

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 An employer must pay the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR An employer must be at least 16 years old to work in most farms and jobs and at least 18 to work in non-farm jobs. There are exceptions for the hours of work for children and young persons in various non-manufacturing, non-mining, non-hazardous jobs with certain work restrictions. Different rules apply in agricultural employment.

Employees of "tipped employees" who meet certain conditions may claim a partial wage credit based on credit given for the minimum wage obligation. If an employer pays a tipped employee a cash wage of at least \$2.13 per hour that credit against that minimum wage obligation. If an employer pays a tipped employee a cash wage of less than \$2.13 per hour, the employer must pay the minimum wage obligation for the hours worked over 40 in a workweek.

NURSING MOTHERS The USA requires employers to provide reasonable break time for a nursing mother employee who is subject to the USA's overtime requirements in order for the employer to express breast milk. Employers are also required to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

WHD DEPARTMENT OF LABOR, UNITED STATES OF AMERICA

WAGE AND HOUR DIVISION 1866-457-2424 TTY: 1-877-839-5627 www.dol.gov/eis/whd

REV. 07/2016

FED Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against on or applying for a job, the EEOC may be able to help.

What You Can Do:

- File a charge with the EEOC within 180 days of the date of discrimination or within 300 days if you have a federal, state, or local anti-discrimination law.
- File a charge with your state or local fair employment practices agency.
- File a charge with the EEOC and your state or local fair employment practices agency.
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What Organizations are Covered?

- Most private employers
- Employers covered and federal, including managers and supervisors
- Employers with 15 or more employees
- Union members and applicants for membership in a union
- Individuals who are covered by the law

What Types of Employment Discrimination are Illegal?

- Age (40 years or older)
- Race
- Sex
- Religion
- Sex (including pregnancy and related conditions, sexual orientation, or gender identity)
- Disability
- Genetic information (including employer requests for, purchase, or disclosure of genetic tests, genetic services, or family medical history)
- Retaliation for filing a charge, making a complaint, or participating in a discrimination investigation, investigation, or proceeding
- Whistleblowers

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

- The Department of Labor's Office of Contract Compliance Programs (OCCP) enforces the Federal Acquisition Regulation (FAR) and the Federal Acquisition Regulation Supplement (FARS) to ensure that contractors and subcontractors who hold federal contracts or subcontracts comply with the FAR and FARS.
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REV. 07/2016

FED EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

The UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

LEAVE ENTITLEMENTS Eligible employees work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

- The birth or adoption of a child for adoption for a year of the child's birth or placement.
- Is care for the employee, spouse, child, or parent who has a qualifying serious health condition.
- For the employee's own qualifying serious health condition that makes the employee unable to perform his or her job.
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BENEFITS & PROTECTIONS While employees on FMLA leave, employers must continue health insurance coverage at the same level as before the leave. Upon return from FMLA leave, most employees must be returned to the same job or one that is substantially similar to the original position. An employer may not interfere with an individual's FMLA rights or retaliate against an employee for using FMLA leave.

ELIGIBILITY REQUIREMENTS An employee who works for a covered employer must meet criteria in order to be eligible for FMLA leave. The employee must:

- Work for the employer for at least 12 months.
- Be employed by the employer for at least 12 months.
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DEPARTMENT OF LABOR, UNITED STATES OF AMERICA

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REV. 04/2016

MD Department of Labor, Division of Labor and Industry

Minimum Wage and Overtime Law (Labor and Employment Article, Title 3, Subtitle 4, Annotated Code of Maryland)

Minimum Wage Rates

- Employers with 15 or more employees: \$7.25 hourly, \$11.73 weekly, \$14.00 biweekly
- Employers with 14 or fewer employees: \$7.00 hourly, \$10.50 weekly, \$12.75 biweekly

Overtime Employees are entitled to overtime pay for hours worked over 40 in a workweek. The overtime rate is 1.5 times the regular rate of pay.

Child Labor Minimum age is 16 for most jobs and 18 for non-farm jobs. There are exceptions for children in agriculture and other non-manufacturing jobs.

Parental Leave Employees are entitled to unpaid leave for the birth or adoption of a child.

Family and Medical Leave Act (FMLA) Employees are entitled to unpaid leave for family and medical reasons.

Whistleblowers Employees are protected from retaliation for reporting violations of the law.

DEPARTMENT OF LABOR, DIVISION OF LABOR AND INDUSTRY

WHD 410-333-8000 TTY: 410-333-8000 www.dol.gov/eis/whd

REV. 12/2023

FED Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against on or applying for a job, the EEOC may be able to help.

What You Can Do:

- File a charge with the EEOC within 180 days of the date of discrimination or within 300 days if you have a federal, state, or local anti-discrimination law.
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REV. 10/20/2022

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 or certain types of service in the National Guard or Reserve. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

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

- You must have been employed by the employer at the time you left.
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PROTECTIONS While you are on leave, your employer must continue health insurance coverage at the same level as before the leave. Upon return from leave, most employees must be returned to the same job or one that is substantially similar to the original position.

ELIGIBILITY REQUIREMENTS An employee who works for a covered employer must meet criteria in order to be eligible for USERRA leave. The employee must:

- Work for the employer for at least 12 months.
- Be employed by the employer for at least 12 months.
- Be employed by the employer for at least 12 months.

DEPARTMENT OF LABOR, UNITED STATES OF AMERICA

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REV. 04/2016

NOTICE: This State has a minimum wage law. Employers are also required to display the Federal Minimum Wage poster. This notice is for informational purposes only.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military or certain types of service in the National Guard or Reserve.

MD Department of Labor, Division of Labor and Industry

Minor Fact Sheet (Labor and Employment Article, Title 3, Subtitle 4, Annotated Code of Maryland)

APPLYING FOR A WORK PERMIT Applications for work permits are accepted online at www.dol.gov/eis/whd.

NOTE TO EMPLOYERS A minor under the age of 14 is not permitted to work and may not be employed. Minors 14 through 17 may work in certain jobs with a work permit.

Non-Employment Activities Activities not considered employment under the law include:

- Part-time work performed on a farm.
- Part-time work performed in a home-based business.
- Part-time work performed in a family business.
- Part-time work performed in a family business.

Special Permits Special permits may be issued to minors of any age to engage in certain types of work. These permits are available for:

- Seasonal work.
- Summer work.
- Part-time work.

DEPARTMENT OF LABOR, DIVISION OF LABOR AND INDUSTRY

WHD 410-333-8000 TTY: 410-333-8000 www.dol.gov/eis/whd

REV. 02/2022

FED WORKERS' COMPENSATION in Maryland

A COMPENSACIÓN DEL TRABAJADOR en Maryland

Job Related Accidental Personal Injury or Occupational Disease? If you are disabled and unable to work for more than three (3) days, your employer's workers' compensation insurance company may pay your medical bills and other expenses and replace two-thirds (2/3) of your salary (limited to the maximum set by law).

If you are injured on the job:

- Notify your employer or supervisor at once. You cannot receive full benefits unless your employer knows you are injured.
- Tell the doctor that treats you that you were hurt on the job.
- Complete an Employer's Claim Form C-1 (available by phone or on the Commission's website) and send it to us as soon as possible.

Note: Withholding information or giving false information about any work-related activity or return to work could prevent you from receiving benefits and may subject you to fines, imprisonment, or both.

TO BE POSTED HEALTH INSURANCE COVERAGE

- Any other member of your family may be eligible under Maryland law to continue to be covered by your employer's health insurance policy.
- If you are disabled and unable to work for more than three (3) days, your employer's workers' compensation insurance company may pay your medical bills and other expenses and replace two-thirds (2/3) of your salary (limited to the maximum set by law).

DEPARTMENT OF LABOR, DIVISION OF LABOR AND INDUSTRY

WHD 410-333-8000 TTY: 410-333-8000 www.dol.gov/eis/whd

REV. 02/2022

MD Department of Labor, Division of Labor and Industry

EARNED SICK AND SAFE LEAVE EMPLOYEE NOTICE

Employees are permitted to use earned sick and safe leave in increments in certain amounts established by their employer. Employees are required to give notice of the need to use earned sick and safe leave within 72 hours of the need to use the leave. An employer may deny leave in certain circumstances.

Reporting Employees are required to provide employers with a written statement of the employee's actual earned sick and safe leave.

Prohibitions An employer is prohibited under the law from taking adverse action against an employee who exercises a right under the Maryland Health Working Families Act and an employer is prohibited from making a complaint, bringing an action, or testifying in an action based on such.

Accident Compensation Employees are permitted to use earned sick and safe leave in increments in certain amounts established by their employer. Employees are required to give notice of the need to use earned sick and safe leave within 72 hours of the need to use the leave. An employer may deny leave in certain circumstances.

Reporting Employees are required to provide employers with a written statement of the employee's actual earned sick and safe leave.

Prohibitions An employer is prohibited under the law from taking adverse action against an employee who exercises a right under the Maryland Health Working Families Act and an employer is prohibited from making a complaint, bringing an action, or testifying in an action based on such.

DEPARTMENT OF LABOR, DIVISION OF LABOR AND INDUSTRY

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REV. 02/2022

MD Department of Labor, Division of Labor and Industry

Equal Pay for Equal Work (Labor and Employment Article Title 3, Subtitle 3)

33-301. In this subtitle the following words have the meanings indicated:

- (1) "Employee" means any individual who is employed by another person for wages or other consideration, trade or other remuneration in the State:
 - (a) a person engaged in a business, industry, profession, trade, or other occupation in the State;
 - (b) a person engaged in a business, industry, profession, trade, or other occupation in the State;
 - (c) a person engaged in a business, industry, profession, trade, or other occupation in the State;
 - (d) a person engaged in a business, industry, profession, trade, or other occupation in the State;
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 - (y) a person engaged in a business, industry, profession, trade, or other occupation in the State;
 - (z) a person engaged in a business, industry, profession, trade, or other occupation in the State;
- (2) "Employer" includes a person who acts directly or indirectly in the interest of another person who employs an employee.
- (3) "Gender identity" has the meaning stated in § 33-302 of the State Government Article.
- (4) "Wage" means all compensation or remuneration, including but not limited to, pay for services rendered, overtime pay, bonuses, commissions, and other benefits, payable to an employee for the convenience of the employer.
- (5) "Workweek" means a period of not more than 168 hours and no more than 7 days, which is established by the employer and which is not necessarily consecutive.
- (6) "Work" includes but is not limited to, any activity that requires the use of physical or mental effort, and which is performed for or on behalf of another person who employs an employee.
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