# Maine State Postings

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## Maine Employment Security Law This poster is designed to notify individuals of their rights regarding the filling of claims for unemployment benefits. It does not have the force or effect of low. For more information, call 1-800-593-7660 toll free.

MAINE LABOR

Pales Governing The Administration of the Employment Security Law states every employer shall pest and maintain scale notices to its workers. https://www.msim.gov/tshor/posters/

#### Full- and Part-Time Workers

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To life by phone: 1-800-500-7860 TTY Users Call Holes Relay 711. and the second s

elementar services in approximately 148 anges. Amergements will be made to have a when you call the lanerginament Division by mail: In some cases, your employer sell give you a m. Mail your initial claim form to your reasonal yment Claims Center listed below

07 State House Station, Aurosta MC 04003-8007

Basic adjubility requirements Earnings disting the basis period: The "basis period that includes that zalendar quarters. To individual must have earned hos threas the ar-in bitans in each of hose different calendar put threas the earned, aernage, averally weight in the period. In most scales, the Department of Lob I must have earned two times the annual semage weekly wag in each of two different calendar quarters, and a total of siz armad, amenge, weekly wags in Talans in the shall base noot, tacam, the department of Lobot has pair wege am on file. If it is not or the, the Department will take staps to Inters the mean, among a working ways in these in the setum basis proved. In not same, the bepareture of Lock to its sour maps information of The IT as also of the Department of Lock maps to children and the setum basis of the Department of Lock maps to children and the setum basis of the setum basis of the the Department of Lock maps and the setum basis of the the conditional metal provides of the the made regarding year inguiting to be units. Device the Department is the setum basis Reveloped provides and the setum basis of Lock her made regarding year inguiting to be units. In work and being available for work, making an estive search far Lakes your work search has been "warved"), not refusing offers of withole work or referati to suitable pix opportunities from the Carners arms. Aliens if you are not a U.S. Cittane, your Social Security fourther onder your Rain Formit intender will be checked with the United States (Citematics and interference Security) Utersong and introgeton services. Unemployment benefits are taxable: Unemployment benefits are taxable and have to be reparted when you life your income tax turns

Child support: If you own child support that you pay to the Duparter Health and Human Services (DHES), up to FBY percent (SDH) of your superclayeest check may be withheid and part to DHES. Benefits tar partial unexployment, An employment complete partial unexployment can here be use customable employed full time and who is given to during a week due to loak of work, and who is not employed.

## **Child Labor Laws**

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Makes Law (TIBs 26, M.R.S.A. § 42-8) requires every employer to place this poster in the workplace where workers can easily see it.

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No receip them 24 locars in a week, accept may work 50 locars any aveil that approved school coloradar in loca than three days or during the first and last week of school coloradar.

This document is a collaborative effort of the Maine WIC Nutrition Program and the Maine Department of Labor. MAINE https://www.maine.gov/labor/posters/ vers of nursing methers, for three years allow the birth of a child, The Mussing in Rubic Law (SMRSA §4634) provides protection for women who nume in public. provide adoptate anpaint break time, or permit an employee to use paint break or meat time each day to express breast relik for her residen cellst. paid break or must time each day to express break mits for her remains crist. make resemble efforts to provide a clean norm or other location, other them a beforcers, where an employee may express break mits. public. A nother may broadled her buby in any location, public or private, when the mather is diversion authorized to be. For means lobornation an working and paraging widt. exployer shall not retailedo or discriminate against as employee who cleas the right provided under this section. none for long of provides under this works. The services and the services of the service of the service of the service of the service of the services of the service of the s tion Program: www.meline.gr or 1-800-457-8300 www.workardoume www.Bl.org www.BLorg pere information or if you believ your rights have been skilled, contast. Maine Gepatment of Labor Homma if Labor Standards 45 State Howe Station Agaans, Naire (NS33-Cold www.rouma gesidantits 97-622-7980 or 207-623-7600 here Namer, Belief Scientibios v more positeiru) er 2017-624-62 17Y osers und Maine Reiny 711 Average annual savings equals \$400 por breadfled baby dower medical casts with ferver health insurance claims. The Maleo Department of Labor provides o opportunity in employment and propraries. Roduces employee tarreive Austiliary olds and services are available to with deschildes upon request. Regulation of Employment Labor Lawo of the Stato of Moire previous protection for people who work in Maine. The M of Labor administres the lawer, which all employees must follow. Department representative workstages to a ensure compliance. Stations and penalities may be lossed to employee two This poster describes some important parts of the laws: A copy of the actual laws or formal integretations may be obtained from the Department of Lakor, Barnau of Lakor Standares, by calling 200-633-7900. (The avers are also on the Barnau's web alto (

Maine Workplaces

Support Nursing Moms

An employer who is found to have violated this law through a hearing process must pay a civil penalty of \$100-\$500 for every violation.

Maine Law (Title 26 M.R.S.A. § 42-8) requires overy employer to place this noster in the workplace where workers can easily see it. https://www.maine.gov/labor/posters/

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 (Federal family matical leave is different, call 886-467-4243 for more information.) call 888-867-9285 for non-information. Lazve for Victims of Violence, Assault, Sexual Assault or Stalking Mast the situated open request it an orphone or no adds, parent or sociose of on employed in a width of violence, orseart, sexual assault or tables or any of the world support on order for material The trace. Rest Breaks Meat employees result be allived a 30 connecutive minute paid or unpold net break after G hours of veck. Nursing reathers must be Nursing mothers must be provided with unpoid break time or be permitted to use their peel break or most time to express mits. For more information, contact. protection under Table 19-A M.R.S.A., c. 101 and the employee needs the time to Manu Department of Labor Barros: of Labor Standards 45 State House Statem Augusta, Minho D4332-0045 Incided of 45 Campures Drive Propers far and attend coart proceedings; or Receive me
Obtain mode
obtain Tellephone: 207-623-7900 TV users call Blake Reizy 711

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 you are covered by a collective bargaining agreement or other contract that limits termination. If you have questions about at-will employment, contact your human resources department or the Bureau



This Posting is for informational Purposes Only

# **Minimum Wage**

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. MAINE inspect workplaces to ensure compliance. Ditations and employers who do not comply.

Maine Law (Tille 26 M.R.S.A. 5 42-8) requires overy employer to place this poster in the workplace where workers can easily see it. https://www.maine.gov/labor/posters/

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

Under Wann lader takes, orty takeness operating in the state with employee is advantationally covered by state two. This metades all public and potate employees ingerdises all print or side. Effective January 1, 2023, the minimum wego in Maine is \$13.80 per hour.

Nunicipal Minimum Wage Ordinances Service Employee service employee is service who regularly receive noise than 10% is notify in the A of January 1, 2023, employee a met any a block service wage of all least 56.00 gort has: If the employed a first ways combined with sends 65.00 for the employed ra-tios, the date regulard minimum wage, the employer next por the

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For many information or to file a complaint under this law, contact	The following agarcies may provide cool afternation on workplace eatrify and labor laws:		
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The Histor Department of Later p Autility with and services of	ensides equal opportunity in a to available to people with day	encinymost and programs.	10.111

### **Video Display Terminals**

The Maine Video Display Torminal (VDT) Law gives contain rights to people who use computers for work, 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. https://www.maine.gov/labor/ The program must include, at a minimum lideo Display Term /RSA Title 26 §251 Northcadors of the rights and duties created under this subchapter by parting in a prominent location in the vertiplice a copy of this subchapter. init the Department of Labor duresa. "Bareas" reserva the Department of Labo Bureau of Labor Stienterts. Employ. "Employ" recents to employ or ported to work. wonging as a more an annual and an annual an work. Employee: "Entalopee" means any person ongaged to work on a steady or regular basis as an operator by an employer located or doing taximess in the State. Employer, "Employer" means say person, partnership. Time, seascitation or octypenature, public or private that uses 2 or more terminate at public or phrase services on the phrase services on the phrase services on the phrase services of the phrase servi ernau. re: clearinghouse. The burnes inhell recommend in ers, for use in education and training programs, donat safety literature it and provides appropriate, current thrend data or terminal use. tale. Employees shall provide operators with this I training program within 30 days of employment Terminal, "Terminal" means any electronis vitile screen data presentation resulting, connecely called video, display terminals. Life bout of the stabular visit NEESA Title 26 5251, 252 cation and training MRSA Title §252. Intelliges shall establish an education and ing program for all operators as provided in the m. Requirements: An employer's estauation and training program must be provided bette only in writing, except that an employer that ever fewer than 5 terminals at one location may provide the extraction and training program in writing only. The Maxim Department of Labor provides equal opportunity in employment and programs, Audilary aids and services are available to people with disabilities upon request. MAINE Employana: De ubilitere information contransional aprilo constribuci au en escuedare si visit const every adqueranti SP-ME-E 

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**Compliance Date** January 2023