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

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct

and length of the test. Examinees have a number of specific rights, including the right to a written notice

before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to

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

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE

EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

1-866-487-9243

www.dol.gov/agencies/whd

Follow your employer's normal policies for requesting leave

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

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

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

Your **employer may request certification** from a health care provider to verify medical leave and may

aw or collective bargaining agreement that provides greater family or medical leave rights.

law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress.

Allow you to take job-protected time off work for a qualifying reason

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local

 $State\ employees\ may\ be\ subject\ to\ certain\ limitations\ in\ pursuit\ of\ direct\ lawsuits\ regarding\ leave\ for\ their$

Continue your group health plan coverage while you are on leave on the same basis as if you had

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

After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your

nes that you are eligible, your **employer <u>must</u> notify you in writing**:

How much of your requested leave, if any, will be FMLA-protected leave

About your FMLA rights and responsibilities, and

employer must confirm whether you are eligible or not eligible for FMLA leave. If your employer

If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a

private lawsuit against your employer in court. Scan the OR code to learn about our WHD complaint

ur **employer cannot interfere with your FMLA rights** or threaten or punish you for exercising you

rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or

own serious health conditions. Most federal and certain congressional employees are also covered by the

iolators. Employees or job applicants may also bring their own court actio

which is more restrictive with respect to lie detector tests.

EMPLOYEE RIGHTS

EMPLOYEE POLYGRAPH PROTECTION ACT

WAGE AND HOUR DIVISION

UNITED STATES DEPARTMENT OF LABOR

YOUR EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

How do I request FMLA leave

Generally, to request FMLA leave you must:

request certification of a qualifying exigency.

If you are eligible for FMLA leave, your employer must

cooperating with a WHD investigation.

Where can I find more information?

SCAN ME

U.S. EOUAL EMPLOYMENT OPPORTUNITY COMMISSION

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 at work or in applying for a job, the EEOC may be able to help.

pregnancy accommodation

www.eeoc.gov/field-office)

Additional information about the

EEOC, including information about

filing a charge of discrimination, is

available at www.eeoc.gov.

Call 1-866-487-9243 or visit dol.gov/fmla to learn more

ENFORCEMENT

The Employee Polygraph Protection Act prohibits most private employers from using lie

mployers are generally prohibited from requiring or requesting any employee or job applicant to take

lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective

Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given

by the Federal Government to certain private individuals engaged in national security-related activities.

The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to

restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are

reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in

The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with **job**

Your serious mental or physical health condition that makes you unable to work,

in eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a

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

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

FMLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any employer

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

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

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

DEPARTMENT OF LABOR

UNITED STATES OF AMERICA

WAGE AND HOUR DIVISION

UNITED STATES DEPARTMENT OF LABOR

You have at least 1,250 hours of service for your employer during the 12 months before your

You work for a private employer that had at least 50 employees during at least 20 workweeks in

ederal employees are covered by Title II of the FMLA, administered by the Office of Personnel

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

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

serious injury or illness <u>may</u> take up to 26 workweeks of FMLA leave in a single 12-month period to care

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

Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period fo

The birth, adoption or foster placement of a child with you,

protected leave for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour

employee for refusing to take a test or for exercising other rights under the Act.

of pharmaceutical manufacturers, distributors and dispensers.

economic loss to the employer.

DEPARTMENT OF LABOR

FED

What is FMLA leave

livision (WHD) enforces the FMI A for most employees

is a military servicemember

Am I eligible to take FMLA leave

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.

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

the current or previous calendar year,

You work for a covered employer,

UNITED STATES OF AMERICA

detector tests either for pre-employment sc

Since 1953

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR

FED

PIIMP AT WORK

FED

BEGINNING JULY 24, 2009

The law requires employers to display this poster where

employees can readily see it. At least 1½ times the regular rate of pay for all hours worked over 40 in a

CHILD LABOR 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 jobs 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 estrictions. 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 vage, the employer must make up the difference

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

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**

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

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

The Department has authority to recover back wages and an equal amount in

liquidated damages in instances of minimum wage, overtime, and other violations.

The Department may litigate and/or recommend criminal prosecution. Employers

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

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

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.

DEPARTMENT OF LABOR WAGE AND HOUR DIVISION UNITED STATES OF AMERICA







LABOR

LAWS

WH1088 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

while in the military.

You have the right to be reemployed in your civilian job if you leave that iob to perform service in the uniformed service and: you ensure that your employer receives advance written or verbal

notice of your service you have five years or less of cumulative service in the uniformed services while with that particular employer:

you return to work or apply for reemployment in a timely manner after conclusion of service: and you have not been separated from service with a disqualifying

discharge or under other than honorable conditions. If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to

military service or, in some cases, a comparable job. RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

are a past or present member are obligated to serve in the

of the uniformed service; uniformed service: have applied for membership in the uniformed service; or

then an employer may not deny you initial employment · any benefit of employment

retention in employment

ME

because of this status. 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

Employer Support of the Guard and Reserve • 1-800-336-4590

DEPARTMENT OF LABOR, BUREAU OF LABOR STANDARDS

Minimum Wage 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.

Labor Laws of the State of Maine provide protection for people who work in Maine. The Maine Department of Labor administers the laws, which all employers must follow. Department representatives inspect workplaces to ensure compliance. Citations and penalties may be issued to employers who do not comply.

Agriculture and Non-Agriculture Minimum Wage is \$15.10 per hour effective January 1, 2026

Minimum Wage Under Maine labor laws, all agriculture and nonagriculture businesses operating in the state with one employee is automatically covered by state law. This includes all public and private employers regardless of profit or size. Effective January 1, 2026, the minimum wage in Maine is \$15.10 per hour

Municipal Minimum Wage Ordinances Employers with employees who work in Bangor and/or Portland or any other municipality that passes a local minimum wage ordinance, may be subject to additional regulations and should check with municipal officials.

A service employee is someone who regularly receives more than \$191 a month in tips. As of January 1, 2026, employers must pay a direct service wage of at least \$7.55 per hour. If the employee's direct wage combined with earned tips do not average, on a weekly basis, the state required minimum wage, the employer must Unless specifically exempted, employees must receive overtime pay for hours

worked in excess of 40 in a workweek at a rate not less than time and one-half their regular rate of pay. Employers have the right to allow or deny overtime, but if overtime is worked, it must be paid in accordance with state requirements. Compensatory or "comp" time cannot be used by private-sector employers, although private-sector employers can allow employees to flex their time within the workweek (but not the pay period if the pay period is longer than a seven day cycle in the workweek).

For more information, contact: Maine Department of Labor **Bureau of Labor Standards** 45 State House Station

Augusta, Maine 04333-0045 Telephone: 207-623-7900 TTY users call Maine Relay 711 Web site: www.maine.gov/labor/bls Email: bls.mdol@maine.gov

This poster is available online at no charge and may be copied: https://www.maine.gov/labor/posters/ **Exemptions from Overtime** Maine statutes incorporate by reference the salary requirements under the Fair

> Labor Standards Act (FLSA). As of January 1, 2026 the minimum salary requirement will be \$871.16 per week. Salary is only one factor in determining whether a worker is exempt from overtime under federal or state law. The duties of each worker must be considered as part of this analysis. Failure to adhere to both equirements—meeting the duties test and the weekly salary threshold—are violations of state law and potentially federal law depending on the discrepancies **Statements to Employees**

Every employer shall give to each employee with the payment of wages a statement clearly showing the date of the pay period, hours worked, total earnings and itemized deductions. Employers shall keep, for three years, accurate records of hours worked and wages

The Department of Labor enforces state wage and hour laws. Employers with questions about the law may call 207-623-7900 or may visit the department's

 $www.maine.gov/labor/\underline{labor_laws/minimum_wage_faq.html}$ legislature.maine.gov/statutes/26/title26sec664.html **Overtime Guidance**

www.maine.gov/labor/labor laws/overtime.html

*Note: Maine employers may also be covered under the federal Fair Labor Standards Act. For more information, contact the U.S. Department of Labor Wage and Hour The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to people with disabilities upon reques

IOTICE: 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

Basic eligibility requirements

to suitable job opportunities from the CareerCenters.

have to be reported when you file your income tax forms.

check may be withheld and sent to DHHS.

Earnings during the base period: The "base period" is a one-year period that

includes four calendar quarters. To establish a claim, an individual must have

different calendar quarters, and a total of six times the annual, average, weekly

wage in Maine in the whole base period. In most cases, the Department of Labor

has your wage information on file. If it is not on file, the Department will take steps

additional investigation is required. If you separated from your last job for reasons

earned two times the annual average weekly wage in Maine in each of two

Separation: If you were laid off from your last job due to a lack of work, no

other than lack of work, you will be scheduled for a fact-finding interview. A

Weekly requirements: Weekly eligibility requirements include being able to

work and being available for work, making an active search for work (unless

your work search has been "waived"), not refusing offers of suitable work or referral

Aliens: If you are not a U.S. Citizen, your Social Security Number and/or your Alien

Permit number will be checked with the United States Citizenship and Immigration

Unemployment benefits are taxable: Unemployment benefits are taxable and

Child support: If you owe child support that you pay to the Department of Health

completed partial unemployment claim form to each employee who is customarily

employed full-time and who is given less than full-time hours during a week due to

Rev. 11/2019

and Human Services (DHHS), up to fifty percent (50%) of your unemployment

Benefits for partial unemployment: An employer shall issue a properly

determination will then be made regarding your eligibility for benefits.

al minimum waae. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

DEPARTMENT OF LABOR, BUREAU OF UNEMPLOYMENT COMPENSATION Maine Employment Security Law

such notices to its workers. his poster is designed to notify individuals of their rights regarding the filing of claims for unemployment benefits. It does not have the force or effect of law. For more information, call 1-800-593-7660 toll free This poster is available online at no charge and may be copied: https://www.maine.gov/labor/posters,

Rules Governing The Administration of the Employment Security Law states every employer shall post and maintain

Full- and Part-Time Workers

telephone or by mail. Do not delay in filing your claim once you are out of When filing, you will need to know your Social Security Number. Also, you should

How to file a claim for unemployment benefits

have the names and addresses of all employers for whom you worked, and your dates of employment in the last 18 months To file online: www.maine.gov/reemployme

This is the fastest, easiest way to file

To file by phone: 1-800-593-7660 TTY Users Call Maine Relay 711. All individuals filing for Unemployment Insurance benefits are

required by law to be registered with the Maine JobLink. Visit

www.mainecareercenter.gov to access Maine JobLink. We provide **language interpreter services** in approximately 140

commonly spoken languages. Arrangements will be made to have an interpreter assist you when you call the Unemployment Claims Center. To claim by mail: In some cases, your employer will give you a claim form. Mail your initial claim form to the Unemployment Claims Center

Maine Department of Labor **Bureau of Unemployment Compensation**

97 State House Station, Augusta, ME 04333-0097

The Maine Department of Labor provides equal opportunity in employment and programs

lack of work, and who is not separated from that employer Auxiliary aids and services are available to people with disabilities upon request.

THE MAINE HUMAN RIGHTS ACT PROHIBITS SEX DISCRIMINATION

SEXUAL HARASSMENT ON THE JOB IS ILLEGAL

IF YOU FEEL YOU HAVE BEEN DISCRIMINATED AGAINST, UNWELCOME SEXUAL ADVANCES MAINE HUMAN RIGHTS COMMISSION SUGGESTIVE OR LEWD REMARKS 51 STATE HOUSE STATION, AUGUSTA, MAINE 04333-0051 **UNWANTED HUGS, TOUCHES, KISSES**

REQUESTS FOR SEXUAL FAVORS FAX (207) 624-8729 RETALIATION FOR COMPLAINING ABOUT SEXUAL HARASSMENT **TTY: MAINE RELAY 711** www.maine.gov/mhrc

OR CONTACT YOUR PERSONNEL DEPARTMENT:

ME

DEPARTMENT / AGENCY CONTACT

workplace safety and labor laws:

Maine Department of Labor

Bureau of Labor Standards

45 State House Station

Augusta, Maine 04333-0045

Telephone: 207-623-7900

TTY users call Maine Relay 711.

www.maine.gov/labor/bls

Email: bls.mdol@maine.gov

REV. 11/2019

U.S. Department of Labor

Wage and Hour Division

P.O. Box 554

Portland, Maine 04112

Tel: 207-780-3344

www.dol.gov

U.S. Department of Labor/OSHA

Augusta, Maine 04330

Tel: 207-626-9160

www.osha.gov

The Maine Department of Labor provides equal opportunity in employment and

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

40 Western Avenue

DEPARTMENT OF LABOR, BUREAU OF LABOR STANDARDS **Whistleblower's Protection Act** Maine Law (Title 26 M.R.S.A. § 839) requires every employer to place this poster in the workplace where workers can easily see it.

Protection of Employees Who Report or Refuse to Commit Illegal Acts This poster describes some important parts of the law. A copy of the actual law or For more information or to file a complaint under this law, formal interpretations may be obtained from the Department of Labor, Bureau of contact: Labor Standards by calling 207-623-7900. (The laws are also on the Bureau's web The Maine Human Rights Commission

51 State House Station This poster is available online at no charge and may be copied: Augusta, Maine 04333 https://www.maine.gov/labor/posters/ Tel: 207-624-6290 It is illegal for your boss to fire you, threaten you, retaliate TTY users call Maine Relay 711 against you or treat you differently because: You reported a violation of the law; The following agencies may provide useful information on

You are a healthcare worker and you reported a medical error; You reported something that risks someone's health or safety; You have refused to do something that will endanger your life or someone else's life and you have asked your employer to correct it; or

You have been involved in an investigation or hearing held by the You are protected by this law ONLY if: You tell your boss about the problem and allow a reasonable time for it

You have good reason to believe that your boss will not correct the

To report a violation, unsafe condition or practice or an illegal act in your workplace, contact: (This information should be filled in by the employer)

YOUR RIGHTS UNDER USERRA

discriminating against past and present members of the uniformed services, and applicants to the uniformed services. **HEALTH INSURANCE PROTECTION** REEMPLOYMENT RIGHTS 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

exclusions) except for service-connected illnesses or injuries.

The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints

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

of USFRRA violations For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-DOL An interactive online USERRA Advisor can be viewed at https://webapps.dol.gov/elaws/vets/userra.

If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case he referred to the Department of Justice or the Office of Special Counsel, as applicable, for You may also bypass the VETS process and bring a civil action

against an employer for violations of USERRA. 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: https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers 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

National origin Sex (including pregnancy, childbirth, and related medical Age (40 and older)

FED

Job applicants

Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, geneti ervices, or family medical history) Retaliation for filing a charge, reasonably opposing mination, or participating in a discrimination awsuit, investigation, or proceeding Interference, coercion, or threats related to exercising

Employees (current and former), including managers and

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:

rights regarding disability discrimination or pregnancy rganizations are Covered? Most private employers State and local governments (as employers) Educational institutions (as employers)

Staffing agencies What Employment Practices can be Challenged a spects of employment, including Discharge, firing, or lay-off

Harassment (including unwelcome verbal or physical Hiring or promotion Pay (unequal wages or compensation Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical

Job training

Requesting or disclosing medical information of

in an investigation or proceeding

ME

pposing discrimination, filing a charge, or participating

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative ction commitments of companies doing business with the Feder Government, If you are applying for a job with, or are an employee o a company with a Federal contract or subcontract, you are protected

der Federal law from discrimination on the following bases: Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin Executive Order 11246, as amended, prohibits employment iscrimination by Federal contractors based on race, color, religion sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all Asking About, Disclosing, or Discussing Pay Executive Order 11246, as amended, protects applicants and

employees of Federal contractors from discrimination based on quiring about, disclosing, or discussing their compensation or th compensation of other applicants or employees. Section 503 of the Rehabilitation Act of 1973, as amended. protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, Obtaining or disclosing genetic information of employe classification, referral, and other aspects of employment by Federa contractors. Disability discrimination includes not making reasona accommodation to the known physical or mental limitations of an Conduct that might reasonably discourage someone from otherwise qualified individual with a disability who is an applicant of

and advance in employment qualified individuals with disabilities at Conduct that coerces, intimidates, threatens, or interferes all levels of employment, including the executive level. with someone exercising their rights, or someone assisting or encouraging someone else to exercise rights, regarding Protected Veteran Status disability discrimination (including accommodation) or The Vietnam Era Veterans' Readiustment Assistance Act of 1974. as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and

What can You Do if You Believe Discrimination has Occurred Contact the FEOC promptly if you suspect discrimination. Do not dvance in employment, disabled veterans, recently separated delay, because there are strict time limits for filing a charge of veterans (i.e., within three years of discharge or release from active ation (180 or 300 days, depending on where you live/v duty), active duty wartime or campaign badge veterans, or Armed You can reach the EEOC in any of the following ways: an inquiry through the EEOC's public portal Retaliation Retaliation is prohibited against a person who files a complaint of https://publicportal.eeoc.gov/Portal/Login.aspx discrimination, participates in an OFCCP proceeding, or otherwise 1-800-669-6820 (TTY) opposes discrimination by Federal contractors under these Federa 1-844-234-5122 (ASL video phone)

an EEOC field office (information at Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor 200 Constitution Avenue, N.W Washington, D.C. 20210

1-800-397-6251 (toll-free)

If you are deaf, hard of hearing, or have a speech disability, please ial 7–1–1 to access telecommunications relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at https://www.dol.gov/agencies/ofccp/g **PROGRAMS OR ACTIVITIES RECEIVING FEDERAL**

FINANCIAL ASSISTANCE

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 amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may ause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employmen discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination hibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job. If you believe you have been discriminated against in a program o nv institution which receives Federal financial assistance, you shoul immediately contact the Federal agency providing such assistance.

REV. 06/27/2023

DEPARTMENT OF LABOR, BUREAU OF LABOR STANDARDS

mployee, barring undue hardship to the employer. Section 503 also

equires that Federal contractors take affirmative action to employ

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

Child Labor Laws

Child Labor Laws of the State of Maine provide protection for people under the age of 18 in When School Is in Session both agricultural and nonagricultural jobs. The Maine Department of Labor administers the No more than 3 hours on a school day, including Friday. laws, which all employers must follow. Department representatives inspect workplaces to Not more than 18 hours in a week that school is in session one or more days. ensure compliance. Citations and penalties may be issued to employers who do not comply. Work Hours 16 and 17 year olds (enrolled in school) This poster describes some important parts of the laws. A copy of the actual laws and formal No more than 6 days in a row 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 website.) 14 and 15 year olds may work in most businesses, except in occupations declared hazardous and jeopardize their health, well-being or educational opportunities, 16 and 17 year olds may work in most businesses, however not in hazardous jobs. These provisions also provide limited exemptions. Contact the Bureau of Labor Standards for details.

All minors under 16 years of age need work permits in order to work. Superintendent of schools certify academic standing Minor allowed only one permit during the school year but two during summer Minor cannot work until permit is approved by Bureau of Labor Standards.

Employer keeps Bureau-approved permit on file. All employers must keep accurate payroll records for workers under 18. Records must show what time the minor began work, total hours worked, and what time the minor finished work **Note:** Maine employers 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 603-666-7716

Work Hours 14 and 15 year olds

No more than six days in a row Cannot work before 7 a.m. Not after 7 p.m. during school year. · Cannot work after 9 p.m. during summer vacation.

Not more than 40 hours in a week (school must be out entire week)

No more than 8 hours in any one day (weekend, holiday, vacation or workshop).

When School Is Not in Session

• No more than 10 hours in any one day (weekend, holiday, vacation, or workshop). No more than 50 hours in a week. When School Is in Session No more than 6 hours on a school day. • No more than 10 hours on any holiday, vacation, or workshop day.

 No more than 24 hours in a week, except may work 50 hours any week that approved school calendar is less than three days or during the first and last week The Maine Department of Labor provides equal opportunity in employment and programs. For more information, contact:

Maine Department of Labor Bureau of Labor Standards 45 State House Station Augusta, Maine 04333-0045 Telephone: 207-623-7900

TTY users call Maine Relay 711.

Web site: www.maine.gov/labor/bls

Email: bls.mdol@maine.gov

Cannot work before 7 a.m. on a school day.

Cannot work before 5 a.m. on a non-school day.

On last day of school week, may work up to 8 hours

Cannot work after 10:15 p.m. the night before a school day

Can work up to midnight when there is no school the next day.

REV. 11/2019

DEPARTMENT OF LABOR, BUREAU OF LABOR STANDARDS **Veterans' Benefits & Services**

Benefits and Services for Maine Veterans can be accessed through the Department of Defense, Veterans and Emergency Management and the Maine Bureau of Veterans' Services. nis poster describes some important benefits and services offered. Free printed posters and requirements may be obtained from the Department of Labor, Bureau of Labor Standards, by calling 207-623-7900 or by visiting the Bureau's website at www.maine.gov/labor/posters

Maine Law (Title 26, M.R.S.A. § 42-D) requires every employer with more than 50 full-time equivalent employees to place this poster in the

This poster is available online at no charge and may be copied: www.maine.gov/labor/posters/ The State of Maine provides a wide variety of services for Veterans. This poster provides information for the Substance Use & Mental Health Treatment Veterans seeking assistance for substance use treatment should contact the SUD Intensive Outpatient's (Addictions Services - SUD Program) at 207-623-8411x 4098. For other mental **Educational, Workforce & Training Resources** nealth services, go to: www.va.gov/directory/guide/SUD.asp Maine CareerCenters are located throughout the state and provide educational, training and

Each CareerCenter has a dedicated veteran representative onsite. Find out more at www.mainecareercenter.gov and www.mainecareercenter.gov/employment/veterans.shtm Entrepreneurship services from the Small Business Administration are also offered. Find out more For further educational resources, the Maine Bureau of Veterans' Services has a complete listing of institutions of higher learning in their Maine Veterans' Benefits and Resource Guide at vw.maine.gov/veterans/docs/MBVS-Resource-Guide.pdf The State of Maine has an employment preference to veterans who apply for State positions. In addition, in accordance with Executive Order 2016-002, if a veterar applies for a State job and is not ultimately hired for that job, it is the policy of the Bureau of Human Resources to provide guidance to that veteran on other State of Maine openings for which that veteran may be qualified to apply. See guidance at

orkforce resources, including veteran-specific referral services through the Maine Military

and Community Network and employment support like the Maine Hire-A-Vet Program at

ility for Unemployment Insurance Benefits You may be eligible for unemployment if you separated in the last 18 months. If filing in the State of Maine, call 1-800-593-7660 or visit the unemployment website for more er's Licenses & Non-Driver Identification Cards Veterans may request a military service license designator for their license or ID. Proof of active service or honorable discharge (DD Form 214) is required

For more information about the eligibility requirements for the Military Service Designation contact the Bureau of Motor Vehicles at 207-624-9000. The Crisis Line provides 24/7, confidential support for veterans AND their families Veterans do not have to be enrolled in VA benefits or health care to access this service

Bureau. "Bureau" means the Department of Labor, Bureau of Labor Standards.

If you have questions about working safely at the computer, speak to your

Employ. "Employ" means to employ or permit to work.

commonly called video display terminals.

For full text of the statute visit MRSA Title 26 §251, 252.

To access assistance, dial 988, then press 1

ME

For an online chat option, go to www.veteranscrisisline.net

Phone: 207-287-7020 | Website: www.maine.gov/veterans/ The Maine Department of Labor provides equal opportunity in employment and programs Auxiliary aids and services are available to people with disabilities upon request REV. 03/2024

Veterans are entitled to certain tax benefits. To find out more, go to

choose the Legal/Financial option. Veterans can also select a specific county to search, or can

The map will provide legal services options, complete with links to the businesses and/or

Other State benefits such as providing park passes, hunting and fishing license

To access legal services for Veterans, go to www.maine.gov

choose to search the entire state for resources.

Filing a claim with the VA

Enrolling in VA Healthcare

Obtaining burial benefits

Recognitions for services

To Access Services, Contact:

Website: www.maine.gov/dvem/index.html

Educational benefits

Veterans & Emergency Management

Maine Bureau of Veterans' Services

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. This poster is available online at no charge and may be copied: https://www.maine.gov/labor/posters/ The Maine Video Display Terminal (VDT) Law gives certain rights to people who use computers for work. Video Display Terminals MRSA Title 26 §251.

DEPARTMENT OF LABOR, BUREAU OF LABOR STANDARDS

Video Display Terminals

Employee. "Employee" means any person engaged to work on a steady or regular basis as an operator by an employer located or doing business in the State. Employer. "Employer" means any person, partnership, firm, association or The program must include, at a minimum: corporation, public or private that uses 2 or more terminals at one location Notification of the rights and duties created under this subchapter by Operator. "Operator" means any employee whose primary task is to operate a posting in a prominent location in the workplace a copy of this subchapter minal for more than four consecutive hours, exclusive of breaks, on a daily basis. An explanation or description of the proper use of terminals and the Terminal. "Terminal" means any electronic video screen data presentation machine.

supervisor or contact the Maine Department of Labor **Bureau of Labor Standards** Tel: 1-877-SAFE-345 (1-877-723-3345) TTY users call Maine Relay 711. Web site: www.maine.gov/labor/bls Email: bls.mdol@maine.gov

Education and training MRSA Title §252. Every employer shall establish an education and training program for all operators as provided Requirements. An employer's education and training program must be provided both orally and in writing, except that an employer that uses fewer than 5 terminals at one location may provide the education and training program in writing only.

protective measures that the operator may take to avoid or minimize symptoms or conditions that may result from extended or improper use Instruction related to the importance of maintaining proper posture during terminal operation and a description of methods to achieve and maintain this posture, including the use of any adjustable work station equipment used by the operator. education and training programs, occupational safety literature that provides appropriate, current and pertinent data on terminal use. Training schedule. Employers shall provide operators with this education and

training program within 30 days of employment and annually thereafter. The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to people with disabilities upon request.

REV. 11/2019

FOR DATES OF INJURY ON AND AFTER JANUARY 1, 2020 **WORKERS** COMPENSATION Notice to Employees: retenues dues par employeur. Pour plus d

des services privés, visitez le site internet de

Worker Misclassification Task Force (Unité

anti-fraude en matière de classification des

Si vous n'êtes pas sûr de vos droits, veuille

Aviso a los Trabajadores:

La ley del estado de Maine requiere que s

empresario proporcione el seguro de compens

El seguro de compensaciones para el trabajador

proporciona beneficios a los trabajadores acciden

NOTIFIOLIFI O INMEDIATAMENTE A SIL

EMPRESARIO. Podría perder el derecho

recibir compensación a menos que su empresar

sea notificado de este accidente o daño en el plazo

de 60 días. Así mismo esta reclamación debe

hacer referencia a unaccidente o daño que no

haya ocurrido hace más de dos años. Lo

proporcionar ayuda a los trabajadores accider

tados en el Consejo de Administración de Com

pensaciones para el Trabajador (Workers' Com-

El hecho de no clasificar a los empleados co

contratistas independientes, con el propósito de

evitar el seguro por compensación al trabajador

pagados y retenidos por el empleador; está en

contra de la lev del empleador. Para mayor infor

mación acerca de las leyes pertenecientes a la

visite el Worker Misclassification Task Forc

en la página web de www.maine.gov/labor

derechos, favor de dirigirse a una de las oficina

regionales de compensaciones para el trabajador.

En caso de tener cualquier pregunta sobre sus

"Khi gọi điện thoại để được giúp đỡ, xin quý vị hãy

viên giúp quý vị. Xin quý vị chờ trên đường dây

"VIETNAMESE" để chúng tôi cho thông dịch

عند اتصالكم للمساعدة أو لطلب خدمة معينة نرجو منكم أن تذكروا

(أ-رُ-بِ-كَ)ونعن سنقدُم لكم مترجما شفهيا . ابقوا على الخط من

را که بدان صحبت مي کنيد به انگليسي ذکر کنيد تا

راجع به امري به ما تلفن مي كنيد، لطفأ نام زباني

قطع نكنيد. هنگاميكه براي درخواست كمك يا

با یک مترجم براي

شما تماس گرفته شود. لطفاً روي خط منتظر بمانيد.

Marka aad caawinaad inoogu soo yeeraneysid, fadhlan

افراد مترجم در دسترس می باشند.

مترجمون شفهيون متيشرون لخدمتكم

nsores del trabajador están disponibles para

ciones para el trabajador a todos los trabajado

contacter l'un des bureaux régionaux.

State law requires your er

enefits to employees who are injured at work.

If you are injured at work, NOTIFY YOUR

EMPLOYER AT ONCE. You may lose your

ight to receive benefits unless your employer is

notified within 60 days of your injury. You

claim is also subject to a two year statute of

nitations. Worker advocates are available at the

It is against the law for employers to mis-

lassify employees as independent contractors

for the purposes of avoiding workers' compen-

other employer paid taxes and withholding

For more information on laws pertaining to the

Worker Misclassification Task Force website a

If you have any questions about your rights,

A l'intention des Employes:

D'anrès les lois de l'Etat du Maine votre

ployeur est tenu de souscrire à une assurance

Si vous êtes victime d'un accident du travail

PREVENEZ VOTRE EMPLOYEUR IMMEDI-

ATEMENT. Passé un délai de 60 jours, vous

Au-delà de deux ans, votre déclaration n'est plus

ecevable. Pour aider les victimes d'un accident

lu travail, le Workers'Compensation Board met

La loi interdit aux employeurs de classifier

ontractants privés aux fins d'échapper a

angielsku "Polish" i czekać na linii

提供口譯服務

要挂斷電話。

Illacieusement leurs salariés comme étant des misclas

Aby uzyskać pomoc tłumacze, proszę powiedzieć p

пожалуйста скажите, что Вы говорите по-русск

оизнесите "РАШН"), и мы обеспечим Вас

переводчиком. После этого, пожалуйста, остав

INESE)— 我們將爲您提供口譯人員。請不

通訳を必要とされる場合は「ジャパニーズ」と

おっしゃり、通訳がでるまでそのままでお待ちく

도움이 필요하여 전화를 거실 때 영어로 코리언

To the employer: This notice must be posted in a conspicuous place upon your premises accessible to employees. 39-A MRSA \$406. The State of Maine does not discriminate on the

(KOREAN)이라고 말씀하시면 통 역자를 연결해 드릴

打電話請求幫助時,請用英語說"挾音呢斯"

通訳サービスをご利用いただけます

한국어 통역을 이용하실 수 있습니다.

Receive medical treatment; or

12-month period to care for an immediate family member who is ill.

contact the U.S. Department of Labor Wage and Hour Office at 866-487-9243.

Leave to Care for Family

Earned Income Tax Credit

on the employee's income tax return.

s conseillers juridiques à leur disposition.

uez de perdre vos droits à l'inde

isant ses employés victimes d'un accident

hiring of independent contractors,

lease contact one of the regional offices

www.maine.gov/labor/misclass.

Workers' Compensation Board to help injured

WORKERS' **COMPENSATION BOARD REGIONAL OFFICES**

AUGUSTA 442 Civic Center Drive, Suite 225 156 State House Station Augusta, ME 04333-0156 207-287-2308 1-800-400-6854

Portland, ME 04103

207-822-0840

1-800-400-6858

CARIBOU

43 Hatch Drive, Suite 110

Caribou, ME 04736-2347

207-498-6428

1-800-400-6855

Visit our website at:

www.maine.gov/wcb

Statewide TTY: 711

en calling for assistance, please say the name

of your language in English and an interpreter will

ecesita que le atiendan en español por favor dig

Se precisar de atendimento em Português, por favor

Se avete bisogno di assistenza in Italiano, Vi preghiam

di dire "Italian" e un intèrprete sará messo a Vostra

disposizione. Vi preghiamo di rimanere in linea.

Lorsque vous appelez pour demander de l'aide, prononcez le mot "French" et nous mettrons un

nterprète à votre disposition. Prière de rester en ligne

chamado. Por favor, aguarde na linha.

LEWISTON 36 Mollison Way Lewiston MF 04240-5811 207-753-7700 1-800-400-6857 BANGOR 396 Griffin Road, Suite 105 Bangor, ME 04401

impending military deployment. **Types of Leave** Continuous leave: Leave where you are out of work for days or weeks at a time. 207-941-4550 Intermittent leave: Leave where you are still working and you 1-800-400-6856 need to take time off but it is not the same every day or every **PORTLAND** 56 Northport Drive, Suite 201

Reduced leave: Leave where you are still working but you are consistently working fewer hours. To establish a claim, you must have earned a total of six times the statewide annual average weekly wage in

DEPARTMENT OF LABOR.

BUREAU OF LABOR STANDARDS

Paid Family and Medical Leave

Maine Law (Title 26, M.R.S.A. § 42-B and § 850-1)

requires every employer to place this poster in the

workplace where workers can easily see it.

Maine's Paid Family and Medical Leave (PFML) law will provide

leave or leave related to a family member's impending military

A copy of the actual laws and formal interpretations may

be found online at www.maine.gov/paidleave or by calling 207-623-7900 | TTY users call Maine Relay 711.

leave or 12 weeks, whichever is less.

statewide average weekly wage.

Reasons for Leave

REV. 02/2022

This poster is available online at no charge and may be copied:

www.maine.gov/labor/posters

Benefits are available for the duration of your needed

Benefit amounts will be determined based on your

previous earnings and are capped at Maine's annua

Family leave: To care for a new child through birth, adoption,

fostering, or to care for family with a serious health condition

Medical leave: To care for one's own serious medical needs.

Safe leave: To stay safe or to help a family member stay safe

Military leave: For emergencies related to a family member's

up to 12 weeks of paid leave for family leave, medical leave, safe

Maine in your base period. The base period is defined as the first four of the last five completed calendar guarters. In most cases, the Department of Labor has your wage information on file. If it is not on file, the Department will take steps to obtain it. **Payroll Deductions** Premiums will be deducted from your pay beginning with the first pay date after January 1, 2025.

For calendar years 2025 through 2027, the premium rate for you cannot be more than 0.5 percent of wages. For example, an individual who earns \$600 per week will contribute no more than \$3 per week. Other Information You Should Know Except in a medical emergency, an employer can claim

that the leave be scheduled at a mutually-agreeable Employers must restore you back to your original position or to an equivalent position with equivalent benefits, pay and other terms and conditions of employment if you have been with your employer for at least 120 consecutive days when you started your leave.

an undue hardship in certain circumstances and request

Applications for benefits are scheduled to be accepted starting May 1, 2026 For more information, contact: Maine Department of Labor Paid Family and Medical Leave 50 State House Station

Augusta, Maine 04333-0050 Web site: www.maine.gov/paidleave The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are

ME

Time of Payment

Organ donation;

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. Labor Laws of the State of Maine provide protection for people who work in Maine. The Maine Department of Labor administers the laws, which all employers must follow. Department representatives inspect workplaces to ensure compliance. Citations and penalties may be issued to employers who do not comply.

This poster describes some important parts of the laws. A copy of the 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

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, Employees must be paid in full at least every 16 days. Employees must be notified of any decrease in wages or salary

assault, sexual assault or stalking or any act that would support an order for protection under Title 19-A M.R.S.A., c. at least one day prior to the change 101 and the employee needs the time to Prepare for and attend court proceedings; or An employee leaving employment, must be paid in full no later than the employee's next established payday. This may also include the payment of accrued vacation pay and/or Earned Paid Leave. Obtain necessary services to remedy crisis

Employers cannot require that an employee pay for losses such as broken merchandise, bad checks, or bills not paid by customers, nor for special uniforms and certain tools of the trade.

Most employees must be offered a 30 consecutive minute paid or unpaid rest break after 6 hours of work. Nursing mothers must be provided with unpaid break time or be permitted to use their paid break or meal time to express milk. The employer must make reasonable efforts to provide a clean room or location, other than a bathroom, where the milk can be expressed.

Family Medical Leave An employee who has worked for the last 12 months at a workplace with 15 or more employees may be entitled to up to 10 weeks of paid or unpaid leave for a qualifying event. Birth or adoption of a child or domestic partner's child; Serious health condition of the employee or immediate family member, including domestic partner; domestic partner's child, grandchild, domestic partner's grandchild;

Death or serious health condition of the employee's spouse, domestic partner, parent or child if it occurs while the spouse, domestic partner, parent or child is on active duty; Serious health condition or death of a sibling who shares joint living and financial arrangements with the (Federal family medical leave is different, call 866-487-9243 for more information.)

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/bl

If the employer's policy provides for paid time off, the employee must be allowed to use up to 40 hours in a

An employer that employs more than 10 employees in the usual and regular course of business for more than 120

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

Employees may be eligible for federal and state earned income tax credits. Employees may apply for the tax credits

Note: Maine employers may also be covered under the Federal Fair Labor Standards Act. For more information,

days in any calendar year shall permit each employee to earn paid leave based on the employee's base pay. An

At-Will Employment — Under Maine law, an at-will employee may be terminated for any reason not specifically prohibited by law. In most instances, you are an at-will employee unless you are covered by a collective bargaining agreement or other contract that limits termination. If you have questions about at-will employment, contact your human resources

department or the Bureau of Labor Standards. The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to people with disabilities upon request



Job Safety and Health IT'S THE LAW!

All workers have the right to: A safe workplace. Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being

retaliated against. Receive information and training on job hazards, including all hazardous substances in your workplace.

 Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.

speak in private to the inspector. • File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been

retaliated against for using your rights.

Participate (or have your representative)

participate) in an OSHA inspection and

 See any OSHA citations issued to your employer. Request copies of your medical records, tests

that measure hazards in the workplace, and

the workplace injury and illness log.

Contact OSHA. We can help.

TWO ways to verify poster compliance!

ONLINE

This poster is available free from OSHA.

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 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.



65786F

To update your labor law posters contact

1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

62828 FED-ME-ENG

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