

FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it.

OVERTIME PAY At least 1 1/2 times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor.

TIP CREDIT Employees of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by those employees.

PUMP AT WORK The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child's birth.

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

MA Commission Against Discrimination

Office of the Attorney General Wage & Hour Laws

The minimum wage is \$15.00

Minimum Wage M.G.L. Chapter 151, Sections 1, 2, 2A, and 7

Reporting Pay Most employees must be paid for 3 hours or no less than minimum wage if the employee is called to work for any part of a workweek.

Pay Deductions M.G.L. Chapter 149, Section 148C

Hours Worked M.G.L. Chapter 151, Section 1.8

Meal Breaks M.G.L. Chapter 149, Sections 100 and 101

Payroll Records M.G.L. Chapter 151, Section 15

Sick Leave M.G.L. Chapter 149, Section 148C

Workers may use it for themselves or their spouse or pregnancy loss or failed assisted reproduction, adoption, or surrogacy.

Small Necessities Leave M.G.L. Chapter 149, Section 15D

Notice of Employee Rights

WHO QUALIFIES? All employees in Massachusetts can earn sick time.

HOW IS IT EARNED? Employees earn 1 hour of sick time every 30 hours they work.

WHEN CAN IT BE USED? An employee can use sick time when the employee or the employee's child is sick.

CAN AN EMPLOYER HAVE A DIFFERENT POLICY? 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 protections as under the Earned Sick Time Law.

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.

MA DEPARTMENT OF INDUSTRIAL ACCIDENTS

NOTICE OF EMPLOYERS

IF YOU ARE INJURED ON THE JOB:

EMPLOYER: THIS NOTICE MUST BE FILLED OUT AND POSTED WHERE EMPLOYEES CAN READ IT PURSUANT TO M.G.L. c. 152, SECTIONS 27, 22, 26, AND 25B.

Rev. 06/2024

FED EMPLOYEE RIGHTS

The Employer Polygraph Protection Act prohibits most private employers from using lie detector tests to screen or during the course of employment.

PROHIBITION Employees are generally prohibited from requiring or requesting any employee to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

EXEMPTIONS Federal, state and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security related activities.

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

MA Commission Against Discrimination

FAIR EMPLOYMENT IN MASSACHUSETTS

RACE, COLOR, RELIGION, DISABILITY, NATIONAL ORIGIN, AGE, SEX, PREGNANCY AND PREGNANCY-RELATED CONDITIONS, GENDER, IDENTITY, SEXUAL ORIENTATION, GENETIC INFORMATION, ANCESTRY, MILITARY SERVICE

REPRODUCTION The law prohibits discrimination on the basis of disability, a record of disability or perceived disability, in hiring, promotion, discharge, compensation, benefits, training, classification and other aspects of employment.

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Rev. 10/2024

FED YOUR RIGHTS UNDER USERRA

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.

REEMPLOYMENT RIGHTS You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service or:

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION If you:

What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons.

What does my employer need to do? If you are eligible for FMLA leave, your employer must:

How do I request FMLA leave? Follow your employer's normal policies for requesting leave.

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