crisis Line**

The Crisis Line provides 24/7, confidential support for veterans AND their families. Veterans do not have to be enrolled in VA benefits or health care to access this service.

The Maine Department of Labor provides equal opportunity in employment and

Phone: 207-287-7020 | Website: www.maine.gov/veterans/

Auxiliary aids and services are available to people with disabilities upon request.

Veterans seeking assistance for substance use treatment should contact

The map will provide legal services options, complete with links to the

Other State benefits such as providing park passes, hunting and fishing

Rules Governing The Administration of the Employment Security Law states every employer shall post and maintain such notices to its workers.

All new and reactivated claims for unemployment benefits are filed either online, elephone or by mail. Do not delay in filing your claim once you are out of work.

> of work, you will be scheduled for a fact-finding interview. A determination will then be made regarding your eligibility for benefits. Weekly requirements: Weekly eligibility requirements include being able to work and being available for work, making an active search for work (unless your work

Unemployment benefits are taxable: Unemployment benefits are taxable and have

The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to people with disabilities upon request.

provided in this section.

Video Display Department of Labor, Bureau of Labor Standards

Video Display Terminals Maine Law (Title 26 M.R.S.A. § 42-B) requires every employer to place this poster in the workplace where workers can easily see it. his poster is available online at no charge and may be copied: https://www.maine.gov/labor/posters/

The Maine Video Display Terminal (VDT) Law gives certain rights to people who use computers for work. Video Display Terminals MRSA Title 26 §251. **Education and training MRSA Title §252.**

both orally and in writing, except that an employer that uses fewer than 5 terminals at one location may provide the education and training program in The program must include, at a minimum:

Every employer shall establish an education and training program for all operators as

Requirements. An employer's education and training program must be provided

Notification of the rights and duties created under this subchapter by posting in a prominent location in the workplace a copy of this B. An explanation or description of the proper use of terminals and the protective measures that the operator may take to avoid or minimize

during terminal operation and a description of methods to achieve and maintain this posture, including the use of any adjustable work station Literature; clearinghouse. The bureau shall recommend to employers, for use in education and training programs, occupational safety literature that provides appropriate, current and pertinent data on terminal use.

Training schedule. Employers shall provide operators with this education and

Instruction related to the importance of maintaining proper posture

symptoms or conditions that may result from extended or improper use.

training program within 30 days of employment and annually thereafter. The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to people with disabilities upon request.

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date after January 1, 2025. For calendar years 2025 through 2027, the premium rate for you cannot be more than 0.5 percent of wages. For example, an individual who earns \$600 per week will contribute no more than \$3 per week.

Other Information You Should Know • Except in a medical emergency, an employer can claim an undue hardship in certain circumstances and request that the leave be scheduled at a mutually-agreeable time.

Premiums will be deducted from your pay beginning with the first pay

least 120 consecutive days when you started your leave.

The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to people with disabilities upon

50 State House Station

Maine Department of Labor Paid Family and Medical Leave

Employers must restore you back to your original position or to an

equivalent position with equivalent benefits, pay and other terms and

conditions of employment if you have been with your employer for at

Augusta, Maine 04333-0050

Web site: www.maine.gov/paidleave/

For more information, contact:

打電話請求幫助時,請用英語說"挾音呢斯" (CHINESE)— 我們將爲您提供口譯人員。請不 通訳サービスをご利用いただけます

тесь на линии.

提供口譯服務

通訳を必要とされる場合は「ジャパニーズ」と おっしゃり、通訳がでるまでそのままでお待ちく

"К вашим услугам имеются переводчики"

"Когда Вы обращаетесь за помощью по телефону

пожалуйста скажите, что Вы говорите по-русски

переводчиком. После этого, пожалуйста, оставай-

(произнесите "РАШН"), и мы обеспечим Вас

도움이 필요하여 전화를 거실 때 영어로 코리언 (KOREAN)이라고 말씀하시면 통 역자를 연결해 드릴 것입니다. 전화를 끊지 마시고 기다리십시오.

the employer: This notice must be posted in a conspicuous place upon your premises accessible to employees. 39-A MRSA §406. The State of Maine does not discriminate on the

To update your labor law posters contact