

FOR DATES OF INJURY ON AND AFTER JANUARY 1, 2020

WORKERS' COMPENSATION

WORKERS' COMPENSATION BOARD REGIONAL OFFICES

AUGUSTA

442 Civic Center Drive, Suite 225
156 State House Station
Augusta, ME 04333-0156
207-627-0200
1-800-400-6854

LEWISTON

36 Milltown Way
Lewiston, ME 04240-5811
207-737-7700
1-800-400-6851

BANGOR

396 (Griffith) Road, Suite 105

Notice to Employees:

State law requires your employer to provide workers' compensation insurance for its employees. Workers' compensation insurance provides benefits if employees who are injured at work or if you are injured at work. **NOTIFY YOUR EMPLOYER AT ONCE** if you have lost your right to receive benefits under this law. Your claim is also subject to a two year statute of limitations. Workers' advocates are available at the Workers' Compensation Board to help injured workers.

If you are against the law for employers to misclassify employees as independent contractors for the purpose of avoiding workers' compensation insurance, unemployment coverage, or workers' paid family leave benefits, you may be liable for civil penalties. For more information on laws pertaining to the hiring of independent contractors, visit the Worker Misclassification Task Force website at www.maine.gov/workers-iniactants. If you have any questions about your rights,

indemnities due, or any other charges et cotisations dues par votre employeur, veuillez contacter les services privés, visiter le site internet de Worker Misclassification Task Force (l'unité chargée de surveiller la mise en œuvre des lois relatives) www.maine.gov/workers-iniactants ou appelez le 1-800-400-6854. Si vous avez des questions sur vos droits, veuillez contacter l'un des bureaux régionaux.

Aviso a los Trabajadores:

La ley del estado de Maine requiere que su empleador proporcione el seguro de compensación por lesiones de trabajadores a todos los trabajadores. El seguro de compensación para los trabajadores proporciona beneficios si usted o un trabajador lesionado por el trabajo. **NOTIFIQUELO INMEDIATAMENTE** A SU EMPLEADOR. Para poder recibir los beneficios del seguro de compensación por lesiones de trabajadores, usted debe avisar al accidente o daño laboral.

NOTIFIQUELO INMEDIATAMENTE A SU EMPLEADOR. Para poder recibir el seguro de compensación a menos que su empleador sea notificado de un accidente o daño al plazo de 60 días. Así mismo esta reclamación debe

[illegible]

DEPARTMENT OF LABOR, BUREAU OF LABOR STANDARDS

Regulation of Employment

Maine Law (Title 26 M.R.S.A. § 42-B) requires every employer to place this poster in the workplace where workers can easily see it.

The Maine Department of Labor administers the laws, which all employers must follow. Department representatives inspect workplaces to ensure compliance.

For actual laws or formal interpretations may be obtained from the Department of Labor, Bureau of Labor Standards, by calling 207-623-7900. (The laws are also on the Bureau's website.)

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, 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 an 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

ce with 15 or more employees may be entitled to

ally member, including domestic partner; domestic

domestic partner, parent or child if it occurs while

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ent living and financial arrangements with the

information.)

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/bls
- Email: bls.mdel@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

or other contract that limits termination. If you

at-will employment, contact your human resources

Job Safety and Health

IT'S THE LAW!

- Employers must:
 - Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their

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within 30 days
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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-slc.gov

OSHA-3092-000-2019