YOUR EMPLOYEE RIGHTS UNDER THE

FAMILY AND MEDICAL LEAVE ACT

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 11/2 times the regular rate of pay for all hours worked over 40 in a workweek

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

iobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in

various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules

apply in agricultural employment Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the

PUMP AT WORK The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for her nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must 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. **ENFORCEMENT**

The Department has authority to recover back wages and an equal amount in liquidated damages in instance of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal

minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA. ADDITIONAL INFORMATION

LABOR

LAWS

Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to the pump at work requirements Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.

prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the

Some state laws provide greater employee protections; employers must comply with both Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not. Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less

than the minimum wage under special certificates issued by the Department of Labor.

1-866-487-9243 UNITED STATES DEPARTMENT OF LABOR

WH1088

MD Department of Labor, Division of Labor and Industry

Minimum Wage Rates

Montgomery Co.

Different minimum wage rates are in effect. Employers in this county are required to post the applicable

rate information. Minimum Wage ost employees must be paid the Maryland State Minimum Wage Rate.

Tipped Employees (earning more than \$30 per month in tips) must earn the State Minimum Wage Rate per hour. Employers must pay at least \$3.63 per hour. This amount plus tips must equal at least the State Minimum Wage Rate. Subject to the adoption of related regulations, restaurant employers who utilize a tip credit are required to provide employees with a written or electronic wage statement for each pay period showing the employee's effective hourly rate of pay including employer paid cash wages plus tips for tip credit hours worked for each workweek of the pay period. Additional information and updates will be posted on the Maryland Department of Labor website. imployees under 18 years of age must earn at least 85% of the State Minimum Wage Rate

Most employees must be paid 1.5 times their usual hourly rate for all work over 40 hrs. per week. Exceptions Agricultural workers for all work over 60 hrs. per weel

Outside salespersons

MD

Immediate family member of the employer Certain agricultural employees Executives, administrative, and professional employees

Volunteers for educational, charitable, religious, and non-profit organizations Employees under the age of 16 working less than 20 hours per week

e U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate

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

Employees enrolled as a trainee as part of a public school special education program Non-administrative employees of organized camps Certain establishments selling food and drink for consumption on the premises grossing less than \$400,000 annually

Overtime Only Exemptions (must earn the State Minimum Wage Rate): Taxicah drivers

Certain employees selling/servicing automobiles, farm equipment, trailers, or trucks Non-profit concert promoter, theater, music festival, music pavilion, or theatrical show Employers subject to certain railroad requirements of the U.S. Dept. of Transportation, the Federal Motor Carrier Act, and

the Interstate Commerce Commission

Seasonal amusement and recreational establishments that meet certain criteria FOR MORE INFORMATION OR TO FILE A COMPLAINT CONTACT:

MARYLAND DEPARTMENT OF LABOR DIVISION OF LABOR AND INDUSTRY—EMPLOYMENT STANDARDS SERVICE 10946 GOLDEN WEST DRIVE, SUITE 160 HUNT VALLEY, MD 21031

E-MAIL: dldliemploymentstandards-dllr@maryland.gov EMPLOYERS ARE REQUIRED BY LAW TO POST THIS INFORMATION CONSPICUOUSLY. THIS IS A SUMMARY OF THE LAW. TO ENSURE COMPLIANCE, CONSULT A LEGAL ADVISOR. PENALTIES ARE PRESCRIBED FOR VIOLATIONS OF THE LAW

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

Department of Labor, Division of Labor and Industry

Minor Fact Sheet (Labor and Employment Article, Section 3-206 Annotated Code of Maryland)

APPLYING FOR A WORK PERMIT NOTE TO EMPLOYERS minor under the age of 14 is no oplications for work permits are accepted onlin permitted to work and may not be Minor or Parent/Guardian completes required information online and print TO BE VALID: The Minor, the Minor's Parent/Guardian, and the Employer mus

Permissible Hours of Employment

May not be employed or permitted to work more than five without a non-working period of at leas

Minors 14 — 15: *Non-school hours: *3 hours on any day when school is in session; 8 hours on any day when school is not in session *18 hours in a school week

40 hours in any week when school is not in

*May only work between the hours of 7:00am *May work until 9:00pm from June 1 until Labor The hours worked by a minor enrolled in a bona fide work-study or student-learner program whe school is normally in session may not be counted

towards the permissible hours of work prescribed his is based upon a more restrictive Federal law Minors 16 —17: May spend no more than 12 hours in a combination of school hours and work hours each day.

Must be allowed at least eight consecutive hours of on-work, non-school time in each 24-hour period

Special permits may be issued to minors of any age to be employed as a model, performer, or tertainer. The applications and permits are available

ww.labor.maryland.gov/labor/wages/empm.shtm

(a) In this subtitle the following words have the

(i) a person engaged in a business, industry,

(iv) a municipal government in the State.

) "Gender identity" has the meaning stated in §

(2) "Wage" includes board, lodging, or othe

advantage provided to an employee for the

This subtitle applies to an employer of both men and

In addition to any powers set forth elsewhere, the

unlawful under this subtitle: and

employee under this subtitle.

offered by the employer; or

nployees in any occupation by:

(1) use informal methods of conference, conciliation

and persuasion to eliminate pay practices that are

(2) supervise the payment of a wage owing to a

(1) assigning or directing the employee into a less

favorable career track, if career tracks are offered,

(2) failing to provide information about promotions

available to the employee but for the employee's sex

(b)(1) An employer may not discriminate between

(i) paying a wage to employees of one sex or

gender identity at a rate less than the rate paid to

employees work in the same establishment and

perform work of comparable character or work on

the same operation, in the same business, or of the

(1) a seniority system that does not discriminate on

discriminate on the basis of sex or gender identity;

(3) jobs that require different abilities or skills;

(4) jobs that require the regular performance of

(5) work that is performed on different shifts or at

(6) a system that measures performance based on a

identity, including education, training, or experience

(i) is not based on or derived from a gender-based

(ii) is job related with respect to the position and

consistent with a business necessity; and

(d) This section does not preclude an employee fron

lemonstrating that an employer's reliance on an

exception listed in subsection (c) of this section is a

retext for discrimination on the basis of sex or gende

(e) An employer who is paying a wage in violation of

this subtitle may not reduce another wage to comply

(i) inquiring about, discussing, or disclosing the

wages of the employee or another employee; or

(ii) requesting that the employer provide a reason

(2) require an employee to sign a waiver or any other

right to disclose or discuss the employee's wages; or

document that purports to deny the employee the

leduction is made from your wages for this purpose.

for why the employee's wages are a condition of

(iii) accounts for the entire differential.

(7) a bona fide factor other than sex or gender

the basis of sex or gender identity;

different duties or services

different times of day;

in which the factor:

§3-304.1.

MD

differential in compensation;

(1) prohibit an employee from:

(2) a merit increase system that does not

quality or quantity or production; or

employees of another sex or gender identity if both

ment opportunities that would otherwise be

or advancement in the full range of career tracks

(3) limiting or depriving an employee of

20—101 of the State Government Article

convenience of the employer

women in a lawful enterprise.

profession, trade, or other enterprise in the State;

(2) "Employer" includes a person who acts directly or

indirectly in the interest of another employer with

(d)(1) "Wage" means all compensation for employment

MD

meanings indicated.

(b)(1) "Employer" means

(ii) the State and its units;

(iii) a county and its units; and

only from the Baltimore office of the Division of abor and Industry (address below) or online at:

Minors 14 through 17 years of age may only work with a work permit. The work permit must be in the employe possession before the minor is permitted file for three years. lon-Employment Activities ctivities not considered employment if performed outside f the prescribed school day and the activity does not invo ining, manufacturing, or hazardous occupations. The

Farm work performed on a farm Domestic work performed in or about a home Work performed in a business owned or operate by a parent or one standing in the place of a Work performed by non-paid volunteers, in a charitable or non-profit organization, employe with the written consent of a parent or one standing in the place of a parent.

Employment as an instructor on an instructional

Manufacturing of evergreen wreaths in or abou Delivery of newspapers to the consumer. Work performed as a counselor, assistant counselor, or instructor in a youth camp certified under the Maryland Youth Camp Act. Hazardous work performed by non-paid volunteers of a volunteer fire department or company or volunteer rescue squad who have completed or are taking a course of study relation

Caddying on a golf course.

to firefighting or rescue and who are 16 years of ederal Restrictions ployers are generally subject to both state child labor

ws and the federal child labor provisions of the Fair abor Standards Act (FLSA), 29 U.S.C. 212(c), and the LSA regulations at 29 CFR Part 570. Certain provisions o w, and employers covered by the FLSA that only follow less restrictive provision of Maryland state law will be violation of federal law. See 29 U.S.C. 218(a). For mor ormation on federal child labor law, please visit the U.S Department of Labor's Wage and Hour Division Website at

(ii) disclosing the employee's own wages;

wages have been disclosed voluntarily;

exercise of rights under this section.

discussion or disclosure of employee wages.

employee's wages; oi

and federal laws

(iii) discussing another employee's wages if those

(iv) asking the employer to provide a reason for the

(v) aiding or encouraging another employee's

(b)(1) Subject to paragraph (2) of this subsection, an

employer may, in a written policy provided to each

mployee, establish reasonable workday limitations o

(2) A limitation established under paragraph (1) of

this subsection shall be consistent with standards

adopted by the Commissioner and all other State

the time, place, and manner for inquiries about or the

MARYLAND DEPARTMENT OF LABOR Division of Industry - Employment Standards Service 10946 GOLDEN WEST DRIVE, SUITE 160 • HUNT VALLEY, MD 21031

Occupations in or about plants or establishments manufacturing or storing explosives or articles Occupations of motor-vehicle driver and outside Coal-mine occupation Logging occupations and occupations in the operation of any sawmill, lathe mill, shingle mill, or cooperage-stock mill. Occupations involved in the operation of

power-driven woodworking machines. Occupations involving exposure to radioactive substances and to ionizing radiations. Occupations involved in the operation of elevator and other power-driven hoisting apparatus. Occupations involved in the operation of power-driven metal forming, punching, and shearing machines.

Industry, the following occupations are forbidden to all minors Docks or wharves, other than marinas where pleasure boats are sold or served engaged in commerce

Erection and repair of electrical wires. Any distillery where alcoholic beverages ar manufactured, bottled, wrapped, or packed. minor may not be employed to transfer monetary funds in any amount between 8 p.m. and 8 a.m. or in any amount over \$100.00

between 8 a.m. and 8 p.m. unless that minor is the child of the owner or operator, or the funds have been received in payment of goods or services delivered by the minor. AREAS OF EMPLOYMENT RESTRICTED FOR MINORS 14 AND 15 YEARS OF AGE (1) Manufacturing, mechanical, or processing occupations including occupations in workrooms, workplaces, or storage

areas where goods are manufactured or processed. Operation, cleaning, or adjusting of any power-driven machinery other than office machines. (3) Occupations in, about, or in connection with (except office or sales work not performed on site): lumberyard boats engaged acids

construction public messaging certain poultry

the Commissioner after investigation hoisting apparatus occupations causing certain baking and persons or property brickyard dust or gases in

REV. 08/2023

deemed injurious by

(C) This section may not be construed to prohibit an applicant for employment from sharing wage history with an employer voluntarily. (a)(1) Each employer shall keep each record that the Commissioner requires on:

(3) Subject to subsection (d) of this section, limitations established under paragraph (1) of this Commissioner requires (b) On the basis of the records required under thi section, an employer shall make each report that the

subsection (b)(3) of this section against the discussion or disclosure of the wages of another employee without

instances in which an employee who has access to the wage information of other employees as a part of the employee's essential job functions if the discussion or disclosure is in response to a complaint or charge or in furtherance of an investigation, a proceeding, a hearing, or an action under this subtitle, including an investigation conducted by the employer. (2) If an employee who has access to wage information as part of the essential functions of the employee's job discloses the employee's own

that employee's prior permission may not apply to

obtained outside the performance of the essential functions of the employee's job, the employee shall be entitled to all the protections afforded under this (e) Nothing in this section shall be construed to: (1) require an employee to disclose the employee's

wages or wage information about another employee

State, or local law; (3) limit the rights of an employee provided under any other provision of law or collective bargaining (4) create an obligation on any employer or employee to disclose wages; (5) permit an employee, without the written consent

of an employer, to disclose proprietary information, trade secret information, or information that is otherwise subject to a legal privilege or protected (6) permit an employee to disclose wage information to a competitor of the employer. **§3–304.2.**

pplicant for employment the wage range for the position for which the applicant applied. B)(1) An employer may not (I) Retaliate against or refuse to interview, hire, or employ an applicant for employment because the 1. Did not provide wage history; or 2. Requested the wage range in accordance with this section for the position for which the applicant

1. Rely on the wage history of an applicant for employment in screening or considering the applicant for employment or in determining the wages for the applicant; or 2. Seek the wage history for an applicant for employment orally, in writing, or through an employee or an agent or from a current or former

(A) On request, an employer shall provide to an

under § 3-505(a) of this title.

(2) After an employer makes an initial offer of mployment with an offer of compensation to an applicant for employment, an employer may: (I) Subject to paragraph (3) of this subsection, rely on the wage history voluntarily provided by

(i) wages of employees; (ii) job classifications of employees; and (iii) other conditions of employment. (2) An employer shall keep the records required

(a) On request of an employer, the Commissioner shall provide without charge a copy of this subtitle to the each place of employment a copy of this subtitle (c) The Commissioner, in consultation with the Maryland Commission on Civil Rights, shall develop

assist employers in adopting training, policies, and procedures that comply with the requirements of this §3-306.1. (a) Whenever the Commissioner determines that this subtitle has been violated, the Commissioner shall: (1) try to resolve any issue involved in the violation informally by mediation: or (2) ask the Attorney General to bring an action on

this section in the county where the violation alleged! occurred for injunctive relief, damages, or other relief. (a)(1) If an employer knew or reasonably should have known that the employer's action violates § 3-304 of this subtitle, an affected employee may bring an action against the employer for injunctive relief and to recover the difference between the wages paid to employee of one sex or gender identity and the wages paid to

(2) If an employer knew or reasonably should have known that the employer's action violates § 3-304.1 of this subtitle, an affected employee may bring an action against the employer for injunctive relief and to recover actual damages and an additional equal

affected. entitled to bring an action under this section, the (1) take an assignment of the claim in trust for the

(3) consolidate 2 or more claims against an the wages paid on the termination of employment (d) The agreement of an employee to work for less than the wage to which the employee is entitled under this subtitle is not a defense to an action under this section

(a) An employer may not (1) willfully violate any provision of this subtitle; (2) hinder, delay, or otherwise interfere with the Commissioner or an authorized representative of the Commissioner in the enforcement of this subtitle; (3) refuse entry to the Commissioner or an authorized representative of the Commissioner in

5) Violate §3-304.2 of this subtitle (b) An employee or an applicant for employment may

the subject of this subtitle; or

behalf of the applicant or employee.

employees of another sex or gender identity who do the same type work and an additional equal amount as liquidated damages.

amount as liquidated damages. (3) An employee may bring an action on behalf of the employee and other employees similarly (b) On the written request of an employee who is

(2) ask the Attorney General to bring an action in accordance with this section on behalf of the (c) An action under this section shall be filed within 3 years after the employee receives from the employer

(e) If a court determines that an employee is entitled to judgment in an action under this section, the court shall allow against the employer reasonable counsel fees and other costs of the action, as well as prejudgment interest in accordance with the Maryland Rules.

under this subsection for the period of time that the

educational materials and make training available to

(b) The Attorney General may bring an action under

(iii) has testified or will testify in an action under this subtitle or a proceeding that relates to the subject of

(2) in bad faith, bring an action under this subtitle (3) in bad faith, bring a proceeding that relates to (4) in bad faith, testify in an action under this subtitle or a proceeding that relates to the subject (c) The Commissioner may bring an action for injunctive relief and damages against a person who violates

(d)(1) Except as provided in paragraph (2) of this

employee or applicant for employment because the

or causes the action or proceeding to be brought; or

Commissioner or an authorized representative of the subsection (a)(1), (4) or subsection (b)(1), (3), or (4) of

the Commissioner or a court may require the amount of damages owed by the employer.

(II) may, in the Commissioner's discretion 1. for a first violation, issue a letter to the employer compelling compliance; 3. for each subsequent violation, assess a civil penalty of up to \$600 for each applicant for employment for whom the employer is not in compliance if the violation occurred within

> (2) In determining the amount of the penalty, if sessed, the Commissioner shall consider (I) the gravity of the violation' (II) the size of the employer's business; (III) the employer's good faith; and (IV) the employer's history of violations under this subtitle. (3) If the Commissioner assesses a penalty under paragraph (1)(II) of this subsection, the penalty shall

violation had occurred.

3 years after a previous determination that a

FOR MORE INFORMATION CONTACT: DEPARTMENT OF LABOR DIVISION OF LABOR AND INDUSTRY EMPLOYMENT STANDARDS SERVICE 10946 GOLDEN WEST DRIVE, SUITE 160 - HUNT VALLEY, MD 21031 PHONE: 410-767-2357

REV. 02/2022

1-800-785-5630

Para Relevos en Maryland

INSIDE THE STATE OF MARYLAND **OUTSIDE THE STATE OF** DENTRO DEL ESTADO DE (FUERA DEL ESTADO DE MARYLAND Maryland Relay Dial 71 TTY: 1-800-735-2258 TTY: 1-800-735-2258 Speech to Speech: 1-800-785-5630 Speech to Speech:

isqualified and will be subject to criminal prosecution The Civil Rights Act of 1964 states that no person shall be discriminated against on the basis of race, color, religion, age, sex, or national origin. If you feel you have been discriminated against in the unemployment insurance process because of any of these factors, you may file a complaint with the Office of Fair Practices, 1100 North Eutaw Street, Room 613,

Know Your Rights: Workplace Discrimination is Illegal

the EEOC in any of the following ways:

Additional information about the

EEOC, including information about

filing a charge of discrimination, is

The Department of Labor's Office of Federal Contract

U.S. Equal Employment Opportunity Commission

Contact the EEOC promptly if you suspect discrimination. Do not delay,

because there are strict time limits for filing a charge of discrimination

(180 or 300 days, depending on where you live/work). You can reach

an inquiry through the EEOC's public portal

1–844–234–5122 (ASL video phone)

EMPLOYERS HOLDING FEDERAL CONTRACTS OR

SUBCONTRACTS

Programs (OFCCP) enforces the nondiscrimination and affirmative

under Federal law from discrimination on the following bases:

Race, Color, Religion, Sex, Sexual Orientation, Gender

discrimination by Federal contractors based on race, color, religion.

requires affirmative action to ensure equality of opportunity in all

sex, sexual orientation, gender identity, or national origin, and

Executive Order 11246, as amended, protects applicants and

employees of Federal contractors from discrimination based on

inquiring about, disclosing, or discussing their compensation or the

Identity, National Origin
Executive Order 11246, as amended, prohibits employment

Asking About, Disclosing, or Discussing Pay

action commitments of companies doing business with the Federal

Government. If you are applying for a job with, or are an employee of

an EEOC field office (information at

1-800-669-6820 (TTY)

www.eeoc.gov/field-office)

https://publicportal.eeoc.gov/Portal/Login.aspx 1-800-669-4000 (toll free)

against, and requires affirmative action to recruit, employ, and

Forces service medal veterans.

veterans (i.e., within three years of discharge or release from active

Retaliation is prohibited against a person who files a complaint of

discrimination, participates in an OFCCP proceeding, or otherwise

opposes discrimination by Federal contractors under these Federal

nondiscrimination or affirmative action obligations under OFCCP's

If you are deaf, hard of hearing, or have a speech disability, please

dial 7-1-1 to access telecommunications relay services. OFCCP ma

also be contacted by submitting a question online to OFCCP's Help

regional or district office listed in most telephone directories unde

U.S. Government, Department of Labor and on OFCCP's "Contact Us"

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL

FINANCIAL ASSISTANCE

Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Rights Act

of 1964, as amended. Title VI of the Civil Rights Act of 1964, as

the primary objective of the financial assistance is provision of

national origin in programs or activities receiving Federal financial

employment, or where employment discrimination causes or may

cause discrimination in providing services under such programs. Title

discrimination on the basis of sex in educational programs or activities

Individuals with DisabilitiesSection 504 of the Rehabilitation Act of 1973, as amended, prohibits

or activity which receives Federal financial assistance. Discrimination

is prohibited in all aspects of employment against persons with

If you believe you have been discriminated against in a program of

The Secretary of Labor may bring court actions to restrain violations and assess

civil penalties against violators. Employees or job applicants may also bring their

ediately contact the Federal agency providing such assistance.

REV. 06/27/2023

disabilities who, with or without reasonable accommodation, car

perform the essential functions of the job.

yment discrimination on the basis of disability in any program

Desk at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP

webpage at https://www.dol.gov/agencies/ofccp/c

The Office of Federal Contract Compliance Programs (OFCCP)

Any person who believes a contractor has violated its

authorities should contact immediately:

U.S. Department of Labor

200 Constitution Avenue, N.W. Washington, D.C. 20210

1-800-397-6251 (toll-free

e in employment, disabled veterans, recently separated

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 at work or in applying for a job, the EEOC may be able to help. What can You Do if You Believe The Vietnam Era Veterans' Readjustment Assistance Act of 1974, Employees (current and former), including managers and **Discrimination has Occurred?** as amended, 38 U.S.C. 4212, prohibits employment discriminat

Job applicants Union members and applicants for membership in a union What Types of Employment Discrimination are Illegal? regardless of your immigration status, on the bases of:

National origin

Most private employers

Staffing agencies

All aspects of employment, including:

Discharge, firing, or lay-off

FED

Sex (including pregnancy, childbirth, and related medical nditions, sexual orientation, or gender identity) Age (40 and older) Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)

Retaliation for filing a charge, reasonably opposing

discrimination, or participating in a discrimination lawsu

investigation, or proceeding Interference, coercion, or threats related to exercising

rights regarding disability discrimination or pregnand

Harassment (including unwelcome verbal or physical

State and local governments (as employers)

Educational institutions (as employers)

What Organizations are Covered?

REV. 04/2023

Hiring or promotion Pay (unequal wages or compensation) Failure to provide reasonable accommodation for a disability pregnancy, childbirth, or related medical condition; or a incerely-held religious belief, observance or practice Job training

FED

PROHIBITIONS

EXEMPTIONS

DEPARTMENT

OF LABOR

OF AMERICA

MD

Referral Obtaining or disclosing genetic information of employees Requesting or disclosing medical information of employees Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in in investigation or proceeding Conduct that coerces, intimidates, threatens, or interfere with someone exercising their rights, or someone assisting or encouraging someone else to exercise rights, regarding

lisability discrimination (including accom-

employers from using lie detector tests either for pre-emplo

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or

discriminating against an employee or prospective employee for refusing to tal

creening or during the course of employment

pregnancy accommodation

Section 503 of the Rehabilitation Act of 1973, as amended,

WAGE AND HOUR DIVISION

The Maryland Healthy Working Families Act requires employers with 15 or more employees to

Earned sick and safe leave begins to accrue on February 11, 2018, or the date on which an

An employee is allowed to use earned sick and safe leave under the following conditions:

If you are injured on the job:

send it to us as soon as possible.

2. Tell the doctor who treats you that you were hurt on the job.

Department of Labor

TO BE POSTED

HEALTH INSURANCE COVERAGE

THIS NOTICE APPLIES TO STATE LAW.

YOU MAY HAVE BROADER BENEFITS UNDER FEDERAL LAW.

TO BE POSTED

Department of Labor, Division of Labor and Industry

Notice to Tipped Employees

Commission on Civil Rights

Employment Discrimination is Unlawful

and Industry at:

If you wish to continue your health insurance, you MUST

give your employer written notice no later than forty-five (45) days after your last day of work.

You will be responsible for paying the entire cost of the

For further information about the program, you should

contact your employer, or if necessary, telephone the Insurance Administration in Baltimore at (410) 468-2244

MARYLAND DEPARTMENT OF LABOR

the charges, you may contact the Commissioner of Labor

DEPARTMENT OF LABOR

DIVISION OF LABOR AND INDUSTR

EMPLOYMENT STANDARDS SERVICE

10946 GOLDEN WEST DRIVE, SUITE 160

HUNT VALLEY, MD 21031

TELEPHONE NUMBER: (410) 767-2357

Fax Number: (410) 333-7303

PURSUANT TO 83-713(C) OF THE LARGE AND

EMPLOYMENT ARTICLE OF THE MARYLAND

CONSPICUOUSLY POST THIS NOTICE IN A PLACE

WHERE ANY TIPPED EMPLOYEE IS EMPLOYED.

What If My Employer Retaliates?

Retaliation is also prohibited under the law when

you exercise your rights to seek relief and redress. If an

Deny the attempt to exercise the right.

Any form of retaliation is grounds to file a Complaint of

Discrimination with the Maryland Commission on Civil

What If I Am A Victim Of Discrimination?

violated, you must file a complaint with MCCR **300 day**:

of the alleged act of discrimination. A trained Civil Right

Officer will work with you to discuss what happened an

violation occurred. You can reach MCCR by phone, email

onfidential until your case is certified for public

Probable duration of the accommodation should

Explanation as to the medical advisability of the

exercise the right.

Retaliation is prohibited under State Government

an employee seeks to exercise her right to request a

reasonable accommodation for a temporary disability

Any form of retaliation is grounds to file a Complaint of

Discrimination with the Maryland Commission on Civil

Article, §20-609(h) when exercising your rights. If

Can I Still Get In Trouble?

due to pregnancy, an employer may not

Restrain:

Deny the exercise; or

determine if there is reason to believe a discriminatory

fax, letter, or walk-in. All procedures by MCCR are

COMMISSION ON CIVIL RIGHTS

6 SAINT PAUL STREET, SUITE 900

If you believe your rights under the law have been

complaint, an employer may not:

Deny the exercise; or

Interfere with;

Restrain:

hearing or trial.

Commission on Civil Rights

mplovee decides to file an employment discrimination

REV. 02/2022

Proposed

Penalty:

STATE OF MARYLAND

health insurance policy.

knows you are injured.

Employer/Empleador

MD WCC Form C-24 05/2017

You and other members of your family may be eligible

under Maryland law to continue to be covered by your

your employment for a reason other than for

You are covered by your employer under a group

hospital-medical policy or a health maintenance

organization (HMO) for at least three (3) months

prior to being separated from your employment;

You do not have other similar insurance.

Under Maryland law, a tipped employee is an employee

who customarily and regularly received more than \$30

Maryland law prohibits an employer from requiring a

tipped employee to reimburse an employer or pay an

employer for the amount of a customer's charge for food

of business without paying for the charges. In addition,

wages to cover the cost of a customer's charge for food

place of business without paying the charge for food or

If you think you have been required to make an improper

from your wages related to a customer's charges if the

customer leaves the place of business without paying

How Does The Law Protect Me?

State Government Article, §20-602 of the Annotated Code

of Maryland provides every Marylander equal protection

What Am I Protected From?

You are protected from unlawful discrimination from the

Employers cannot discriminate in recruiting,

following employment-related practices:

Marital Status

Military Status

Gender Identity

Sexual Orientation

Genetic Informatio

payment or there has been an improper deduction

unless otherwise provided by law, and employer is

prohibited from making a deduction to an emplo

or beverage if the customer leaves the employer's

each month in tips or gratuities

former employer's health insurance policy if: You guit your job or you were terminated from

MD

PUB/DUI 6116

MD

Age Ethnicity

Ancestry or National

City/State/Zip

Business Address/Dirección

Federal Employer ID (FEIN)

Insurance Company Name

Telefónico de la Compañía de Seauro

Insurance Company Telephone

14 or fewer employees provide unpaid sick and safe leave for certain employees

accrue more than 64 hours of earned sick and safe leave at any time.

provide paid sick and safe leave for certain employees. It also requires that employers who employ

aspects of employment.

protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at

any institution which receives Federal financial assistance, you should all levels of employment, including the executive level

EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT the private sector, subject to restrictions, to certain prospective employees Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a security service firms (armored car, alarm, and quard), and of pharmaceutical number of specific rights, including the right to a written notice before testing $\label{thm:continuous} The \ Act \ also \ permits \ polygraph \ testing, \ subject \ to \ restrictions, \ of \ certain$ employees of private firms who are reasonably suspected of involvement in a

ENFORCEMENT

law does not apply to tests given by the Federal Government to certain private THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

The law does not preempt any provision of any State or local law or any collective

Job Related Accidental Personal Injury or Occupational Disease?

workers' compensation insurance company may pay your medical bills and other

If you are disabled and unable to work for more than three (3) days, your employer's

expenses and replace two-thirds (2/3) of your salary (limited to the maximum set by law).

1. Notify your employer or supervisor at once. You cannot receive full benefits unless your employer

3. Complete an Employee's Claim Form C-1 (available by phone or on the Commission's website) and

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.

AND THE RESERVE OF THE PERSON OF THE PERSON

1-866-487-9243

WORKERS' COMPENSATION

LA COMPENSACIÓN DEL TRABAJADOR

For maternity or paternity leave; or The absence from work is necessary due to domestic violence, sexual assault, or stalking committed against the employee or the employee's family member and the leave is being used: (1) to obtain medical or mental health attention; (2) to obtain services from a victim employee begins employment with the employer, whichever is later. An employee accrues earned services organization; (3) for legal services or proceedings; or (4) because the employee sick and safe leave at a rate of at least one hour for every 30 hours the employee works; however has temporarily relocated as a result of the domestic violence, sexual assault, or stalking an employee is not entitled to earn more than 40 hours of earned sick and safe leave in a year o A family member includes a spouse, child, parent, grandparent, grandchild, sibling, the legal guardian or ward of the employee or the employee's spouse, or an individual who acted as a parent or stood in loco parentis to the employee or the employee's spouse when the employee

EARNED SICK AND SAFE LEAVE EMPLOYEE NOTICE To obtain preventative medical care for the employee or the employee's family member:

mployees are permitted to use earned sick and safe leave in increments in certain amounts To care for a family member with a mental or physical illness, injury, or condition; established by their employer. Employees are required to give notice of the need to use earned sick and safe leave when it is foreseeable. An employer may deny leave in certain circumstances imployers are required to provide employees with a written statement of the employee's available earned sick and safe leave An employer is prohibited under the law from taking adverse action against an employee who

What is FMLA leave?

Am I eligible to take FMLA leave?

You work for a covered employer,

current or previous calendar year,

How do I request FMLA leave?

than honorable conditions.

uniformed service:

uniformed service; or then an employer may not deny you

initial employment;

retention in employ

reemployment;

hecause of this status.

have applied for membership in the

Generally, to request FMLA leave you must

FED

You are an eligible employee if all of the following apply:

You have worked for your employer at least 12 months,

Airline flight crew employees have different "hours of service" requirements

Follow your employer's normal policies for requesting leav

Give notice at least 30 days before your need for FMLA leave, or

If advance notice is not possible, give notice as soon as possible.

You work for an elementary or public or private secondary school, or

You work for a covered employer if one of the following applies

You have the right to use FMLA leave in one block of time. When it is medically necessary or otherwise

provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave.

permitted, you may take FMLA leave intermittently in separate blocks of time, or on a reduced

schedule by working less hours each day or week. Read Fact Sheet #28M(c) for more information.

Your employer has at least 50 employees within 75 miles of your work location

You work for a public agency, such as a local, state or federal government agency. Most

federal employees are covered by Title II of the FMLA, administered by the Office of Personne

You **do not have to share a medical diagnosis** but must provide enough information to your employe

You have the right to be reemployed in your civilian job if you leave that job to perform service

you ensure that your employer receives advance written or verbal notice of your

you have five years or less of cumulative service in the uniformed services while with

you return to work or apply for reemployment in a timely manner after conclusion of

you have not been separated from service with a disqualifying discharge or under other

promotion; or

If you are eligible to be reemployed, you must be restored to the job and benefits you

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

would have attained if you had not been absent due to military service or, in some cases, a

In addition, an employer may not retaliate against anyone assisting in the enforcement of

USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.

exercises a right under the Maryland Healthy Working Families Act and an employee is prohibited

from making a complaint, bringing an action, or testifying in an action in bad faith

so they can determine whether the leave qualifies for FMLA protection. You **must also inform you**

How to File a Complaint or Obtain Additional Information If you feel your rights have been violated under this law or you would like additional information. COMMISSIONER OF LABOR AND INDUSTRY

¿Accidentes por lesión/daño corporal relacionados con

trabajar por más de tres días, el seguro de trabajadores que tienen las compañías pudiera cubrir las facturas médicas y otros gastos relacionados. También le comp ensarían 2/3 de sus ingresos (Hasta un monto máximo estipulado por la ley).

<u>Si usted sufre una lesión en el trabajo, debe:</u> . Informarle a su empleador o supervisor de inmediato. No podría recibir todos sus beneficios a menos que su empleador fuere notificado que sufrió una lesión. Informarle al médico quien le administre tratamiento

. Llenar el formulario Employee's Claim Form C-1 (disponible

consultando la página del Internet para el Workers' Compensation o solicitándo uno por teléfono). Diligenciarlo para que las oficinas del Workers' Compensation lo reciban lo antes posible.

Maryland Workers' Compensation Commission

(410) 864-5100 / Outside Baltimore (800) 492-0479 Webpage - http://www.wcc.state.md.us / TTY Users - 711 in Maryland or (800) 735-2258 This notice must be printed on 8.5 "X 14" gold or yellow paper, display complete employer information and be posted in a conspicuous location at each work site or location in accordance with COMAR 14.09.01.02 and 14.09.01.10.

MARYLAND OCCUPATIONAL SAFETY and HEALTH ACT PRIVATE SECTOR

Each employer shall furnish to each of his or her employees employment and a place of employment free from recognized hazards that are **Employers:** causing or are likely to cause death or serious harm to employees; and shall comply with occupational safety and health standards issued under

standards. MOSH Safety and Health Inspectors conduct jobsite inspections to ensure compliance with the Act. The Act requires that a representative authorized by the employees be given an opportunity to accompany the MOSH Inspector for the purpose of Inspection:

safety and health conditions in the workplace. **Complaint:** Employees or their representatives have the right to file a complaint with the Commissioner requesting an inspection if they believe unsafe or unhealthful conditions exist in their workplace. The Commissioner will withhold names of employees complaining on request. The Act provides that employees may not be discharged or discriminated against in any way for filing safety and health complaints or otherwise

Citation: employer. Each citation shall specify a time period within which the alleged violation must be corrected. The MOSH citation must be prominently displayed at or near the place of alleged violation for three days, or until it is corrected, whichever is later, to warn employees of dangers that may exist there.

> to correct violations within the proposed time period. Also, any employer who willfully or repeatedly violates the Act may be assessed civil penalties of up to 10 times the maximum penalty amount for each such violation. In compliance with Labor and Employment Article, §5-810 Ch. 104, Acts of 2024:

\$161,323 for each willful or repeated violation. The new minimum civil penalty for a willful violation is \$16,550 for each violation. The Commissioner of Labor will annually increase the maximum and minimum willful civil penalties by the calendar year percentage increase in the Consumer Price Index for All Urban Consumers (CPI-U) or a successor index, effective

on July 15th of each year. The Commissioner of Labor will maintain the current penalty amounts on the MOSH website: https://www.labor.maryland.gov/labor/mosh/moshquidance.shtml In addition to mandatory civil penalties, the Act also provides for imposition of criminal penalties. Any willful violation of the Act resulting in death of an employee is punishable, upon conviction, by a fine of not more than \$10,000 or by imprisonment for not more than six months, or by both. Conviction for a subsequent offense is punishable by a fine of not more than \$20,000 or by imprisonment for not more than one year, or by

employment. The Commissioner of Labor and Industry encourages employers and employees to reduce workplace hazards voluntarily and to develop and improve safety and health programs in all workplaces and industries. Such cooperative action would initially focus on the identification and elimination of hazards that could cause death, injury, or illness to employees and supervisors. There are many public and private organizations that can provide information and assistance in this effort, if

Complaints about State Program administration may be made to Regional Administrator, Occupational Safety and Health Administration 1835 Market Street, Mailstop OSHA-RO/19, Philadelphia, PA 19103



An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take up to 26 workweeks of FMLA leave in a single 12-month period to care

YOUR RIGHTS UNDER USERRA

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. The U.S. Department of Labor's Wage and Hour request certification of a qualifying exigency. Division (WHD) enforces the FMLA for most employees. Eligible employees can take **up to 12 workweeks** of FMLA leave in a 12-month period for The hirth, adoption or foster placement of a child with you. Your serious mental or physical health condition that makes you unable to work, To care for your spouse, child or parent with a serious mental or physical health condition, and Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is

State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress. What does my employer need to do? If you are eligible for FMLA leave, your employer must: Allow you to take job-protected time off work for a qualifying reason,

Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave. FMLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any employer

Your **employer cannot interfere with your FMLA rights** or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or coperating with a WHD investigation. After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your **employer** <u>must</u> **confirm whether you are eligible** or not eligible for FMLA leave. If your employer $determines \, \overline{that} \, you \, are \, eligible, your \, \underline{employer} \, \underline{must} \, \, notify \, you \, in \, writing:$ About your FMLA rights and responsibilities, and

You have at least 1,250 hours of service for your employer during the 12 months before your leave How much of your requested leave, if any, will be FMLA-protected leave Where can I find more information? Call 1-866-487-9243 or visit dol gov/fmla to learn more If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a You work for a private employer that had at least 50 employees during at least 20 workweeks in the

DEPARTMENT OF LABOR

UNITED STATES OF AMERICA WAGE AND HOUR DIVISION

REV. 04/2023

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. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the

HEALTH INSURANCE PROTECTION If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military. Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries. **ENFORCEMENT**

USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation. You may also bypass the VETS process and bring a civil action against an employer for

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees. U.S. Department of Labor • 1-866-487-2365

U.S. Department of Justice Office of Special Counsel Employer Support of the Guard and Reserve • 1-800-336-4590

10946 GOLDEN WEST DRIVE, SUITE 160 - HUNT VALLEY, MD 21031

el Empleo o Enfermedad Profesional?

Aviso: El suministrar información falsa u ocultar información sobre cualquier actividad relacionada con su trabajo o relacionada con su regreso al trabajo, pudiera afectar los beneficios que

10 East Baltimore Street, Baltimore, Maryland 21202-1641

Department of Labor, Licensing and Regulation

The Maryland Occupational Safety and Health Act of 1973 provides job safety and health protection for workers through the promotion of safe

Employees: or her own actions and conduct on the job. The Commissioner of Labor and Industry has the primary responsibility for administering the Act and issuing occupational safety and health

An employee who believes he or she has been discriminated against may file a complaint with the Commissioner and/or the Federal Occupational Safety and Health Administration Regional Office within 30 days of the alleged discrimination. If upon an inspection the Commissioner believes an employer has violated the Act, a citation alleging such violations shall be issued to the

exercising their rights under the Act.

1. Beginning with inspections that take place on or after July 15, 2025, the maximum penalty is: \$16,550 for each violation; \$16,550 for each day an identified violation is not corrected within the period allowed for correction; and

While providing penalties for violation, the Act also encourages efforts by labor and management to reduce injuries and illnesses arising out of **Voluntary Activity:**



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IF YOU HAVE BEEN FILING FOR BENEFITS AND RETURN TO WORK, you must report your gross wages before leductions during the week you return to work regardless of whether or not you have been paid YOU ARE ENTITLED TO BENEFITS IF: You are unemployed through no fault of your owr You have sufficient earnings in your Base Period You have registered for work and filed a claim for benefits with a Maryland Department of Labor claim center You are able to work, available for work, and actively seeking work. To ensure prompt handling of your claim, it is necessary to have your Social Security number available If you claim dependents under sixteen (16) years of age, you must know the Social Security number of each dependent when you file. If you do not know the Social Security numbers, you will be provided

YOUR EMPLOYER IS SUBJECT TO the Maryland Unemployment Insurance Law and pays taxes under this law. No

he area in which you reside or you may file a claim on the internet at the web site address indicated below

IF YOU ARE ELIGIBLE, you may be entitled to unemployment insurance benefits for as many as 26 weeks.

nave been reduced, promptly file a claim as instructed above, to determine vour benefit rights.

IF YOU ARE LAID OFF or otherwise become unemployed, immediately file a claim by calling the telephone number fo

IF YOU ARE WORKING LESS THAN FULL TIME, you may be eligible for partial benefits. If your regular hours of work

IF YOU ARE TOTALLY OR PARTIALLY UNEMPLOYED CALL: Phone Number To File A Claim Area Served Charles 1-877-293-4125 (toll free)

with instructions on how to provide a copy of the dependents' birth certificates or other forms of proof of

Prince George Allegany Frederick 1-877-293-4125 (toll free Washington Caroline Somerset 410-334-6800 Dorchester Talbot 1-877-293-4125 (toll free) Wicomico Oueen Anne' Worcester Anne Arundel Baltimore City Harford Howard

Equal Pay for Equal Work (Labor and Employment Article Title 3, Subtitle 3) (3) take any adverse employment action against an (i) inquiring about the employee's wages or another

Department of Labor

subsection may include prohibiting an employe from discussing or disclosing the wages of another employee without that employee's prior permission (c) Except as provided in subsection (d) of this section, he failure of an employee to adhere to a reasonable limitation included in a written policy under subsection (b) of this section shall be an affirmative defense to a claim made against an employer by the employee (a) In this section, "providing less favorable employment under this section if the adverse employment action the reasonable limitation and not for an inquiry, a discussion, or a disclosure of wages in accordance with (d)(1) A prohibition established in accordance with

(ii) providing less favorable employment opportunities based on sex or gender identity. (2) For purposes of paragraph (1)(i) of this subsection, an employee shall be deemed to work at the same establishment as another employee if the employees work for the same employer at workplaces located in the same county of the State (2) diminish employees' rights to negotiate the terms and conditions of employment under federal, (c) Except as provided in subsection (d) of this section, subsection (b) of this section does not prohibit a variation in a wage that is based on:

(II) Except a provided in paragraph (2) of this

Department of Labor

SOLICITUD DE BENEFICIOS LA POBLACIÓN DE HABLE 301-313-8000

Para Relevos en 1-800-877-1264 (U.S.) TO FILE A CLAIM VIA THE INTERNET: www.mdunemployment.com **IMPORTANT NOTICE**

Unemployment insurance is intended for persons who are unemployed through no fault of their own and who are ready, willing and able to work. Persons who receive benefits through false statements or fail to report ALL earnings will be

MARYLAND DEPARTMENT OF LABOR - DIVISION OF UNEMPLOYMENT INSURANCE THIS CARD MUST BE POSTED IN A CONSPICUOUS PLACE Maryland Department of Labor - Employment Article, Title 8, Sec. 8-603

Do I Need A Doctor's Note?

REV. 03/2020

interviewing, hiring, upgrading/promoting, setting work conditions, and discharging an employee. Labor organizations cannot deny membership to qualified persons or discriminate in apprenticeship Employment agencies cannot discriminate in job referrals, ask discriminatory pre-employment questions, or circulate information that unlawfully Newspapers and other media cannot publish job Main: (410) 767-8600 | Toll Free: 1 (800) 637-6247 | TTY: (410) 333-1737 | Fax: (410) 333-1841

> caused by pregnancy, you may request a reasonable accommodation at work. Your employer must explore The law lists an assortment of options for both you and your employer to consider in order to comply with a but are not limited to: Transfers to less Changing job duties Changing work hours strenuous or less hazardous positions

What If I Am A Victim Of Discrimination? If you believe your rights under the law have been violated, you must file a complaint with MCCR within COMMISSION ON CIVIL RIGHTS
6 SAINT PAUL STREET, SUITE 900

Your **employer may request certification** from a health care provider to verify medical leave and may The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

employer if FMLA leave was previously taken or approved for the same reason when requesting

private lawsuit against your employer in court. Scan the QR code to learn about our WHD complain SCAN ME

The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations. For assistance in filing a complaint, or for any other information on

SSL.ASSISTANCE@MARYLAND.GOV

and healthful working conditions throughout the State. Requirements of the Act include the following:

ADDITIONAL INFORMATION AND COPIES OF THE ACT, SPECIFIC MARYLAND OCCUPATIONAL SAFETY AND HEALTH STANDARDS,

en Maryland

Si usted se encuentra incapacitado o inhabilitado para

recibiera o pudiera acarrearle multas, encarcelamiento o ambas.

que usted se lesionó en su trabajo.

Safety and health protection on the job

Where there is no authorized employee representative, the MOSH Inspector shall consult with a reasonable number of employees concerning

Mosh Training and Education 10946 Golden West Drive, Suite 160 Hunt Valley, Maryland 20131

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



410-853-1600 1-877-293-4125 (toll free)

DLLR/DUI 328

REV. 12/2023 OTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee,

> Telephone Number: (410) 767-2357 • Fax Number: (410) 333-7303 OCCUPATIONS FORRIDDEN TO ALL MINORS: Certain occupations are declared to be bazardous by the U.S. Secretary of Labor and have been adopted by reference by the Commissioner of Labor and Industry for the State of Maryland. All minors are forbidden to be employed at these occupations with certain exceptions including but not limited to Youth Apprenticeship. Occupations in connection with mining, other Occupations involving slaugh or processing, or rendering.

Occupations involved in roofing operations. Occupations involved in excavation operations. n addition to the hazardous occupations as declared by the U.S. Secretary of Labor and adopted by the Commissioner of Labor and The manufacturing of dangerous or toxic Cleaning, oiling, or wiping of machinery.

the applicant for employment to support a wage a place of employment that the Commissioner is offer higher than the initial wage offered by the authorized under this subtitle to inspect; (4) discharge or otherwise discriminate against ar (II) Seek to confirm the wage history voluntarily provided by the applicant for employment to mployee or applicant for employment support a wage offer higher than the initial wage (i) makes a complaint to the employer, the Commissioner, or another person; offered by the employe

> subsection, an employer who violates any provision misdemeanor and on conviction is subject to a fine not (2) (i) This paragraph does not apply to a violation (ii) If an employer is found to have violated this subtitle two or more times within a 3-year period, employer to pay a civil penalty equal to 10% of the (iii) Each civil penalty assessed under this paragraph shall be paid to the General Fund of the State to offset the cost of enforcing this su btitle.

> > be subject to the notice and hearing requirements of Title 10. Subtitle 2 of the State Government Article. For additional information or to file a complaint, please

Providing mechanical Every situation is different. You must explore every available option with your employer to decide what

300 days of the alleged act of discrimination. A trained Civil Rights Officer will work with you to discuss what happened and determine if there is reason to believe a discriminatory violation occurred. You can reach MCCR by phone, email, fax, letter, or walk-in. All procedures by MCCR are confidential until your case is certified for public hearing or trial. BALTIMORE, MD 21202-1631 Main: (410) 767-8600 | Toll Free: 1 (800) 637-6247 | TTY: (410) 333-1737 | Fax: (410) 333-1841 mccr@maryland.gov | www.mccr.maryland.gov

ONLINE

TWO ways to verify poster compliance!

Each employee shall comply with all occupational safety and health standards, rules, regulations and orders issued under the Act that apply to his

The Act provides for mandatory civil penalties against employers. Civil penalties up to the maximum penalty per day may be assessed for failure

AND OTHER APPLICABLE REGULATIONS MAY BE OBTAINED FROM Phone: 410-527-2091

JJKeller.com/laborlaw Since 1953

Effective 1/1/24 Establishments engaged in the first canning, packing or freezing of fruits, vegetables, poultry, or seafood

OF LABOR

UNITED STATES

TELEPHONE NUMBER: (410) 767-2357 FAX NUMBER (410) 333-7303

Occupations involved in the operation of certain power-driven bakery machines Occupations involved in the operation of certain power-driven paper products machines.

Occupations involved in the manufacture of brick

Occupations involved in the operation of circular

Occupations involved in wrecking, demolition, and

saws, band saws, and guillotine shears.

tile, and kindred products.

shipbreaking operations.

Pilots, firemen, or engineers on any vessel or boa Any occupation forbidden by any local, state, or Any occupation which after investigation by the Commissioner is deemed injurious to the health

(3) An employer may rely on wage history under (ii) brings an action under this subtitle or a paragraph (2) of this subsection only if the higher proceeding that relates to the subject of this subtitle wage does not create an unlawful pay differential based on protected characteristics under §3-304 of this subtitle. (1) make a groundless or malicious complaint to the

> (E)(1) If the Commissioner determines that an employer has violated §3-304.2 of this subtitle, the (I) shall issue an order compelling compliance; and 2. for a second violation, assess a civil penalty of up to \$300 for each applicant for employment for whom the employer is not in compliance; or

Pregnant & Working Know Your Rights! If you are pregnant, you have a legal right to a reasonable accommodation if your pregnancy causes or contributes to a disability **and** the accommodation does not impose an undue hardship on your employer. State Government Article, §20-609(b What Does That Mean? If you have a disability that is contributed to or "all possible means of providing the reasonable

MD

allows an employer, at his or her discretion, to require certification from your health care provider regarding the medical advisability of a reasonable accommod but only to the same extent certification is required for other temporary disabilities. State Government Article, If required, the certification must include: Date a reasonable accommodation is medically

This poster is in compliance with federal and state posting requirements.