

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

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The Equal Employment Opportunity Commission (EEOC) is the federal agency that enforces laws that prohibit employers from discriminating against employees on the basis of race, color, sex, religion, national origin, age, disability, and genetic information. These laws are known as Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Americans with Disabilities Act of 1990, and the Genetic Information Nondiscrimination Act of 2008.

Employers are prohibited from discriminating against employees in all aspects of employment, including hiring, firing, promotion, pay, benefits, and training. If you believe you have been discriminated against, you should contact the EEOC or your state's fair employment practices agency.

VIDEO DISPLAY TERMINALS

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The Maine Labor Display Law requires employers to provide certain information to employees who work at video display terminals. This information includes the name of the employer, the name of the union, and the name of the bargaining agent. Employers must also provide information about the employee's rights under the law.

Employers must provide this information to employees in a written format, such as a poster or a booklet. The information must be provided to employees within 30 days of their hire date.

FLMA - FAMILY AND MEDICAL LEAVE ACT

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

The Family and Medical Leave Act (FMLA) provides eligible employees with the right to take unpaid, job-protected leave for certain family and medical reasons. These reasons include the birth or adoption of a child, the care of a family member with a serious health condition, and the employee's own serious health condition.

Employees are entitled to a total of 12 weeks of FMLA leave in a 12-month period. The leave must be taken in increments of at least one day. Employees must provide their employer with advance notice of their intent to take FMLA leave.

EMPLOYMENT POLYGRAPH PROTECTION ACT

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The Employment Polygraph Protection Act (EPPA) prohibits employers from requiring employees to take a polygraph test as a condition of employment. This prohibition applies to all employers, regardless of the size of the business.

There are some exceptions to this prohibition, including for law enforcement agencies, private investigators, and employers in the security industry. However, even in these cases, employers must follow strict procedures when using polygraph tests.

PAYDAY NOTICE

Regular Paydays for Employees of Rock Coast Personnel

Rock Coast Personnel, a Maine Labor Union, provides regular paydays for its employees. Payroll is processed on a bi-weekly basis, with paychecks issued on the 15th and 30th of each month.

Employees must provide their employer with a valid bank account for direct deposit. If an employee is unable to provide a bank account, they may request a paper check.

SEXUAL HARASSMENT ACT

THE MAINE HUMAN RIGHTS ACT PROHIBITS SEX DISCRIMINATION

The Maine Human Rights Act (MHRA) prohibits sex discrimination in employment. This includes sexual harassment, which is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

Sexual harassment can occur in the workplace, at work-related events, or even in the community. If you believe you have been sexually harassed, you should contact the Maine Human Rights Commission or the EEOC.

ANTI-DISCRIMINATION NOTICE

It is illegal to discriminate against work-related individuals. Employees CANNOT specify which documents they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute gender discrimination.

The Office of Special Counsel for Immigration-Related Unemployment Practices (OSCU) is a federal agency that provides information and assistance to employers and employees regarding immigration-related unemployment practices.

OSCU is responsible for enforcing the Immigration and Nationality Act (INA) and the Immigration Reform and Control Act of 1986 (IRCA). OSCU also provides information and assistance to employers and employees regarding the requirements for hiring and firing employees.

WITHOLDING STATE

YOU MAY NEED TO CHECK YOUR WITHHOLDING

Employers are required to withhold state income tax from the wages of their employees. The amount of tax withheld depends on the employee's filing status, number of dependents, and other factors.

Employees can use the withholding allowance certificate (W-4) to provide information to their employer about their tax situation. If an employee is not sure how much tax to withhold, they should consult a tax professional.

WHISTLEBLOWER'S PROTECTION ACT

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The Whistleblower's Protection Act (WPA) provides protection for employees who report wrongdoing in the workplace. This includes reporting violations of federal law, rules, or regulations.

Employees who report wrongdoing in good faith are protected from retaliation by their employer. If an employee believes they have been retaliated against, they should contact the Office of Inspector General or the EEOC.

MAINE MINIMUM WAGE

Minimum Wage is \$13.80 per hour effective January 1, 2023

The Maine Minimum Wage Act sets the minimum wage for employers in Maine. As of January 1, 2023, the minimum wage is \$13.80 per hour. This rate applies to all employers, regardless of the size of the business.

There are some exceptions to this minimum wage, including for tipped employees, seasonal employees, and employees in the agricultural industry. However, even in these cases, employers must pay at least the minimum wage for non-tipped work.

UNEMPLOYMENT INSURANCE

Maine Unemployment Insurance Law

The Maine Unemployment Insurance Law provides benefits to eligible unemployed workers. To qualify for benefits, an employee must have earned a certain amount of wages during the base period.

Employees who are laid off through no fault of their own are eligible for unemployment benefits. The amount of the benefit is based on the employee's earnings during the base period.

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

YOUR RIGHTS UNDER USERRA

The Uniformed Services Employment and Reemployment Rights Act (USERRA) provides protection for employees who serve in the military. This includes the right to return to the same or a similar job after military service.

USERRA also provides protection for employees who are discharged from the military. Employees who are discharged with a service-connected disability are entitled to special benefits.

CHILD LABOR LAWS

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The Child Labor Laws of the State of Maine prohibit employers from employing children in certain types of work. These laws are designed to protect children from exploitation and ensure that they have time to attend school.

The laws prohibit the employment of children under the age of 18 in hazardous occupations. They also limit the hours that children can work and the types of jobs they can perform.

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

The Fair Labor Standards Act (FLSA) sets the federal minimum wage and overtime pay requirements. As of July 1, 2023, the federal minimum wage is \$7.25 per hour.

The FLSA also requires employers to pay overtime pay to eligible employees. Overtime pay is calculated at a rate of one and a half times the employee's regular rate of pay.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

Job Safety and Health IT'S THE LAW!

The Occupational Safety and Health Act (OSHA) is a federal law that sets and enforces standards for workplace safety and health. OSHA's mission is to prevent workplace accidents and illnesses.

OSHA provides training, technical assistance, and enforcement to employers and employees. If an employer violates OSHA standards, OSHA can issue citations and fines.

WORKERS' COMPENSATION

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Workers' Compensation is a form of insurance that provides benefits to employees who are injured or become disabled as a result of their job. These benefits include medical expenses, lost wages, and disability benefits.

Employers are required to carry workers' compensation insurance. Employees do not have to pay for this insurance.

REGULATION OF EMPLOYMENT

Regulation of Employment

The Department of Labor is responsible for enforcing federal labor laws. This includes the Fair Labor Standards Act, the National Labor Relations Act, and the Occupational Safety and Health Act.

The Department of Labor also provides information and assistance to employers and employees regarding their rights and responsibilities under the law.

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