



FEEOC - EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW
EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW
PRIVATE EMPLOYERS, STATE AND LOCAL GOVERNMENTS, EDUCATIONAL INSTITUTIONS, EMPLOYMENT AGENCIES AND LABOR ORGANIZATIONS

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

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, prohibits employment discrimination based on race, color, religion, sex, sexual orientation, gender identity or expression, or national origin in programs or activities receiving Federal financial assistance.

EMPLOYEE POLYGRAPH PROTECTION ACT
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.

FEDERAL MINIMUM WAGE
EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT
The law requires employers to display this poster where employees can readily see it. OVERTIME PAY At least 1 1/2 times your regular rate of pay for all hours worked over 40 in a week.

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009
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MASSACHUSETTS MINIMUM WAGE
Massachusetts Wage & Hour Laws
The minimum wage is \$11.00. Minimum wage is \$11.00. In Massachusetts, all workers are presumed to be employees. The minimum wage applies to all employees, except:

Sexual Harassment at Work
DOES NOT HAVE TO BE TOLERATED. IT'S ILLEGAL.
If you are being sexually harassed, report it immediately to your supervisor or contact:

DISCRIMINATION
FAIR EMPLOYMENT IN MASSACHUSETTS
Applicants to and employees of private employers with 6 or more employees, state and local governments, employment agencies and labor organizations are protected under Massachusetts General Laws Chapter 151B

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT
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 work-related injury or illness, without being retaliated against.

WORKERS' COMPENSATION
NOTICE TO EMPLOYEES
THE COMMONWEALTH OF MASSACHUSETTS DEPARTMENT OF INDUSTRIAL ACCIDENTS
1 Congress Street, Suite 100, Boston, Massachusetts 02114-2017 • 617-727-4900 • http://www.mass.gov/dia

NOTICE TO EMPLOYERS
THE COMMONWEALTH OF MASSACHUSETTS DEPARTMENT OF INDUSTRIAL ACCIDENTS
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UNEMPLOYMENT INSURANCE
Information on Employees' Unemployment Insurance Coverage
Employer Name: _____ Employer DUA ID #: _____
Address: _____

NO SMOKING NOTICE
It is illegal to smoke in this establishment.
To report a violation, contact the Massachusetts Department of Public Health at 1-800-992-2895

ANTI-DISCRIMINATION NOTICE
It is illegal to discriminate against work-authorized individuals. Employees CANNOT specify which document(s) they will accept from an employee.

PAYDAY NOTICE
Regular Paydays for Employees
By: _____ Title: _____

WITHHOLDING STATUS
YOU MAY NEED TO CHECK YOUR WITHHOLDING
If you have just filed Form W-4 with your employer, you may need to file a new Form W-4.

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT
YOUR RIGHTS UNDER USERRA
THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

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There are two ways to apply for UI Benefits:
Apply by Using UI Online
Apply by calling the TeleClaim Center

Table with 2 columns: If the last digit of your Social Security Number is: and Assigned day to call TeleClaims is:
0, 1 Monday
2, 3 Tuesday
4, 5 Wednesday
7, 8 Thursday
Any last digit Friday

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FMLA - FAMILY AND MEDICAL LEAVE ACT
EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT
LEAVE ENTITLEMENTS Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

BENEFITS & PROTECTIONS While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave. Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions.

FACT SHEET ON PARENTAL LEAVE
Massachusetts Commission Against Discrimination PARENTAL LEAVE
An Act, Relative to Parental Leave expands the current maternity leave law, G.L. c. 149, § 105D, which is enforced by the Massachusetts Commission Against Discrimination (MCAD).

EARNED SICK TIME
Notice of Employee Rights
Beginning July 1, 2015, Massachusetts employees have the right to earn and take sick leave from work.

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