

25

MARYLAND & FEDERAL LABOR LAW POSTER



Compliance Code: MD-0225-F04 • Check Compliance By Scanning Here •

EEOC - 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.

Who is Protected? • Employees (current and former), including managers and temporary employees	 Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding 	 Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding 	
 Union members and applicants for membership in a union What Organizations are Covered? Most private employers State and local governments (as employers) Educational institutions (as employers) Unions Staffing agencies What Types of Employment Discrimination are Illegal? Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of: Race Color National origin Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity) Age (40 and older) Disability Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic 	 Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation What Employment Practices can be Challenged as Discriminatory? All aspects of employment, including: Discharge, firing, or lay-off Harassment (including unwelcome verbal or physical conduct) Hiring or promotion Assignment Pay (unequal wages or compensation) Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical condition; or a sincerely-held religious belief, observance or practice Benefits Job training Classification Referral Obtaining or disclosing genetic information of employees Requesting or disclosing medical information of employees 	 Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights, or someone assisting or encouraging someone else to exercise rights, regarding disability discrimination (including accommodation) or pregnancy accommodation What can You Do if You Believe Discrimination has Occurred? 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 the EEOC in any of the following ways: 	
		Submit an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx Call 1-800-669-4000 (toll free) 1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone) Visit an EEOC field office (information at www.eeoc.gov/field-office) E-Mail info@eeoc.gov Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov.	

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under 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 discrimination 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 aspects of employment. **Asking About, Disclosing, or Discussing Pay** Executive Order 11246, as amended, protects applicants or employees. **Disability** Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, iob training, classification, referral, and other of Labor 2000 constitution Avenue, N.W. Washington, D.C. 20210 1=800–397–6251 (toll-free) as amended, protects qualified individuals with disabilities from discrimination in nirring, 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 all levels of employment including the executive level disabilities at all levels of employment, including the executive level.

Know Your Rights: Workplace Discrimination is Illegal

at https://www.dol.gov/agencies/ofccp/contact

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 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, discrimination of employment, discrimination is covered by the cover and the primary objective of the financial assistance is provision of employment. Act of the primary objective of the financial assistance is provision of employment. or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits which receives Federal financial assistance, you should immediately contact the Federal ion on the basis of sex in educational programs or activities agency providing such assistance.

(Revised 6/27/2023

WORKERS' COMPENSATION

WORKERS' COMPENSATION in MARYLAND LA COMPENSACIÓN DEL TRABAJADOR en

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 (limited to the maximum set by law).

<u>If you are injured on the job:</u>

1. Notify your employer or supervisor at once. You cannot receive full benefits unless your employer knows you are injured.

- Tell the doctor who treats you that you were hurt on the job.
- 3. Complete an Employee's Claim Form C-1 (available by phone or on the Commission's website) and send it to us as soon as possible.

DISCRIMINATION NOTICE		FMLA - FAMILY AND MEDICAL LEAVE ACT	
Employment Discrimination is Unlawful		Your Employee Rights Under the Family and Medical Leave Act	
 How Does The Law Protect Me? State Government Article, \$20-602 of the Annotatin Code of Maryland provides every Marylander equal protection in employment regardless of. Mace, Sex, Age, Ethnicity, Ancestry or National Origin, Religion, Physical or Identity. Genetic Information What an Protected From? You are protected from unlawful discrimination from the following employment-related practices. Phopers cannot discriminate in recruiting, interviewing, hiring, uprading protections cannot deny membership to qualified persons or discriminate in proteination of the remedia cannot dusful by being employment questions, and discharging an employee. Alabor organizations cannot deny membership to qualified persons or discriminate. Pimployment agencies cannot discriminate in job referrals, ask discriminatory premployment questions, or circulate information that unlawfully limits employment. Newspapers and other media cannot publish job advertisements that discriminate. State of Maryland Commission on Civil Rights (Sain Paul Street, Suite 900, Baltimore, MD 21202-1631 Mari (10) 767-8600 [Toll Free: 1(800) 637-6247 [TTY: (410) 333-1737 [Fax: (410) 333-1841] mccr@maryland.gov] www.mccr.maryland.gov Maryland Commission on Civil Rights (Sain Paul Street, Suite 900, Baltimore, MD 21202-1631 Mari (10) 767-8600 [Toll Free: 1(800) 637-6247 [TTY: (410) 333-1737 [Fax: (410) 333-1841] mccr@maryland.gov] www.mccr.maryland.gov Maryland Commission on Civil Rights (Sain Paul Street, Suite 900, Baltimore, MD 21202-1631 Mari (10) 767-8600 [Toll Free: 1(800) 637-6247 [TTY: (410) 333-1737 [Fax: (410) 333-1841] mccr@maryland.gov] www.mccr.maryland.gov Maryland Commission on Civil Rights (Sain Paul Street, Suite 900, Baltimore, MD 21202-1631 Mary (210) 767-8600 [Toll Free: 1(800) 637-6247 [TTY: (410) 333-1737 [Fax: (410) 333-1841] mccr@maryland.g		 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. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees. Eligible employees can take up to 12 workweeks of FMLA for most employees, child or parent with a serious mental or physical health condition that makes you unable to work, or for a certain qualifying reasons related to the foreign deployment of 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 with a serious injury or illness may take up to 26 workweeks of FMLA leave in one block of time. When it is medical reason for which you need FMLA leave in one block of time. When it is medical necessary or otherwise permitted, you may take FMLA leave intermittently in separate fact Sheet #28M(c) for more information. Mut aleave is not paid leave, fly uo may take FMLA leave intermittently in separate fact Sheet #28M(c) for more information. Mut aleave is not paid leave. You remployer's paid leave policy covers the reason for which you need FMLA leave intermittently in separate. Mut aleave is not paid leave? You are an eligible employee if all of the following apply: You wave worked for your employer, a low worked for your employer at least 12 months, You wave worked for your employer, a least 12 months, 	
DEPARTMENT OF LABOR	(Labor and Employment Article, Title 3, Subtitle 4, Annotated Code of Maryland)	• Your employer has at least 50 employees within 75 miles of your work location.	
Minimum	Minimum Wage Most employees must be paid the Maryland State Minimum Wage Rate.	 Airline flight crew employees have different "hours of service" requirements. You work for a covered employer if one of the following applies: You work for a private employer that had at least 50 employees during at least. You work for a private employer that had at least 50 employees during at least. 	
Wage Rates	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. Employees under 18 years of age must earn at least 85% of the State Minimum Wage Rate.	 You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year, You work for an elementary or public or private secondary school, or 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 Personnel Management. How do I request FMLA leave? Generally, to request FMLA leave you must: Follow your employer's normal policies for requesting leave, 	
\$15.00 Effective 1/1/24	Overtime 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 week	 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. Scan the QR code to learn about our WHD complaint process. WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR WH1420 REV 04/23	
the applicable rate	Exemptions • Establishments engaged in the first canning, packing or Minimum Wage and Overtime Exemptions: • Establishments engaged in the first canning, packing or		
	 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 16 working less than 20 hours per week Outside salespersons Commissioned employees 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 Drive-in theaters Overtime Only Exemptions (must earn the State Minimum Wage Rate): Taxicab 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 	EARNED SICK AND SAFE LEAVE Image: Construction of Labor Image: Construction of Labor The Maryland Healthy Working Families Act requires employees with 15 or more employees to provide paid sick and safe leave for certain employees. It also requires that employees to provide paid sick and safe leave for certain employees. It also requires that employees who employ 14 or fewer employees provide unpaid sick and safe leave for certain employees. It also requires that employees. 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, or an individual who acted as a parent or stood in loco parentis to the employee or the employee's spouse was a minor. Earned sick and safe leave begins to accrue on February 11, 2018, or the date on whith an employee begins employment with the employer, whichever is later. An employee are permitted to use earned sick and safe leave when it is foreseeable. An employer may deny leave in certain circumstances.	
	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 • Telephone Number: (410) 767-2357 • Fax Number: (410) 333-7303 E-mail: <u>dldliemploymentstandards-dllr@maryland.gov</u>	 employee works; however, an employee is not entitled to earn more than 40 hours of earned sick and safe leave in a year or accrue more than 64 hours of earned sick and safe leave in a year or accrue more than 64 hours of earned sick and safe Leave Usage An employee is allowed to use earned sick and safe leave under the following conditions: 	
	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. Rev. 12/23	 To care for or treat the employee's mental or physical illness, injury, or condition; To obtain preventative medical care for the employee or the employee's familymember; To care for a family member with a mental or physical illness, injury, or condition; Who 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. 	
NOTICE TO TIPPED EMPLOYEES		 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 	
received more than \$30 eac employer from requiring a tip	A employee is an employee who customarily and regularly ch month in tips or gratuities. Maryland law prohibits an ped employee to reimburse an employer or pay an employer er's charge for food or beverage if the customer leaves the employee to reimburse an employer or pay an employer er's charge for food or beverage if the customer leaves the environment of the custom	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 services organization; (3) for legal services or proceedings; or (4) because the employee has temporarily relocated as a result of the domestic violence, sexual assault, or stalking.	
employer's place of business without paying for the charges. In addition, unless otherwise place of business without paying the charges, you may contact the Commissioner of Labor provided by law, and employer is prohibited from making a deduction to an employee's and Industry at:		OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT	
Pursuant to \$3-713 (C) OF THE LABOR AND EMPLOYMENT ARTICLE Pursicipa of Labora and Industry Employment from dards Service OF THE MARYLAND ANNOTATED CODE EMPLOYMENT ARTICLE OF THE MARYLAND ANNOTATED CODE EMPLOYMENT ARTICLE			

Rev. 2/2022

10946 Golden West Dive, Suite 160, Hunt Valley, MD 21031 Telephone Number: (410) 767-2357 • Fax Number: (410) 333-7303

E-mail: dldliemploymentstandards-dllr@maryland.gov

CONSPICUOUSLY POST THIS NOTICE IN A PLACE WHERE ANY TIPPED

EMPLOYEE IS EMPLOYED

	PAYDAY NOTICE
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.	Regular Paydays for Employees of
Employer/Empleador	(Company Name) Shall be as follows:
Business Address/Dirección	Weekly Bi-Weekly Monthly Other
City/State/Zip	By: Title:
Ciudad/Estado/Código Postal	WITHHOLDING STATUS
Federal Employer ID (FEIN)	YOU MAY NEED TO CHECK YOUR WITHHOLDING
Indentificación Federal Del Empleador	Since you last filed form W-4 with your employer did you Now is the time to check your withholding. • Marry or divorce? For more details, get Publication 919, How Do I Adjust My Tax Withholding?, or use the
Telephone Number/Número Telefónico	 Gain or lose a dependent? Change your name? Withholding Calculator at www.irs.gov/individuals on the IRS web site. Employer: Please post or publish this Bulletin Board Poster so that your employees Were there major changes to
Insurance Company Name	 Your nonwage income (interest, dividends, capital gains, etc.)? Your family wage income (you or your spouse started or ended a job)? Your itemized deductions?
La Compañía de Seguro	Your itemized deductions? Your tax credits? If you can answer "YES" Cat. No. 11047P
Insurance Company Telephone	To any of these questions or you owed extra tax when you filed your last return, you may need to file a new form W-4. See your employer for a copy of Form W-4 or call the IRS at 1-800-829-3676.
Telefónico de la Compañía de Seguro	UNEMPLOYMENT INSURANCE
MD WCC Form C-24 05/2017	TO EMPLOYEES
 ¿Accidentes por lesión/dono corporal relacionados con el Empleo o Enfermedad Profesional? Si usted se encuentra incapacitado o inhabilitado para trabajar por mas de tres días, el seguro de trabajadores que tienen las compañías pudiera cubrir las facturas médicas y otros gastos relacionados. También le compensarían 2/3 de sus ingresos (Hasta un monto máximo estipulado por la ley). Si usted sufre una lesión en el trabajo, debe: 1. Informarle a su empleador o supervisor de inmediato. No podría recibir todas sus beneficios a menos que 	 YOUR EMPLOYER IS SUBJECT TO the Maryland Unemployment Insurance Law and pays taxes under this law. No deduction is made from your wages for this purpose. IF YOU ARE LAID OFF or otherwise become unemployed, immediately file a claim by calling the telephone number for the 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. IF YOU ARE WORKING LESS THAN FULL TIME, you may be eligible for partial benefits. If your regular hours of work have been reduced, promptly file a claim as instructed above, to determine your benefit rights. IF YOU HAVE BEEN FILING FOR BENEFITS AND RETURN TO WORK, you must report your gross wages before deductions 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 own. 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 listed below. You are able to work, available for work, and actively seeking work.
su empleador fuere notificado que sufrió una lesión. 2. Informarle al médico quien le administre tratamiento que usted se lesionó en su trabajo.	IF YOU ARE TOTALLY OR PARTIALLY UNEMPLOYED CALL:
 Llenar el formulario Employee's Claim Form C-1 (disponible consultando la pagina del Internet para el Workers' Compensation o solicitando uno por teléfono). Diligenciarlo para que las oficinas del Workers' Compensation lo reciban lo antes posible. 	Phone Number To File A Claim Area Served Phone Number To File A Claim Area Served Phone Number To File A Claim Area Served 301-313-8000 Calvert 410-334-6800 Caroline 410-853-1600 Anne Arundel 1-877-293-4125 Montgomery 1-877-293-4125 Coll free) Queen Anne's Somerset Carroll Volume St. Mary's St. Mary's Any's Caroline Anne's Carroll
Aviso: El suminitrar información falsa u ocultar información sobre cualquier actividad relacionada con su trabajo o relacionada con su regreso al trabajo, pudiera afectar los beneficios que recibiera o pudiera acarrearle multas, encarcelamiento o ambas.	301-723-2000 Allegany Talbot Harford 1-877-293-4125 Frederick Wicomico Howard (toll free) Garrett Worcester OUTSIDE THE STATE OF MARYLAND SOLICITUD DE BENEFICIOS DEL INSIDE THE STATE OF MARYLAND OUTSIDE THE STATE OF MARYLAND
Maryland Workers' Compensation Commission 10 East Baltimore Street	DESEMPLEO PARA LA POBLACIÓN (DENTRO DEL ESTADO DE MARTLAND) (FUERA DEL ESTADO DE MARTLAND) DESEMPLEO PARA LA POBLACIÓN (DENTRO DEL ESTADO DE MARTLAND) (FUERA DEL ESTADO DE MARTLAND) DE HABLE HISPANA Maryland Relay Dial 711 TTY: 1-800-735-2258 301-313-8000 Speech to Speech: 1-800-785-5630 Speech to Speech: 1-800-785-5630 Para Relevos en Maryland presione 711 ó Para Relevos en Maryland presione 711 ó 1-800-877-1264 (U.S.) 1-800-877-1264 (U.S.)
Baltimore, Maryland 21202-1641 (410) 864-5100 Outside Baltimore (800) 492-0479 Webpage http://www.wcc.state.md.us TTY Users-711 in Maryland or (800) 735-2258	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 disqualified 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, Baltimore, Maryland 21201. MARYLAND DEPARTMENT OF LABOR - DIVISION OF UNEMPLOYMENT INSURANCE THIS CARD MUST BE POSTED IN A CONSPICUOUS PLACE DLLR/DUI 328 (Revised 3-20) Maryland Department of Labor - Employment Article, Title 8, Sec. 8-603
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.	HEALTH INSURANCE COVERAGE
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. embezzlement, etc.) that resulted in economic loss to the employer. The law does not pre-employment screening or during the course of employment. PROHIBITIONS Employees 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 take a test or for exercising other rights under the Act. EXAMINEE RIGHTS 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 not to have test results disclosed to unauthorized persons.	 For the product of the prod
kind of lie detector) tests to be administered in the private sector, subject to restrictions,	NO SMOKING OR VAPING
to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers. 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,	

OCCUPATIONAL SAFETY and HEALTH ACT

PUBLIC SECTOR

MARYLAND

safety and health protection on the job

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. Requirements of the Act include the following:

The Act provides that employees may not be

exercising their rights under the Act.

Citation: If upon an inspection performed by the Division

discrimination.

discharged or discriminated against in anyway for

A public employee who believes he or she has been

discriminated against may file a complaint with

the Commissioner within 30 days of the alleged

of Labor and Industry, the Commissioner believes

a public employer has violated the Act, a citation

alleging such violations shall be issued to the public

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,

management to reduce injuries and illnesses arising

out of employment. The Commissioner of Labor and

reduce workplace hazards voluntarily and to develop

Such cooperative action would initially focus on the

identification and elimination of hazards that could

cause death, injury, or illness to employees and

The Act provides for mandatory civil penalties

proposed time period. Also, any employer who

willfully or repeatedly violates the Act may be

assessed civil penalties of up to 10 times the

In compliance with Labor and Employment

maximum penalty amount for each such

Article, §5-810 Ch. 104, Acts of 2024:

take place on or after July 1, 2024, the

1. Beginning with inspections that

a. \$16,131 for each violation

b. \$16.131 for each day an

identified violation is not

corrected within the period

allowed for correction: and

c. \$161.323 for each willful or

2. The new minimum civil penalty for

a willful violation is \$11,162 for each

3. Beginning on January 1, 2025, the

Commissioner of Labor will annually

increase the maximum and minimum

percentage increase in the Consumer

Price Index for All Urban Consumers

(CPI-U) or a successor index, effective

Commissioner of Labor will maintain the

current penalty amounts on the MOSH

In addition to mandatory civil penalties, the Act

resulting in death of an employee is punishable

\$10,000 or by imprisonment for not more than

upon conviction, by a fine of not more than

subsequent offense is punishable by a fine of

not more than \$20,000 or by imprisonment for

While providing penalties for violation, the Act also encourages

illnesses arising out of employment. The Commissioner of Labor

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 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

and assistance in this effort, if requested.

efforts by labor and management to reduce injuries and

on July 15th of each year. The

also provides for imposition of crimina

penalties. Any willful violation of the Act

six months, or by both. Conviction for a

not more than one year, or by both.

willful civil penalties by the calendar year

maximum penalty is:

repeated violation.

violation

website.

Voluntary

Activity:

violation.

against employers. Civil penalties up to the

maximum penalty per day may be assessed

for failure to correct violations within the

Industry encourages employers and employees to

and improve safety and health programs in all

or until it is corrected, whichever is later, to warn

employees of dangers that may exist there.

The Act encourages efforts by labor and

workplaces and industries.

supervisors.

employer. Each citation shall specify a time period

filing safety and health complaints or otherwise

Public

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

Public

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

Inspection: The Act provides that the State Government and each of its political subdivisions or any agency thereof shall develop, conduct and maintain a program of self-inspection. This program is to be approved and monitored by the Commissioner of Labor and Industry.

The Act requires that a representative or

representatives authorized by the employees be given an opportunity to participate in the inspection procedure.

Where there is no authorized employee representative, the inspector shall consult with a reasonable number of employees concerning safety and health conditions in the workplace.

Complaint: Public 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.



Each employer shall furnish to each of his or her employees

employment and a place of employment free from recognized

hazards that are causing or are likely to cause death or serious

harm to employees; and shall comply with occupational safety

Each employee shall comply with all occupational safety and

The Commissioner of Labor and Industry has the primary

The Act requires that a representative authorized by the

Inspector for the purpose of aiding the inspection.

health standards, rules, regulations and orders issued under the

Act that apply to his or her own actions and conduct on the job.

responsibility for administering the Act and issuing occupational

safety and health standards. MOSH Safety and Health Inspectors

conduct jobsite inspections to ensure compliance with the Act.

employees be given an opportunity to accompany the MOSH

Where there is no authorized employee representative, the

MOSH Inspector shall consult with a reasonable number of

employees concerning safety and health conditions in the

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

The Act provides that employees may not be discharged or

discriminated against in any way for filing safety and health

complaints or otherwise exercising their rights under the Act.

An employee who believes he or she has been discriminated

If upon an inspection the Commissioner believes an employe

has violated the Act, a citation alleging such violations shall be

issued to the employer. Each citation shall specify a time period

Office within 30 days of the alleged discrimination.

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

against may file a complaint with the Commissioner and/or the

Federal Occupational Safety and Health Administration Regional

workplace. The Commissioner will withhold names of employees

and health standards issued under the Act.

Employers:

Employees

Inspection:

Complaint:

Citation:

workplace.

complaining on request.

may exist there.

ADDITIONAL INFORMATION AND COPIES OF THE ACT, SPECIFIC ARYLAND OCCUPATIONAL SAFETY AND HEALTH STANDARDS, AN OTHER APPLICABLE REGULATIONS MAY BE OBTAINED FROM

Voluntary

Activity:

MOSH TRAINING and EDUCATION 10946 Golden West Drive, Suite 160 Hunt Valley, Maryland 21031 Phone: 410-527-2091

Complaints about the Public Employer Self-inspection Program may be made to the Commissioner of Labor and Industry at the above address.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

MARYLAND

OCCUPATIONAL

SAFETY and HEALTH ACT

PRIVATE SECTOR

safety and health protection on the job

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

Penalty:

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

EQUAL PAY FOR EQUAL WORK

or disclosure of the wages of another employee

without that employee's prior permission may not

apply to instances in which an employee who has

access to the wage information of other employees as

including an investigation conducted by the employer.

(2) If an employee who has access to wage information

to all the protections afforded under this subtitle.

1) require an employee to disclose the employee's

(2) diminish employees' rights to negotiate the terms

(3) limit the rights of an employee provided under

and conditions of employment under federal, State,

any other provision of law or collective bargaining

employ an applicant for employment because the

2. Requested the wage range in accordance with

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

(2) After an employer makes an initial offer of

(I) Subject to paragraph (3) of this subsection, rely

vage does not create an unlawful pay differential

applicant for employment, an employer may:

1. Rely on the wage history of an applicant for

employment in screening or considering the

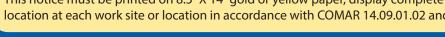
applicant for employment or in determining the

this section for the position for which the applicant



ZWHX WH1462 REV 02/22 **NO SMOKING**

NO SMOKING OR VAPING



the limitation

wages

or local law

by law; or

to disclose wages;

a competitor of the employer

1. Did not provide wage history; or

wages for the applicant; or

which the applicant applied

(B) (1) An employer may not:

applied; and

applicant:

2. Seek

employer: or

this subtitle.

§3-305.

§3–306.

offered by the employe

with an employer voluntarily.

(i) wages of employees

Commissioner requires.

Commissioner requires.

Commissioner requires on:

(ii) i ob classifications of employees; and

(2) An employer shall keep the records required under

(b) On the basis of the records required under this

(a) On request of an employer, the Commissioner shall

(b) Each employer shall keep posted conspicuously in

each place of employment a copy of this subtitle.

this subsection for the period of time that the

section, an employer shall make each report that the

provide without charge a copy of this subtitle to the

Commission on Civil Rights, shall develop educational

(iii) other conditions of employment.

Maryland

§3-301 (a) In this subtitle the following words have the meanings indicated.

(b)(1) "Employer" means: (i) a person engaged in a business, industry, profession, trade, or other enterprise in the State; (ii) the State and its units; (iii) a county and its units; and

(iv) a municipal government in the State. (2) "Employer" includes a person who acts directly or indirectly in the interest of another employer with

an employee (c) "Gender identity" has the meaning stated in § 20-101 of the State Government Article. (d)(1) "Wage" means all compensation for employment.

(2) "Wage" includes board, lodging, or other advantage provided to an employee for the convenience of the

§3–302. This subtitle applies to an employer of both men and women in a lawful enterprise.

§3–303. In addition to any powers set forth elsewhere, the Commissioner may

(1) use informal methods of conference, conciliation, and persuasion to eliminate pay practices that are unlawful under this subtitle; and (2) supervise the payment of a wage owing to an

employee under this subtitle. \$3-304 (a) In this section, "providing less favorable employment

(e) Nothing in this section shall be construed to: opportunities" means: , assigning or directing the employee into a less

favorable career track, if career tracks are offered, or (2) failing to provide information about promotion

or advancement in the full range of career tracks offered by the employer; or (3) limiting or depriving an employee of employment opportunities that would otherwise be available to

the employee but for the employee's sex or gender

(b)(1) An employer may not discriminate between employees in any occupation by: (i) paying a wage to employees of one sex gender identity at a rate less than the rate paid to employees of another sex or gender identity if both

employees work in the same establishment and perform work of comparable character or work on §3–304.2 the same operation, in the same business, or of the (A) On request, an employer shall provide to an applicant

same type; or (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 i the employees work for the same employer a

workplaces located in the same county of the State. (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: (1) a seniority system that does not discriminate on the

basis of sex or gender identity; (2) a merit increase system that does not discriminate

on the basis of sex or gender identity; jobs that require different abilities or skills; (4) jobs that require the regular performance of different

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

different times of day: (6) a system that measures performance based on a

ality or quantity of production; or (7) a bona fide factor other than sex or gender identity,

including education, training, or experience, in which the factor:

(i) is not based on or derived from a gender–based differential in compensation;

(ii) is job related with respect to the position and consistent with a business necessity; and (iii) accounts for the entire differential.

(d) This section does not preclude an employee from demonstrating that an employer's reliance on an

exception listed in subsection (c) of this section is a pretext for discrimination on the basis of sex or gender (e) An employer who is paying a wage in violation of this

subtitle may not reduce another wage to comply with (C) This section may not be construed to prohibit an this subtitle. 3-304.1.

(a) An employer may not (1) prohibit an employee from:

(i) inquiring about, discussing, or disclosing the wages of the employee or another employee; or (ii) requesting that the employer provide a reason

for why the employee's wages are a condition of (2) require an employee to sign a waiver or any other document that purports to deny the employee the

ight to disclose or discuss the employee's wages; or (3) take any adverse employment action against an employee for (i) inquiring about the employee's wages or another

employee's wages; ii) disclosing the employee's own wages;

(iii) discussing another employee's wages if those wages have been disclosed voluntarily; (iv) asking the employer to provide a reason for the

employee's wages; or (c) The Commissioner, in consultation with the Maryland (v) aiding or encouraging another employee's exercise

Maryland Equal Pay for Equal Work (Labor and Employment Article Title 3, Subtitle 3) (c) Except as provided in subsection (d) of this section, known that the employer's action violates § 3–304 the failure of an employee to adhere to a reasonable of this subtitle, an affected employee may bring imitation included in a written policy under subsection

an action against the employer for injunctive relief (b) of this section shall be an affirmative defense to a and to recover the difference between the wages claim made against an employer by the employee paid to employees of one sex or gender identity under this section if the adverse employment action and the wages paid to employees of another sex or taken by the employer was for a failure to adhere to ender identity who do the same type work and an the reasonable limitation and not for an inquiry, a additional equal amount as liquidated damages. discussion, or a disclosure of wages in accordance with (2) If an employer knew or reasonably should have known that the employer's action violates § 3-304.1 (d) (1) A prohibition established in accordance with of this subtitle, an affected employee may bring an subsection (b)(3) of this section against the discussion action against the employer for injunctive relief and

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

a part of the employee's essential job functions if the discussion or disclosure is in response to a complaint entitled to bring an action under this section, the Commissioner may: or charge or in furtherance of an investigation, a (1) take an assignment of the claim in trust for the proceeding, a hearing, or an action under this subtitle,

employee; (2) ask the Attorney General to bring an action in

as part of the essential functions of the employee's accordance with this section on behalf of the job discloses the employee's own wages or wage employee; and information about another employee obtained (3) consolidate 2 or more claims against an employe c) An action under this section shall be filed within 3 outside the performance of the essential functions of the employee's job, the employee shall be entitled years after the employee receives from the employer

the wages paid on the termination of employment under § 3–505(a) of this title. (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. (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 prejudgment interest in accordance with the

(4) create an obligation on any employer or employee Maryland Rules. §3-308. 5) permit an employee, without the written consent (a) An employer may not:

(1) willfully violate any provision of this subtitle; of an employer, to disclose proprietary information, trade secret information, or information that is (2) hinder, delay, or otherwise interfere with the Commissioner or an authorized representative of the otherwise subject to a legal privilege or protected Commissioner in the enforcement of this subtitle: (6) permit an employee to disclose wage information to (3) refuse entry to the Commissioner or an authorized

representative of the Commissioner into a place of employment that the Commissioner is authorized under this subtitle to inspect; (4) discharge or otherwise discriminate against ar for employment the wage range for the position for employee or applicant for employment because the employee or applicant for employment: (I) Retaliate against or refuse to interview, hire, or

(i) makes a complaint to the employer, th Commissioner, or another person: (ii) brings an action under this subtitle or a proceeding that relates to the subject of this subtitle or causes

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

of this subtitle; or (5) Violate §3–304.2 of this subtitle. b) An employee or an applicant for employment may not (1) make a groundless or malicious complaint to the

Commissioner or an authorized representative o the wage history for an applicant for the Commission (2) in bad faith, bring an action under this subtitle; employment orally, in writing, or through an

employee or an agent or from a current or former (3) in bad faith, bring a proceeding that relates to the ubject of this subtitle; or (4) in bad faith, testify in an action under this subtitle or a employment with an offer of compensation to an proceeding that relates to the subject of this subtitle. ssioner may bring an action for injunctive relief and damages against a person who violates on the wage history voluntarily provided by the subsection (a)(1), (4), or subsection (b)(1), (3), or (4) of

pplicant for employment to support a wage this section (d) (1) Except as provided in paragraph (2) of this offer higher than the initial wage offered by the subsection, an employer who violates any (II) Seek to confirm the wage history voluntarily

provision of subsection (a)(2) or (3) of this section provided by the applicant for employment to is quilty of a misdemeanor and on conviction is support a wage offer higher than the initial wage subject to a fine not exceeding \$300. (2) (i) This paragraph does not apply to a violation of

(3) An employer may rely on wage history under §304.2. paragraph (2) of this subsection only if the higher (ii) If an employer is found to have violated this subtitle two or more times within a 3-year period, the based on protected characteristics under §3-304 of Commissioner or a court may require the employer to pay a civil penalty equal to 10% of the amount of ages owed by the employer. (iii) Each civil penalty assessed under this paragraph applicant for employment from sharing wage history shall be paid to the General Fund of the State to

offset the cost of enforcing this subtitle. (a) (1) Each employer shall keep each record that the (E) (1) If the Commissioner determines that an employer has violated §3-304.2 of this subtitle, the Commissioner: (I) shall issue an order compelling compliance; and

(II) may, in the Commissioner's discretion, 1. for a first violation, issue a letter to the employer npelling compliance;

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 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 3 years after a previous

determination that a violation had occurred. (2) In determining the amount of the penalty, if assessed 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

please contact:

Department of Labor

Phone: 410-767-2357



ACCOMMODATION FOR PREGNANCY DISABILITIES

PREGNANT & WORKING

State of Maryland Commission on Civil Rights 6 Saint Paul Street, Suite 900, Baltimore, MD 21202-1631

NO VAPING

State Government Article, §20-609(f)

If you are pregnant, you have a legal right to a reasonable accommodation if your If required, the certification must include: pregnancy causes or contributes to a disability and the accommodation does not • Date a reasonable accommodation is medically advisable. impose an undue hardship on your employer. State Government Article, §20-609(b) • Probable duration of the accommodation should be provided. • Explanation as to the medical advisability of the reasonable accommodation

What Does That Mean?

Changing job duties

Changing work hours

Know Your Rights

limited to

Relocation

Providing leave

If you have a disability that is contributed to or caused by pregnancy, you may request Can I Still Get In Trouble

a reasonable accommodation at work. Your employer must explore "all possible means of providing the reasonable accommodation." State Government Article, §20-609(d). The your rights. If an employee seeks to exercise her right to request a reasonable law lists an assortment of options for both you and your employer to consider in order accommodation for a temporary disability due to pregnancy, an employer may not: to comply with a request for reasonable accommodation. These include, but are not

 Interfere with: Restrain: • Denv the exercise or

• 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 Rights (MCCR).

What If I Am A Victim Of Discrimination

Every situation is different. You must explore every available option with your employer If you believe your rights under the law have been violated, you must file a complaint with to decide what accommodation best suits your needs.

Do I Need A Doctor's Note?

Providing mechanical or electrical aids

Transfers to less strenuous or less hazardous positions

MCCR within 6 months 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 It depends on what your employer requests. The law allows an employer, at his a discriminatory violation occurred. You can reach MCCR by phone, email, fax, letter, or

connection with a proceeding under USERRA, even if that person has no

dependents for up to 24 months while in the military.

VETS at 1-866-4-USA-DOL or visit its website at

viewed at https://webapps.dol.gov/elaws/vets/userra

Office of Special Counsel, as applicable, for representation

that your case be referred to the Department of Justice or the

exclusions) except for service-connected illnesses or injuries.

authorized to investigate and resolve complaints of USERRA violations.

• 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

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,

• The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is

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

You may also bypass the VETS process and bring a civil action against an employer

when the violations are determined to be willful or repeated. The law also prohibits

and/or overtime pay provisions. Certain narrow exemptions also apply to the

generally without any waiting periods or exclusions (e.g., pre-existing condition

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Employer Support Of The Guard

And Reserve 1-800-336-4590

or her discretion, to require certification from your health care provider walk-in. All procedures by MCCR are confidential until your case is certified for public regarding the medical advisability of a reasonable accommodation, but only hearing or trial. to the same extent certification is required for other temporary disabilities

service connection.

VFORCEMEN1

for violations of USERRA.

Office of Special Counsel

pump at work requirements.

HEALTH INSURANCE PROTECTION

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

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

YOUR RIGHTS UNDER USERRA 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

REEMPLOYMENT RIGHTS

applicants to the uniformed services.

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

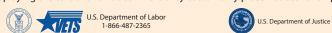
would have attained if you had not been absent due to military service or, in some cases, a comparable job. For assistance in filing a complaint, or for any other information on USERRA, contact

IGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

If you: • are a past or present member of the uniformed service; • have applied for membership in the uniformed service; or • are obligated to serve in the uniformed service; then an employer may not deny you: • initial employment; • reemployment; retention in employment;
 promotion; or
 any benefit of employment, 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

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.



Different rules apply in agricultural employment.

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. • Certain occupations and establishments are exempt from the minimum wage,

a partial wage credit based on tips received by their employees. Employers must pay 🔸 Special provisions apply to workers in American Samoa, the Commonwealth of

against their minimum wage obligation. If an employee's tips combined with the • Some state laws provide greater employee protections; employers must comply

with both.

tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit the Northern Mariana Islands, and the Commonwealth of Puerto Rico.



The law requires employers to display this poster where employees can 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 readily see it.

Labor. Youths 14 and 15 years old may work outside school hours in various non- ADDITIONAL INFORMATION

OVERTIME PAY At least 1 ½ times your regular rate of pay for all hours worked over death or serious injury of any minor employee, and such assessments may be doubled 40 in a workweek. CHILD LABOR An employee must be at least 16 years old to work in most non-farm retaliating against or discharging workers who file a complaint or participate in any jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of proceeding under the FLSA.

TIP CREDIT Employers of "tipped employees" who meet certain conditions may claim

employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly

of rights under this section. materials and make training available to assist employers (IV) the employer's history of violations under this in adopting training, policies, and procedures that (b)(1) Subject to paragraph (2) of this subsection, an (3) If the Commissioner assesses a penalty unde employer may, in a written policy provided to each comply with the requirements of this subtitle. employee, establish reasonable workday limitations §3–306.1. paragraph (1)(II) of this subsection, the penalty shall on the time, place, and manner for inquiries about be subject to the notice and hearing require (a) Whenever the Commissioner determines that this or the discussion or disclosure of employee wages. subtitle has been violated, the Commissioner shall: of Title 10, Subtitle 2 of the State Government Article (2) A limitation established under paragraph (1) of (1) try to resolve any issue involved in the violation For additional information or to file a complaint. this subsection shall be consistent with standards informally by mediation; or adopted by the Commissioner and all other State (2) ask the Attorney General to bring an action on behalf and federal laws. FOR MORE INFORMATION CONTACT: of the applicant or employee. (3) Subject to subsection (d) of this section, limitations (b) The Attorney General may bring an action under this established under paragraph (1) of this subsection section in the county where the violation allegedly **Division of Labor and Industry** may include prohibiting an employee from occurred for injunctive relief, damages, or other relief Employment Standards Service discussing or disclosing the wages of another §3–307. 10946 Golden West Drive, Suite 160 – Hunt Valley, MD 21031 employee without that employee's prior permission. (a)(1) If an employer knew or reasonably should have

wage, the employer must make up the difference. Some employers incorrectly classify workers as "independent contractors" when PUMP AT WORK The FLSA requires employers to provide reasonable break time for they are actually employees under the FLSA. It is important to know the a nursing employee to express breast milk for their nursing child for one year after difference between the two because employees (unless exempt) are entitled to the child's birth each time the employee needs to express breast milk. Employers the FLSA's minimum wage and overtime pay protections and correctly classified must provide a place, other than a bathroom, that is shielded from view and free independent contractors are not. from intrusion from coworkers and the public, which may be used by the employee Certain full-time students, student learners, apprentices, and workers with to express breast milk. ENFORCEMENT The Department has authority to recover back wages and an equal issued by the Department of Labor. amount in liquidated damages in instances of minimum wage, overtime, and other WAGE AND HOUR DIVISION violations. The Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation 1-866-487-9243 www.dol.gov/agencies/wh of the minimum wage or overtime pay provisions of the law. Civil money penalties Rev. 2/22





ADDITIONAL INFORMATION AND COPIES OF THE ACT, SPECIFIC

ARYLAND OCCUPATIONAL SAFETY AND HEALTH STANDARDS, AND

OTHER APPLICABLE REGULATIONS MAY BE OBTAINED FROM

Complaints about State Program administration may be made to Regional Administrator, Occupational Safety and Health Administration, The Curtis Center, Suite 740 West, 170 S. Independence Mall West, Philadelphia, PA 19106-3309

