

FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT
FEDERAL MINIMUM WAGE \$7.25 PER HOUR
The law requires employers to display this poster where employees can readily see it.

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR
1-866-487-9343 www.dol.gov/agencies/whd

MA Wage and Hour Laws
Office of Massachusetts Attorney General Maura Healey
Fair Labor Hotline (617) 727-3465

Minimum Wage M.G.L. Chapter 151, Sections 1, 2, 3A, and 7
In Massachusetts, all workers are presumed to be employees.

Employers are eligible for this leave if the employer has at least 50 employees and the employee has:
• been employed for at least 12 months by the employer

Domestic Violence Leave M.G.L. Chapter 149, Section 22E
Employers are victims, or whose family members are victims, of domestic violence, sexual assault, stalking or kidnapping

Meal Breaks M.G.L. Chapter 149, Sections 100 and 101
Most employees who work more than 6 hours must take a 30-minute meal break.

Payroll Records M.G.L. Chapter 151, Section 15
Payroll records must include the employee's name, address, job classification, amount paid each pay period, and hours worked (each day and week).

Sexual Harassment at work does not have to be tolerated. It's illegal.
If you are being sexually harassed, report it immediately to your supervisor or contact:
Sexual Harassment Officer

MA Earned Sick Time
Notice of Employee Rights
Beginning July 1, 2015, Massachusetts employees have the right to earn and take sick leave from work.

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FED EMPLOYEE RIGHTS
EMPLOYEE POLYGRAPH PROTECTION ACT
The Employee Polygraph Protection Act prohibits most private employers from using lie detectors tests either for pre-employment screening or during the course of employment.

MA Fair Employment in Massachusetts
Applicants to and employees of private employers with 6 or more employees...
RACE, COLOR, RELIGION, DISABILITY, NATIONAL ORIGIN, AGE, SEX, PREGNANCY AND PREGNANCY-RELATED CONDITIONS, GENES/IDENTITY, SEXUAL ORIENTATION, GENETIC INFORMATION, ANCESTRY, MILITARY SERVICE

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Information on Employees' Unemployment Insurance Coverage
EMPLOYEE HAS THE RIGHT TO SUE
Employers have the right to sue their employer for most violations of wage and hour laws.

MA THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF UNEMPLOYMENT ASSISTANCE

What Employees Can Be Challenged as Discriminatory?
All types of employment, including:
• Discriminating, firing, or lay-off
• Statements (including welcome letter or physical conduct)

MA Notice of Employees
The Commonwealth of Massachusetts
DEPARTMENT OF INDUSTRIAL ACCIDENTS
LAWRENCE CITY CENTER, 2 AVENUE OF LAWRENCE, BOSTON, MA 02111

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MA Commission Against Discrimination
Parental Leave
An Act Relative to Parental Leave expands the current maternity leave law, G.L. c. 149, § 60D, which is referred to as the Massachusetts Commission Against Discrimination (MCAD).

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FED YOUR RIGHTS UNDER USERRA
THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT
USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System.

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