

FOR DATES OF INJECTION ON AND AFTER JANUARY 20, 2020

WORKERS' COMPENSATION

WORKERS' COMPENSATION BOARD REGIONAL OFFICES

AUGUSTA

442 City Center Drive, Suite 225
150 State House Station
Augusta, ME 04333-0156
207-637-2320
1-800-400-6864

LEWISTON

36 Millison Way
Lewiston, ME 04240-5811
207-753-7700
1-800-400-6867

BANGOR

396 Griffin Road, Suite 105
Bangor, ME 04401
207-941-4550
1-800-400-6866

PORTLAND

Notice to Employees:

State law requires your employer to provide workers' compensation insurance to its employees. Workers' compensation insurance provides for employees who are injured or become disabled.

If you are injured at work, NOTIFY YOUR EMPLOYER AT ONCE. You may lose your right to receive benefits unless your employer is notified within 60 days of your injury. Your claim is also subject to a two year statute of limitations. Worker advocates are available at the Workers' Compensation Board to help injured workers.

It is against the law for employers to misclassify employees as independent contractors for the purposes of avoiding workers' compensation insurance, unemployment insurance, or other employer paid taxes and withholdings. For more information on laws pertaining to the hiring of independent contractors, visit the Worker Misclassification Task Force website at www.maine.gov/labor/misclassification.

If you have any questions about your rights, please contact one of the regional offices.

A l'Intention des Employés:

D'après les lois de l'état de Maine, votre employeur est tenu de souscrire à une assurance

indemnités des employés, pour ses autres charges et dépenses dues par l'employeur. Pour plus de détails sur la législation relative à l'attribution des services de compensation à ses employés, visitez le site Web de la Worker Misclassification Task Force (<http://www.maine.gov/labor/misclassification>) ou contactez un des bureaux de l'administration de la compensation (www.maine.gov/labor/misclassification).

Si vous n'êtes pas sûr de vos droits, veuillez contacter l'un des bureaux régionaux.

Aviso a los Trabajadores:

Según las leyes del Estado de Maine, su empleador es responsable de asegurarse a usted y a todos los empleados de la empresa. El seguro de compensaciones para el trabajador proporciona beneficios a los trabajadores accidentados y enfermos.

Es un caso de fraude accidentarse o dolo laboral, notificar al empleador y no al seguro. NOTIFIQUE INMEDIATAMENTE A SU EMPLEADOR. Podría perder el derecho a recibir compensación a menos que su empleador sea notificado de este accidente o dolo antes del plazo de 60 días. Así mismo esta reclamación debe hacer referencia a un accidente o dolo que no haya ocurrido hace más de dos años. Los derechos del trabajador están disponibles para proporcionar ayuda a los trabajadores accidentados en el Consejo de Administración de Compensaciones para el Trabajador (Workers' Compensation Board).

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This poster is available online at no charge and may be copied: <https://www.maine.gov/labor/posters/>

Leave for Victims of Violence, Assault, Sexual Assault or Stalking

Must be allowed upon request if an employee (or a child, parent or spouse of an employee) is a victim of violence, assault, sexual assault or stalking or any act that would support an order for protection under Title 19-A M.R.S.A., c. 101 and the employee needs the time to:

- Prepare for and attend court proceedings; or
- Receive medical treatment; or
- Obtain necessary services to remedy crisis.

Leave to Care for Family

If the employer's policy provides for paid time off, the employee must be allowed to use up to 40 hours in a 12-month period to care for an immediate family member who is ill.

Earned Paid Leave

An employer that employs more than 10 employees in the usual and regular course of business for more than 120 days in any calendar year shall permit each employee to earn paid leave based on the employee's base pay. An employee is entitled to earn one hour of paid leave from a single employer for every 40 hours worked, up to 40 hours in one year of employment. Accrual of leave begins at the start of employment, but the employer is not required to permit use of the leave before the employee has been employed by that employer for 120 days during a one year period.

Earned Income Tax Credit

Employees may be eligible for federal and state earned income tax credits. Employees may apply for the tax credits on the employee's income tax return.

Note: Maine employees may also be covered under the Federal Fair Labor Standards Act. For more information, contact the U.S. Department of Labor Wage and Hour Office at 866-487-9243.

For more information, contact:

Maine Department of Labor
Bureau of Labor Standards
45 State House Station
Augusta, Maine 04333-0045
located at 45 Commerce Drive
Telephone: 207-623-7900
TTY users call Maine Relay 711
Website: www.maine.gov/labor/bsl
Email: bsl.mdo@maine.gov

Under Maine law, an at-will employee may be terminated not specifically prohibited by law. In most at-will employee unless you are covered by a collective bargaining contract that limits termination. If you are an at-will employee, contact your human resources

Review of Labor Standards.

ment and programs. Auxiliary aids and services are available to people with disabilities upon request.

REV. 12/2023

Job Safety and Health IT'S THE LAW!

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Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or

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...reporting a work-related injury or illness.

- Comply with all applicable OSHA standards.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.



SHA.

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6742) • TTY 1-877-889-5627 • www.osha.gov

OSHA 3368-01-01

To update your labor law posters contact
J. J. Keller & Associates, Inc.



J. J. Keller