

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL. Know Your Rights: Workplace Discrimination Is Illegal. The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in the workplace.

DISCRIMINATION NOTICE EMPLOYMENT DISCRIMINATION IS UNLAWFUL. What My Employer Retaliates? Retaliation is also prohibited under the law. When you exercise your rights to seek relief and complain, an employer decides to punish you.

FMLA - FAMILY AND MEDICAL LEAVE ACT. Your Employee Rights Under the Family and Medical Leave Act. What is FMLA leave? 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.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS. Protected Veterans Status. The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action by employers to recruit and hire, active duty military service members, retired separated veterans (i.e., within three years of discharge or release from active duty), and their spouses.

MARYLAND & FEDERAL LABOR POSTER

Maryland Minimum Wage and Overtime Law. Labor and Employment Article, Title 3, Subtitle 4, Annotated Code of Maryland. Minimum Wage. Most employees must be paid the Maryland State Minimum Wage.

EARNED SICK AND SAFE LEAVE. MARYLAND EARNED SICK AND SAFE LEAVE. 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 is a parent, grandparent, grandchild, sibling, or the employee's spouse when the employee or the employee's spouse was a minor.

WORKERS' COMPENSATION WORKERS' COMPENSATION in Maryland. Job Related Accidental Personal Injury or Occupational Disease? If you are disabled and unable to work for more than three (3) days, your employer's workers' compensation insurance company may pay your medical bills and other expenses and replace two-thirds (2/3) of your salary.

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 • Fax: 410-333-1373

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT. MARYLAND OCCUPATIONAL SAFETY AND HEALTH ACT. PUBLIC SECTOR. The Maryland Occupational Safety and Health Act of 1973 provides job safety and health protection for workers through the promotion of safe and healthful working conditions throughout the State.

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PAYDAY NOTICE Regular Paydays for Employees of. (Company Name) (Employer's Name) Weekly Bi-Weekly Monthly Other

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Accidentes por lesión/dono corporal relacionados con el Empleo o Enfermedad Profesional. Si usted se encuentra incapacitado o inhabilitado para trabajar por más de tres días, el seguro de trabajadores que tienen las compañías pudiera cubrir las facturas médicas y otros gastos relacionados.

YOU MAY NEED TO CHECK YOUR WITHHOLDING. Now is the time to check your withholding. Now more details, get Publication 979, How to Adjust Your Withholding, or use the Withholding Calculator at www.irs.gov/individuals on the IRS website.

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Maryland Workers' Compensation Commission. 10 East Baltimore Street, Baltimore, Maryland 21202-1641. (410) 864-5100. Website http://www.wcc.state.md.us

UNEMPLOYMENT INSURANCE TO EMPLOYEES. YOUR EMPLOYER IS SUBJECT TO THE Maryland Unemployment Insurance Law and you are covered by this law. No deduction is made from your wages for this purpose.

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EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT. The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

HEALTH INSURANCE COVERAGE TO BE POSTED HEALTH INSURANCE COVERAGE. If you wish to continue your health insurance, you MUST give your employer written notice to later than five (5) days after your last day of work.

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Maryland Equal Pay Act (Labor and Employment Article Title 3, Subtitle 3). 53-301. (a) In this subtitle the following words have the meanings indicated: (i) "Employee" means: (A) a person engaged in a business, industry, profession, or trade or other enterprise in this State; (ii) "The State and its units," (iii) "An employer," (iv) "A municipal government in the State," (v) "An employer" includes a person who acts directly or indirectly in the interest of another employer in the State.

ANTI-DISCRIMINATION NOTICE. It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which documents they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.

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ACCOMMODATION FOR PREGNANCY DISABILITIES. PREGNANT & WORKING. State of Maryland Commission on Civil Rights. 5 Saint Paul Street, Suite 900, Baltimore, MD 21201-1631. Know Your Rights: If you are pregnant, you have a legal right to a reasonable accommodation if your pregnancy or any of its medical consequences causes or contributes to a disability and the accommodation does not impose an undue hardship on your employer.

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USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT. 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 uniformed services.

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FEDERAL MINIMUM WAGE EMPLOYERS 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 all employees can readily see it. OVERTIME PAY At least 1.5 times your regular rate of pay for all hours worked over 40 in a workweek.

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