


FOR DATES OF INJURY ON AND AFTER JANUARY 1, 2020
WORKERS' COMPENSATION

WORKERS' COMPENSATION BOARD REGIONAL OFFICES

AUGUSTA

442 Civic Center Square, Suite 225
100 State House Street
Augusta, ME 04333-0156
207-622-1208
1-800-684-0058

LEWISTON

36 Millison Way
Lewiston, ME 04240-5811
207-753-7700
1-800-400-6857

BANGOR

398 Grand Road, Suite 105
Bangor, ME 04401
207-941-4550
1-800-400-6856

PORLAND

366 Northport Drive, Suite 201
Portland, ME 04103
207-862-4940
1-800-400-6858

CARIBOU

Notice to Employees:

State law requires your employer to provide workers' compensation insurance to its employees. Workers' compensation insurance provides benefits to employees who are injured at work. It also provides benefits to **YOU**, IF **YOU** ARE YOUR EMPLOYER AT ONCE. You may lose your workers' compensation benefits if you are not notified within 60 days of your injury. Your workers' compensation benefits may be lost if you do not advise your employer of the workers' compensation claim.

Workers' compensation advocates are available at the Maine Workers' Compensation Board offices.

When you advance the law fees employees to misclassify employees as independent contractors for the purposes of obtaining workers' compensation insurance, unemployment compensation, other employer paid taxes and withholdings. Employees who are misclassified are entitled to the hiring of independent contractors, visit the Maine Workers' Compensation Board website at www.maine.gov/laborservices

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

A l'intention des Employés:

D'après les lois de l'Etat du Maine, votre employeur est tenu de souscrire une assurance d'indemnités des employés victimes d'un accident du travail.

Si vous n'êtes victime d'un accident du travail, PRENEZ VOTRE EMPLOYEUR IMMEDIATEMENT AU COURANT de votre blessure, vous risquez de perdre de vous droit à l'indemnisation. Si vous n'avez pas avisé votre employeur de votre blessure, vous risquez de perdre vos droits.

Si vous n'êtes pas avisé de vos droits, veuillez contacter un des bureaux régionaux des services des salariés.

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

Si vous n'êtes pas sûr de vos droits, veuillez contacter un des bureaux régionaux des services des salariés: www.maine.gov/laborservices

[illegible]

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

must be notified of any change in wages or salary

an the employee's next established payday. This
ed Paid Leave.

broken merchandise, bad checks, or bills not paid
le.

unpaid rest break after 6 hours of work.

permitted to use their paid break or meal time
provide a clean room or location, other than a

with 15 or more employees may be entitled to

ally member, including domestic partner: domestic

domestic partner, parent or child if it occurs while
ty.

ent lining and financial arrangements with the

ore information.)

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. c. 1, § 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 employee'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: 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/bls
Email: bls.mdo@maine.gov

— Under Maine law, an at-will employee may be reason not specifically prohibited by law. In most at-will employee unless you are covered by a collective t or other contract that limits termination. If you at-will employment, contact your human resources reau of Labor Standards.

Job Safety and Health IT'S THE LAW!

- 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 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.

an help.



6742) • TTY 1-877-889-6627 • www.osha.gov

OSHA 3330-100-001-0

iance!
OSHA

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



J. J. Keller