

MASSACHUSETTS

Labor Laws

Office of the Attorney General

Wage and Hour Laws

\$15.00

(617) 727-3465 TTY (617) 727-4765

OFFICE OF THE ATTORNEY GENERAL

COMMONWEALTH OF MASSACHUSETTS www.mass.gov/ago/fairlabor

Attorney Genera Andrea Joy Campbell

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

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)

M.G.L. Chapter 151, Sections 1, 2, 2A, and 7 Beginning January 1, 2023, the minimum wage in Massachusetts is \$15/hour. In

lassachusetts, all workers are presumed to be employees. The minimum wage applies to all mployees, 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

M.G.L. Chapter 149, Section 152A; M.G.L. Chapter 151, Section 7

Beginning January 1, 2023, the service rate in Massachusetts is \$6.75/hour. The hourly "service rate" oplies to workers who provide services to customers and who make more than \$20 a month in ps. The average hourly tips, plus the hourly service rate paid to the worker must add up to the ninimum wage per each shift. Employers, owners and employees with managerial or supervisory esponsibilities on a given day must never take any of your tips. Tips and service charges listed on a bill must be given only to wait staff, service bartenders, or other service employees. Tip pooling is llowed only for wait staff, service bartenders, and other service employees.

M.G.L. Chapter 151, Sections 1 A and 1 B 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 age, not the service rate.

Exception: Under state law, some jobs and workplaces are exempt from overtime. For a complete list of overtime exemptions, visit www.mass.gov/ago/fairlabor or call the Attorney General's Fair Labor Division at (617) 727-3465

M.G.L. Chapter 149, Section 148; 454 C.M.R. 27.02 he 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

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

they quit (if there is no regular payday). Employees who are fired or laid off must be paid in full on eir last day of work.

arned commissions that are definitely determined, due and payable

Paystub Information 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

pay period, the hourly rate, and all deductions or increases made during the pay period. M.G.L. Chapter 149, Section 148; 454 C.M.R. 27.05

An employer cannot deduct money from an employee's pay unless the law allows it (such as state nd 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 or example: supplies, materials or tools needed for the employee's job). An employer who requires an employee to buy or rent a uniform must refund the actual costs to the employee. The law also puts limits on when and how much money an employer can take from an employee's pay for housing and meals the employer gives to the employee.

454 C.M.R. 27.02

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

M.G.L. Chapter 149, Sections 100 and 10

Most employees who work more than 6 hours must get a 30-minute meal break. During their meal break, 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 ayroll records must include the employee's name, address, job/occupation, amount paid each pay

mployers must keep payroll records for 3 years. Employees have the right to see their own payroll ecords at reasonable times and places.

period, and hours worked (each day and week).

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 ay earn and take up to 40 hours of sick leave a year. Employees begin accruing sick time on their first day of work. Employees must have access to their sick leave 90 days after starting work.

s sick, injured, or has a routine medical appointment. They may also use sick leave for themselves or their child to address the effects of domestic violence. 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.

imployers 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.

Employers Must Not Discriminate M.G.L. Chapter 149, Section 105A; M.G.L.

ligible employees may use their sick leave if they or their child, spouse, parent, or spouse's parent

Chapter 151 B, 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

hey 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)
- Military service
- Sexual orientation or gender identity or expression Genetic information or disability

Small Necessities Leave 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,
- child's doctor or dentist appointment, or elderly relative's doctor or dentist appointments, or other appointments

mployees are eligible for this leave if the employer has at least 50 employees and the employee

- been employed for at least 12 months by the employer and
- worked at least 1,250 hours for the employer during the previous 12-month period.

Copyright 2024 J. J. Keller & Associates, Inc. • Neenah, WI • Printed in the USA

454 C.M.R. 27.04(1)

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

Rights of Temporary Workers

Rights of Domestic Workers M.G.L. Chapter 149, Section 190

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

Public Works and Public Construction Workers M.G.L. Chapter 149, Section 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

Domestic Violence Leave M.G.L. Chapter 149, Section 52E 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

help, protective orders, and going to court. The leave can be paid or unpaid depending on the employer's policy. This law applies to employers

Employees Have the Right to Sue M.G.L. Chapter 149, Section 150; M.G.L Chapter 151, Sections 1B and 20

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

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

M.G.L. Chapter 149, Section 148A; M.G.L. **Employers Must Not Retaliate** Chapter 151, Section 19

It is against the law for an employer to punish or discriminate against an employee for making a complaint or trying to enforce the rights explained in this poster.

The laws explained in this poster apply to all workers, regardless of immigration status, including 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 prosecuted and/or subject to civil penalties.

Employees Under 18 – Child Labor M.G.L. Chapter 149, Sections 56 –105 All employers in Massachusetts must follow state and federal laws for employees who are under 18

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, the minor must apply to the superintendent of the school district where the minor lives or goes to school. To learn more about getting a work permit, contact the Department of Labor Standards at (617) 626-6975, or www.mass.gov/dols.

Dangerous Jobs & Tasks Minors Must Not Do

work or tasks minors must NOT do.

- Drive most motor vehicles or forklifts
 - Work at a job that requires that the employee have or use a firearm • Use, clean or repair certain kinds of power-driven machines
 - Handle, serve, or sell alcoholic beverages • Work 30 or more feet off of the ground
- Cook (except on electric or gas grills that do not have open flames), operate frvolators, rotisseries, NEICO broilers, or pressure cooker
- Operate, clean or repair power-driven food slicers, grinders, choppers,
- processors, cutters, and mixers · Work in freezers or meat coolers
- Perform any baking activities • Work in or near factories, construction sites, manufacturing plants,

mechanized workplaces, garages, tunnels, or other risky workplaces • 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:

Time & Schedule Restrictions for Minors Must not work

(617) 624-6700 • www.youth.dol.gov

At any time: At **night**, from 10 p.m. to 6 a.m. (or past • More than **9 hours** per day 10:15 if the employer stops serving

 More than 48 hours per week More than 6 days per week Exception: On non-school nights, may work until 11:30 p.m. or until midnight, if working at a restaurant or racetrack.

At **night**, from 7 p.m. to 7 a.m. *Exception*: In summer (July 1 – Labor Day), may work until 9 p.m.

During the School Year:*

- When school is not in session: During school hours More than 8 hours on any day More than 3 hours on any school More than 40 hours per week More than **6 days** per week
- More than **18 hours** during any
- More than 8 hours on any weekend or holiday

*Exception: For school-approved career or experience-building jobs, students may be allowed to work during the school day, up to 23 hours a week. 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.

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

related to pregnancy, gender identity, sexual orientation, genetic information, ancestry, and

military service. Religious discrimination includes failing to reasonably accommodate an mployee'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

hysical conduct of a sexual nature when (a) submission to or rejection of such advances, equests or conduct is made explicitly or implicitly a term or condition of employment or as a basis 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 harassmen* pased 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 period and has given two (2) weeks' notice of the anticipated date of departure and the mployee's intention to return, at least eight (8) weeks of paid or unpaid leave for the purpose of

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

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 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

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

hildbirth, adoption of a child under 18, or adoption of a child under 23 years old if the child has a

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 Springfield Office: 436 Dwight St., Room 220, Springfield, MA 01103 - P: 413-739-2145 F: 413-784-1056 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.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

Sexual Harassment

mental or physical disability.

Commission Against Discrimination

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

Sexual Harassment Officer

SPRINGFIELD

You can file a Complaint of Discrimination with the MA Commission Against Discrimination (MCAD) at one of the following locations:

BOSTON HEADQUARTERS 1 ASHBURTON PLACE, Ste. 601, Boston, MA 02108

New Bedford

Employees earn 1 hour of sick time for every 30 hours they work.

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.

The smallest amount of sick time an employee can take is one hour.

earned sick time 90 days after starting work

CAN AN EMPLOYER HAVE A DIFFERENT POLICY?

protections as under the Earned Sick Time Law.

effects of domestic violence.

Parental Leave

MONTHS; AND,

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

Employees **begin earning** sick time on their first day of work and **may begin using**

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

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

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-

Earned Sick Time

WHO QUALIFIES?

HOW IS IT EARNED?

128 Union St. Ste. 206, New Bedford, MA 02740

PHONE: 774-510-5801 Fax: 744-510-5802

Phone: 508-453-9630 Fax: 508-755-3861

EARNED SICK TIME

Notice of Employee Rights

Beginning July 1, 2015, Massachusetts employees have the right to earn and take sick leave from work.

All employees in Massachusetts can earn sick time. • Employees using earned sick time cannot be fired or otherwise retaliated against for exercising or attempting to exercise rights under the law. This includes full-time, part-time, temporary, and seasonal employees. • Examples of retaliation include: denying use or delaying payment of earned sick time,

- **NOTICE & VERIFICATION**
- Employees with unused earned sick time at the end of the year can **rollover up to 40** Employers may require employees to use a reasonable notification system the

• If an employee is out of work for 3 consecutive days **OR** uses sick time within 2 weeks of leaving his or her job, an employer may require documentation from a medical provider.

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

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. Violations of any provision of the Earned Sick time law, M.G.L. c. 149, § 148C, or these

www.mass.gov/ago/earnedsicktime.

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

Commission Against Discrimination PARENTAL LEAVE

NOTICE: PARENTAL LEAVE IN MASSACHUSETTS Issued: May 17, 2023 PURSUANT TO M.G.L. C. 151B, § 4(11A) AND C. 149, § 105D EVERY EMPLOYEE AND

<u>DOMESTIC WORKER</u> IS ENTITLED AS A MATTER OF LAW TO AT LEAST EIGHT WEEKS PARENTAL LEAVE FOR THE PURPOSE OF GIVING BIRTH OR ADOPTION OF A CHILD. EMPLOYEES ARE ELIGIBLE IF THEY COMPLY WITH THE FOLLOWING CONDITIONS: THE EMPLOYEE IS EMPLOYED ON A FULL-TIME BASIS; THE EMPLOYEE HAS COMPLETED AN INITIAL PROBATIONARY PERIOD SET BY THE EMPLOYER WHICH DOES NOT EXCEED THREE MONTHS OR, IN THE EVENT THE

EMPLOYER DOES NOT UTILIZE A PROBATIONARY PERIOD FOR THE POSITION IN

QUESTION, HAS BEEN EMPLOYED FULL TIME FOR AT LEAST THREE CONSECUTIVE

GIVES TWO WEEKS' NOTICE OF THE ANTICIPATED DEPARTURE DATE AND NOTICE THAT THEY INTEND TO RETURN TO THE JOB, OR PROVIDE NOTICE AS SOON AS IS PRACTICABLE IF THE DELAY IS FOR REASONS BEYOND THE INDIVIDUAL'S

DOMESTIC WORKERS MUST PROVIDE TWO WEEKS' NOTICE BUT ARE NOT REQUIRED TO BE FULL TIME OR COMPLETE AN INITIAL PROBATIONARY PERIOD.

BOTH EMPLOYEES AND DOMESTIC WORKERS ARE ENTITLED TO RETURN TO THE <u>SAME OR</u> A SIMILAR POSITION WITHOUT LOSS OF EMPLOYMENT BENEFITS FOR WHICH THEY WERE ELIGIBLE ON THE DATE THE LEAVE COMMENCED, IF THEY TERMINATE PARENTAL LEAVE WITHIN EIGHT WEEKS. THE GUARANTEE OF A SAME OR SIMILAR POSITION IS SUBJECT TO CERTAIN EXCEPTIONS SPECIFIED IN M.G.L. C. 149, § 105D.

IF THE EMPLOYER PROVIDES PARENTAL LEAVE FOR LONGER THAN EIGHT WEEKS, THE EMPLOYER SHALL NOT DENY THE EMPLOYEE OR DOMESTIC WORKER THE RIGHT TO RETURN TO WORK UNLESS THE EMPLOYER CLEARLY INFORMS THE EMPLOYEE OR DOMESTIC. WORKER, IN WRITING, PRIOR TO THE COMMENCEMENT OF LEAVE AND PRIOR TO ANY SUBSEQUENT EXTENSION OF LEAVE THAT TAKING LONGER THAN EIGHT WEEKS OF LEAVE SHALL RESULT IN THE DENIAL OF REINSTATEMENT OR THE LOSS OF OTHER RIGHTS AND

EMPLOYER'S NAME

Department of Unemployment Assistance

Information About Employees' Unemployment Insurance Coverage

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

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)

EMPLOYER'S DUA ID NUMBER _____

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

There are two ways to apply for UI Benefits:

Apply by using UI Online

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, visit mass.gov/dua, and select UI Online for Claimants, and complete the required information to submit your application.

Apply by calling the TeleClaim Center

immediately.

inmediatamente.

This document contains important

information. Please have it translated

В данном документе содержится важная

информация. Вам необходимо срочно

Este documento contiene información

l'ài liệu này có chứa thông tin quan trọng.

сделать перевод документа.

Vui lòng dịch tài liệu này ngay.

om your salary to cover the cost of your Unemployment Insurance benefits.

nemployment Insurance services are available by phone. 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 phone. To apply for benefits by phone, call the TeleClaim Center at 1 (877) 626-6800. 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

Questo documento contiene informazioni ເອກະສານສະບັບນີ້ ບັນຈຸຂໍ້ມູນອັນສຳຄັນ. 此文件含有重要信息。 importanti. La preghiamo di tradurlo ກະລຸນາເອົາເອກະສານສະບັບນີ້ໄປແປອອກ 請立即找人翻譯。 inmediatamente. ຢ່າງບໍ່ລໍຊ້າ. Este documento contém informações importantes. Por favor, traduzi-lo ឯកសារនេះមាននវព័ត៌មានដ៏សំខាន់ ។ . . គេស្ការនេះមាននវព័ត៌មានដ៏សំខាន់ ។ imediatamente. Docikman sa gen enfòmasyon enpòtan សមបកប្រែវាជាបនាន់ ។ importante. Por favor, consiga una traducción - Tanpri fè von moun tradwi l touswit Ce document contient des informations 본 문서에는 중요한 정보가 포함되어 importantes. Veuillez le faire traduire

au plus tôt.

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

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

있습니다. 본 문서를 즉시 번역하도록

REV. 1/8/2024

Workers' Comp.

Form 2553-A

DEPARTMENT OF INDUSTRIAL ACCIDENTS

NOTICE TO EMPLOYEES THE COMMONWEALTH OF MASSACHUSETTS **DEPARTMENT OF INDUSTRIAL ACCIDENTS**

IF YOU ARE INJURED ON THE JOB: Immediately notify your employer that you have been injured.

EMPLOYER HR/WORKERS' COMPENSATION CONTACT

Tell the medical provider that you have been injured at work and give the information below:

If the employer fails to report the injury to the insurer, the employee may file an Employee's Claim (Form 110). Additional information regarding your rights and eligibility for benefits pursuant the Workers' Compensation law may be obtained by contacting the Department of

Industrial Accidents at 617,727,4900 or visiting www.mass.gov/dia. IF MEDICAL TREATMENT IS NEEDED

Injured workers may select their own medical provider. Medical treatment costs that are reasonable, necessary, and related to the work injury will be paid by the above-named If medical facility information is provided below, the above-named insurer has a preferred provider arrangement and the insurer has arranged for your initial treatment at:

FMPI OVER-THIS NOTICE MUST BE FILLED OUT AND POSTED WHERE EMPLOYEES CAN READ IT PURSUANT M.G.L. C. 152, SECTIONS 21, 22, 30, AND

75B (2). EMPLOYERS MAY NOT RETALIATE, DISCRIMINATE (IN ACCORDANCE WITH ANY APPLICABLE STATE OR FEDERAL LAWS WHICH INCLUDES

IMMIGRATION STATUS). OR PROVIDE FALSE INFORMATION ABOUT THE WORKERS' COMPENSATION PROCESS TO THEIR EMPLOYEES. THIS NOTICE



REV. 06/2024

Paid Family and Medical Leave

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

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

MUST BE UPDATED. POSTED AND REDISTRIBUTED WHEN THERE ARE CHANGES TO THE INFORMATION.

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

family and medical leave in a single benefit year. o fund PFML benefits, employers may deduct payroll contributions of up to 0.46% (adjusted annually) from a covered individual's wages or other earnings. A covered individual's average

\$1,149.90 (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:

the last four completed quarters preceding the application for benefits.

covered by unemployment insurance in Massachusetts and paid wages by a Massachusetts a self-employed individual who resides and works in Massachusetts and chooses to opt-in to the program; and

has earned at least 30 times the expected benefit and at least \$6,300 (adjusted annually) in

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-employed

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 for the duration of If an employer offers employees paid family leave, medical leave, or both, with benefits that are

at least as generous as those provided under the law, the employer may apply for an exemption

rom paying the contributions. Employees continue to be protected from discrimination and

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

Generally, an employee who has taken paid family or medical leave must be restored to the

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

retaliation under the law even when an employer opts to provide paid leave benefits through a private plan. Name of Private Insurer: Private plan is for: 🗌 Medical 🗌 Family 🗌 Both

City, State & Zip Code: **No Retaliation or Discrimination**

It is unlawful for an employer to discriminate or retaliate against an employee for exercising any right to which s/he is entitled under the law. An employee or former employee who is discriminated or retaliated against for exercising rights under the law may, not more than three years after the violation occurs, institute a civi action in the superior court, and may be entitled to damages of as much as three times his or

If you have questions or concerns about your PFML rights, call: (833)344-7365 or visit: https://www.mass.gov/DFML This notice must be posted in a conspicuous place on the employer's premises

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. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

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

(?) Contact the Attorney General's Fair Labor Division: (617) 727-3465 – www.mass.gov/ago/fairlabor

This poster is in compliance with state posting requirements.

Commission Against Discrimination

FAIR EMPLOYMENT IN MASSACHUSETTS

accommodate an otherwise qualified person with a disability.

M.G.L. c. 151B, or attempt to do so.

DOMESTIC WORKERS

CRIMINAL HISTORY INQUIRIES

IF YOU HAVE BEEN DISCRIMINATED AGAINST

REV. 02/2023

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

PHONE: 617-994-6000 Fax: 617-994-6024

Worcester 484 Main Street, Rm. 320, Worcester, MA 01608

MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION

Office of the Attorney General

firing an employee, taking away work hours, or giving the employee undesirable Employees must **notify** their employer before they use sick time, except in a emergency.

436 DWIGHT STREET, Rm. 220, SPRINGFIELD, MA 01103

PHONE: 413-739-2145 Fax: 413-784-1056

DO YOU HAVE QUESTIONS?

weekly earnings will determine his or her benefit amount, for a maximum weekly benefit of up to

ACCRUED SICK LEAVE BENEFITS SHALL BE PROVIDED FOR PARENTAL LEAVE PURPOSES UNDER THE SAME TERMS AND CONDITIONS WHICH APPLY TO OTHER TEMPORARY MEDICAL DISABILITIES. ANY EMPLOYER POLICY OR COLLECTIVE BARGAINING AGREEMENT WHICH PROVIDES FOR GREATER OR ADDITIONAL BENEFITS THAN THOSE OUTLINED IN THIS NOTICE

REV. 05/17/2023

QR CODE Scan with phone camera: Go to: JJKeller.com/LLPverify **ONLINE** Enter this code: 69388-092024

TWO ways to verify poster compliance!

To update your labor law posters contact J. J. Keller & Associates, Inc. JJKeller.com/laborlaw 800-327-6868

Rev. 10/2023