

Information about Employees' Unemployment Insurance Coverage

Employee's name
Employee's SSN Number
Employer's Address
Employer's Name
Employer's Phone Number
Employer's Website

There are two ways to apply for UI Benefits:

Apply online at mass.gov/ujib
Apply by calling the Toll-Free Call Center

This document contains important information. Please have it translated into your language.

MASSACHUSETTS DEPARTMENT OF UNEMPLOYMENT ASSISTANCE

MASS.gov/ujib

MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION MCAD Guidance PREGNANT WORKERS FAIRNESS ACT

Issued 1/23/2018

The Pregnant Workers Fairness Act (PWFA) is a new law that prohibits an employer from discriminating against an employee because of pregnancy, childbirth, or related medical conditions.

Key provisions include:

- Prohibits discrimination based on pregnancy, childbirth, or related medical conditions.
- Requires employers to provide reasonable accommodations for pregnant workers.
- Prohibits retaliation against employees who exercise their rights under the PWFA.

FAIR EMPLOYMENT IN MASSACHUSETTS

Equal Employment Opportunity Commission (EEOC)

Statewide Office: 100 State Street, Boston, MA 02109
Phone: (617) 339-7275
Website: www.eeoc.gov

Regional Offices:

- Boston:** 100 State Street, Boston, MA 02109
- Worcester:** 100 State Street, Worcester, MA 01608
- Springfield:** 100 State Street, Springfield, MA 01103
- Lowell:** 100 State Street, Lowell, MA 01854
- Northampton:** 100 State Street, Northampton, MA 01060
- Weymouth:** 100 State Street, Weymouth, MA 01978
- Ware:** 100 State Street, Ware, MA 01092
- Westfield:** 100 State Street, Westfield, MA 01096
- Worcester:** 100 State Street, Worcester, MA 01608
- Springfield:** 100 State Street, Springfield, MA 01103
- Lowell:** 100 State Street, Lowell, MA 01854
- Northampton:** 100 State Street, Northampton, MA 01060
- Weymouth:** 100 State Street, Weymouth, MA 01978
- Ware:** 100 State Street, Ware, MA 01092
- Westfield:** 100 State Street, Westfield, MA 01096

Massachusetts Wage & Hour Laws

The minimum wage is \$15.00

Fair Labor Hotline: (617) 727-3465

Minimum Wage: \$15.00 per hour

Hourly Worked: 40 hours per week

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Massachusetts Commission Against Discrimination NOTICE: PARENTAL LEAVE IN MASSACHUSETTS

Effective May 1, 2020

Parental Leave: Employees are entitled to up to 12 weeks of unpaid parental leave for the birth or adoption of a child.

Eligibility: Employees must have worked for the employer for at least 90 days and have worked at least 1,734 hours in the 12 months preceding the leave.

Notice: Employees must provide 30 days' notice to their employer before taking parental leave.

Notice of Benefits Available Under M.G.L. Chapter 151B

Paid Family and Medical Leave (PFML)

Available Leave: Employees are eligible for up to 8 weeks of paid family and medical leave.

Eligibility: Employees must have worked for the employer for at least 90 days and have worked at least 1,734 hours in the 12 months preceding the leave.

Notice: Employees must provide 30 days' notice to their employer before taking PFML.

NOTICE TO EMPLOYEES THE COMMONWEALTH OF MASSACHUSETTS DEPARTMENT OF INDUSTRIAL ACCIDENTS

IF YOU ARE INJURED ON THE JOB:

- Immediately notify your employer that you have been injured.
- Notify the medical provider that you have been injured at work and give the information below.

Employer (Worker's Compensation Contact): _____ Phone Number: _____

Notify the medical provider that you have been injured at work and give the information below:

Insurance Carrier: _____ Address: _____ Phone Number: _____

Employee: _____ Address: _____

If the employer fails to report the injury to the insurer, the employee may file an Employer's Claim (Form 110).

Additional information regarding your rights and eligibility for benefits pursuant to the Workers' Compensation law may be obtained by contacting the Department of Industrial Accidents at (617) 727-4900 or visiting www.mass.gov/ica.

The New Massachusetts Equal Pay Act

Equal Pay Act: Prohibits discrimination based on sex in the payment of wages.

Prohibition: An employer shall not pay an employee a wage rate that is less than the wage rate paid to another employee of the same employer for substantially similar work, effort, and responsibility, and is performed under similar working conditions.

Permitted Differences:

- A seniority system.
- The geographic location of the job.
- Production, sales, or revenue-based systems of pay.
- A merit system.
- A difference in benefit provided by the job.

You Have Additional Rights:

- If you are suing for a new job, the employer may not sue you for the new job if you were paid the same or more for the old job.
- Employers may not sue you for a job based on how much you earned in your last job.
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Think Your Rights Have Been Violated?

Attorney General's Office: (617) 850-2917

Massachusetts Commission Against Discrimination: (617) 339-7275

UNLOCK EXCLUSIVE VETERAN BENEFITS IN MASSACHUSETTS

MASSACHUSETTS VETERAN SERVICES

MASSIVE VETERANS PROGRAMS AND SERVICES

VETERANS EMPLOYMENT EDUCATION AND TRAINING (VEET)

LEGAL RESOURCES

VETERANS MENTAL HEALTH CRISIS LINE

MASSACHUSETTS VETERANS BENEFITS ADVISOR

UNEMPLOYMENT RESOURCES

EARNED SICK TIME

Notice of Employee Rights

Who Qualifies? Employees who have worked for the employer for at least 90 days.

Can an Employer Have a Different Policy? No, the law is the law.

Job Protection: Employees are protected from retaliation.

Notice and Verification: Employees must provide 30 days' notice and verification.

Do You Have Questions? Contact the Department of Industrial Accidents.

IF MEDICAL TREATMENT IS NEEDED:

Unemployed workers may select their own medical provider. Medical treatment costs that are reasonable, necessary, and related to the work injury will be paid by the above-named insurer.

If medical facility information is provided below, the above-named insurer has a preferred provider arrangement and the insurer has arranged for your initial treatment at:

Medical Facility: _____ Address: _____

Sexual Harassment at work does not have to be tolerated. It's Illegal.

Sexual Harassment: Unlawful conduct based on sex.

Reporting: Employees should report harassment to their supervisor.

Remediation: Employers must take prompt and effective action.

PHYSICIAN: THIS NOTICE MUST BE FILLED OUT AND POSTED IN THE EMPLOYEE'S WORK AREA. IT IS THE EMPLOYEE'S RESPONSIBILITY TO KEEP THIS NOTICE IN THE WORK AREA AT ALL TIMES.

Help Finding a Lawyer

www.mass.gov/ica/employment

Notice to Employers / Employees

Notice to Employers / Employees: Information regarding the new minimum wage law.

Notice to Employers / Employees: Information regarding the new minimum wage law.

Sexual Harassment Officer: Information regarding the new minimum wage law.

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