

FED 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 readily see it.

OVERTIME PAY

At least 1.5 times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR

An employee must be at least 16 years old to work in non-farm jobs and at least 18 to work in non-farm jobs deemed hazardous by the Federal Labor Laws.

ADDITIONAL INFORMATION

- Cardinal occupations and establishments are exempt from the minimum wage and overtime pay requirements.
- Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.
- Some state laws provide greater employee protections; employers must comply with both.
- Some employees incorrectly classified workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between employees and independent contractors.
- 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 UNITED STATES DEPARTMENT OF LABOR
WHD WAGE AND HOUR DIVISION
1-866-487-9243 www.dol.gov/agencies/whd
WH1088 REV. 04/2023

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests for pre-employment screening or during the course of employment.

EXEMPTIONS

The Act does not apply to government or not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals and to certain government contractors.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

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WH1462 REV. 02/2022

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

USERRA protects the 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.

REEMPLOYMENT RIGHTS

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed services or:

- you ensure that your employer receives advance written or verbal notice of your service;
- you have your years of less 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

If you:

- are a past or present member of the uniformed services or
- are obligated to serve in the uniformed services;
- have applied for membership in the uniformed services or
- are a past or present member of the uniformed services or
- are obligated to serve in the uniformed services;
- initial employment;
- promotion;
- employment;
- any benefit of employment;
- retention in employment;

then an employer may not deny you:

because of this status, 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 service connection.

U.S. Department of Labor • 1-866-487-2365 U.S. Department of Justice • Office of Special Counsel
Employer Support of the Guard and Reserve • 1-800-336-4590
REV. 05/2022

MA Office of the Attorney General Wage & Hour Laws

The minimum wage is **\$15.00**

State law requires all employers to post this notice at the workplace in a location where it can easily be read.

M.G.L. Chapter 151, Section 16: 45A C.M.R. 27.00(1)

Minimum Wage M.G.L. Chapter 151, Sections 7, 12, 2A, and 7B
Beginning January 1, 2023, the minimum wage in Massachusetts is \$15.00 per hour. The minimum wage applies to all employees, with the following exceptions:

- agricultural workers (\$8.00 per hour (the minimum wage for most agricultural workers));
- members of a religious order;
- workers being trained in criminal, nonprofit, or religious organizations, and outside services.

Overtime M.G.L. Chapter 149, Section 152A, M.G.L. Chapter 151, Section 7
Beginning January 1, 2023, the overtime rate in Massachusetts is 1.5 times the regular rate of pay for each hour worked over 40 hours in a week. The regular hourly rate, plus the hourly service rate paid to the worker must add up to the minimum wage per each 8th, 9th, 10th, 11th, 12th, 13th, 14th, 15th, 16th, 17th, 18th, 19th, 20th, 21st, 22nd, 23rd, 24th, 25th, 26th, 27th, 28th, 29th, 30th, 31st, 32nd, 33rd, 34th, 35th, 36th, 37th, 38th, 39th, 40th, 41st, 42nd, 43rd, 44th, 45th, 46th, 47th, 48th, 49th, 50th, 51st, 52nd, 53rd, 54th, 55th, 56th, 57th, 58th, 59th, 60th, 61st, 62nd, 63rd, 64th, 65th, 66th, 67th, 68th, 69th, 70th, 71st, 72nd, 73rd, 74th, 75th, 76th, 77th, 78th, 79th, 80th, 81st, 82nd, 83rd, 84th, 85th, 86th, 87th, 88th, 89th, 90th, 91st, 92nd, 93rd, 94th, 95th, 96th, 97th, 98th, 99th, 100th, 101st, 102nd, 103rd, 104th, 105th, 106th, 107th, 108th, 109th, 110th, 111th, 112th, 113th, 114th, 115th, 116th, 117th, 118th, 119th, 120th, 121st, 122nd, 123rd, 124th, 125th, 126th, 127th, 128th, 129th, 130th, 131st, 132nd, 133rd, 134th, 135th, 136th, 137th, 138th, 139th, 140th, 141st, 142nd, 143rd, 144th, 145th, 146th, 147th, 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