

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 employment. If you believe you've been discriminated against in your workplace...

DISCRIMINATION NOTICE Employment Discrimination Notice What is My Employer Retaliate? Retaliation is also prohibited under the law. You have the right to file a complaint with the EEOC...

FMLA - FAMILY AND MEDICAL LEAVE ACT Your Employee Rights Under the Family and Medical Leave Act What is the FMLA? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for various reasons...

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces affirmative action requirements on federal contractors...

MARYLAND MINIMUM WAGE AND OVERTIME LAW Maryland Minimum Wage and Overtime Law (Labor and Employment Article, Title 5, Subtitle 4, Annotated Code of Maryland) Minimum Wage Most employees must be paid the Maryland State Minimum Wage Rate...

EARNED SICK AND SAFE LEAVE MARYLAND EARNED SICK AND SAFE LEAVE EMPLOYEE NOTICE A family member includes a spouse, child, parent, grandchild, grandchild, sibling, legal guardian or any of the employee or the employee's spouse, or an individual who acted as a parent or sole caretaker for the employee or the employee's spouse...

WORKERS' COMPENSATION WORKERS' COMPENSATION in MARYLAND LA COMPENSACION DEL TRABAJADOR en MARIANA Job Related Accidental Personal Injury or Occupational Disease? If you are disabled and unable to work for more than three (3) days...

NOTICE TO TIPPED EMPLOYEES NOTICE TO TIPPED EMPLOYEES Under Maryland law, a tipped employee is an employee who customarily and regularly receives more than \$30 each month in tips or gratuities...

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT MARYLAND OCCUPATIONAL SAFETY AND HEALTH ACT 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...

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REGULAR PAYDAYS FOR EMPLOYEES Regular Paydays for Employees (Company Name) Shall be as follows: Weekly Bi-Weekly Monthly Other

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EMPLOYER/EMPLOYEE Business/Empleador City/Estado/Código Postal Federal Employee ID (FEIN) Telephone Number/Número Telefónico Insurance Company/Nombre de la Compañía de Seguro Insurance Company Telephone/ Teléfono de la Compañía de Seguro MD WCC Form C-24 05/2017

WITHHOLDING STATUS YOU MAY NEED TO CHECK YOUR WITHHOLDING Since you just filed Form W-4 with your employer, you may... Now is the time to check your withholding. For more details, get Publication 919, How Do I Adjust My Tax Withholding...

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Maryland Workers' Compensation Commission 10 East Baltimore Street Baltimore, Maryland 21202-1641 (410) 864-5100 Outside Baltimore (800) 492-0479 Website http://www.wcc.state.md.us TTY Users-711 in Maryland or (800) 735-2258

UNEMPLOYMENT INSURANCE TO EMPLOYEES YOU ARE ENTITLED TO BENEFITS IF: 1. You are unemployed through no fault of your own. 2. You have sufficient earnings in your Base Period. 3. You have registered for work and filed a claim for benefits with a Maryland Department of Labor and Industry center before the end of the week...

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EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT The Employee Polygraph Protection Act prohibits most private employers from using lie detectors to test their employees before hiring or during the course of employment...

HEALTH INSURANCE COVERAGE YOU AND OTHER MEMBERS OF YOUR FAMILY MAY BE ELIGIBLE UNDER MARYLAND LAW to continue to be covered by your former employer's health insurance policy if: 1. You quit your job or were terminated from your employment for a reason other than cause; and 2. You are covered by your employer under a group hospital-medical policy or a health maintenance organization (HMO)...

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Maryland Equal Pay Act for Equal Work (Labor and Employment Article Title 5, Subtitle 3) 53-301. (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 local government of the State. (2) "Employer" includes a person who acts directly or indirectly in the interest of another employer as an agent, officer, partner, proprietor, or subcontractor of the work of that employer...

NO SMOKING OR VAPING NO SMOKING OR VAPING NO VAPING Maryland Code Annotated, Health-General Title 24, Subtitle 5

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EMPLOYEE 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 applicants to the uniformed services.

ACCOMMODATION FOR PREGNANCY DISABILITIES PREGNANT & WORKING State of Maryland Commission, 520-60970 6 Saint Paul Street, Suite 900, Baltimore, MD 21202-1631 Know Your Rights! If you are pregnant, you have a legal right to a reasonable accommodation if your pregnancy causes or contributes to a disability and the accommodation does not cause an undue hardship on your employer. State Government Article, 520-60970

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FEDERAL MINIMUM WAGE EMPLOYEE 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 employees can see it.

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