

FOR DATES OF INJURY ON AND AFTER JANUARY 1, 2020

WORKERS' COMPENSATION

AREGUSTA	LEWISTON	BANGOR	PORTLAND	CARIBOU
1402 Main Street, Suite 205 100 State House Station Augusta, ME 04303-0150 207-623-7200 1-800-450-4654	30 Milliken Way Lewiston, ME 04241-1111 207-753-7700 1-800-450-4654	380 Main Street Bangor, ME 04401-4000 207-941-4000 1-800-450-4654	107 Federal Street, Suite 111 Portland, ME 04103-0107 207-622-4460 1-800-450-4654	43 Main Street, Suite 110 Caribou, ME 04724-2047 207-927-4460 1-800-450-4654

Visit our website at www.maine.gov

Notice of Employees

State law requires your employer to provide workers' compensation insurance for its employees. Workers' compensation insurance provides benefits to employees who are injured at work.

If you are injured or become unable to work because of an injury or illness, you may be eligible for workers' compensation benefits. You may have the right to receive benefits before you are injured or become unable to work because of an injury or illness. You may also be subject to a hearing before the Workers' Compensation Board to determine if you are eligible for benefits.

Intention of Employees

It is the intent of the Maine Department of Labor Standards to ensure that all employees are covered by workers' compensation insurance. The Maine Department of Labor Standards will investigate any complaint that an employer has not provided workers' compensation insurance for its employees.

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Maine Workplaces Support Nursing Moms

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

This document is a collaborative effort of the Maine WIC Nutrition Program and the Maine Department of Labor Standards.

<https://www.maine.gov/labor/posters/>

Employers of nursing mothers, for three years after the birth of a child,

provide adequate unpaid break time, to permit an employee to use paid break or one time each day to express breast milk for her nursing child.

A mother may breastfeed her baby in any location, public or private, where the mother is otherwise authorized to be.

An employer shall not retaliate or discriminate against an employee who exercises the right provided under this section.

Additional breastfeeding protection in Maine: The Nursing in Public Law (MRS.A 4634) provides protection for women who nurse a child.

For more information on working and nursing stay: www.maine.gov/wic or 1-800-437-6300

For more information on your rights that have been violated, contact: www.maine.gov

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Minimum Wage

Law of the State of Maine provides 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.

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/posters/>

Minimum Wage is \$14.15 per hour effective January 1, 2024

Every employer shall give to each employee with the payment of wages a statement clearly showing the date of the pay period, hours worked, but including and itemized deductions.

Recall: Every employer shall, for three years, accurately record the hours worked and wages paid to all employees.

The Department of Labor enforces state wage and hour laws. Employees with questions about the law may call 207-623-7900 or visit the department's website.

Minimum Wage Guidance www.maine.gov/labor/posters

Overnight Guidance www.maine.gov/labor/posters

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