

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. Receive information and training on job hazards, including all hazardous substances in your workplace.

Employers must: Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness. Comply with all applicable OSHA standards. Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye within 24 hours.

FREE ASSISTANCE to identify and correct hazards is available to small and medium-sized employers, without citation or penalty, through OSHA-sponsored consultation programs in every state. See any OSHA citations issued to your employer. Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

Contact OSHA. We can help. 1-800-321-OSHA (6742) TTY 1-877-889-5627 www.osha.gov

Family Medical Leave Act EMPLOYED INDIVIDUALS UNDER THE FAMILY MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR AND HUMAN SERVICES. LEAVE ENTITLEMENTS: Eligible employees may take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons.

IRS Withholding Your tax credits? If you can answer "yes" to any one of the questions on Form W-4, you may need to file a new Form W-4 with your employer. If you are already withholding, you may need to file Form W-4 with your employer.

Polygraph Protection 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.

USERRA FOR USE BY PRIVATE SECTOR AND STATE GOVERNMENT EMPLOYEES YOUR RIGHTS UNDER THE UNIFORMED SERVICES JOBS RECOVERY 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.

Federal Minimum Wage At least 15 cents the regular rate of pay for all hours worked over 40 in a workweek. Child Labor Laws: No child under the age of 16 years old to work in most non-farm jobs and at least 16 in non-farm jobs declared hazardous by the Secretary of Labor.

Equal Pay for Equal Work An employer may not discriminate on the basis of sex in the payment of wages for the same job. 3-301. Definitions. (1) Assigning or directing the employee into a less favorable category.

Lie Detector Tests Labor and Employment Article 3, Subtitle 7, Annotated Code of Maryland Section 3-702 - Lie Detector Tests. (a) Employer - Defined - In this section, "employer" means: (i) a person engaged in a business, industry, profession, trade, or other enterprise in the State;

Workers' Compensation Job Related Accidental 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 pay benefits.

Pregnancy Leave Under the recent amendments to the Family and Medical Leave Act, 2010, 35,000 pregnant employees have a statutory right to a reasonable accommodation of their pregnancy status or contribute to a disability and the accommodation does not impose an undue hardship on the employer.

State OSHA Private OCCUPATIONAL SAFETY AND HEALTH ACT (PRIVATE SECTOR) The Maryland Occupational Safety and Health Act of 1973 provides job safety and health protection for workers through the creation of a State Occupational Safety and Health Commission.

Unemployment Insurance TO EMPLOYERS: YOUR EMPLOYER IS SUBJECT TO THE Maryland Unemployment Insurance Law and pays taxes under this law. No deduction is made from wages for this purpose.

State Minimum Wage Effective 7/1/17 Effective 7/1/18 (Labor and Employment Article, Title 3, Subtitle 4, Annotated Code of Maryland) Minimum Wage Most employees must be paid the Maryland State Minimum Wage Rate.

Child Labor Law NOTE TO EMPLOYERS: No child under the age of 14 is permitted to work and may not be employed. Minors 14 through 17 years of age may only work with a work permit. Employers must keep the work permit on file for 30 days.

Occupations Forbidden to All Minors Certain occupations are declared to be hazardous by the U.S. Secretary of Labor and have been adopted by reference by the Commissioner of Labor and Industry for the State of Maryland.

Equal Pay for Equal Work 3-304. If an Employer may not: (1) prohibit an employee from: (a) inquiring about, discussing, or disclosing the wages of any other employee; (b) requesting that the employer provide a reason for why the employer's wages are different from those of another employee; (c) requesting an employee to sign a waiver or any other document that purports to waive the employee's right to inquire about or to discuss or disclose the employee's wages; (d) making any adverse employment action against an employee.

Equal Pay for Equal Work (continued) 3-304. Equal pay for equal work. (1) In this section, "providing less favorable employment opportunities" means: (a) assigning or directing the employee into a less favorable category; (b) providing less favorable working conditions, including but not limited to, the time, place, and manner for preparing and submitting claims made against the employer; (c) imposing any penalty, including an investigation, on an employee who has exercised or attempted to exercise any of the rights provided for in this section.

Earned Sick and Safe Leave The Maryland Healthy Working Families Act requires employers with 15 or more employees to provide earned sick and safe leave for certain employees. Employees are permitted to use earned sick and safe leave in increments in certain amounts established by their employer.

Pregnancy Leave (continued) WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED: If you believe you have been discriminated against on the basis of pregnancy, you may have the right to file a complaint with the EEOC. You may also file a lawsuit in court.

State OSHA Public OCCUPATIONAL SAFETY AND HEALTH ACT (PUBLIC SECTOR) The Maryland Occupational Safety and Health Act of 1973 provides job safety and health protection for workers through the creation of a State Occupational Safety and Health Commission.

Wage Payment & Collection Subtitle 5 - WAGE PAYMENT AND COLLECTION Section 5-101 - Reciprocity Agreements. (a) General - In this subtitle the following words have the following meanings: (1) "Employee" - Includes any person who employs an individual in the State or a successor of the person.

Emergency Notice AMBULANCE 911 FIRE-RESCUE 911 HOSPITAL: 911 POLICE: 911 ALTERNATE: 911 OSHA: 1 (800) 321-6742

Employment Discrimination How Does the Law Protect Me? The State Government, Section 20-202 of the Annotated Code of Maryland, contains provisions that prohibit an employer from discriminating against an employee on the basis of race, sex, age, ethnicity, ancestry, national origin, religion, marital status, sexual orientation, gender identity, and genetic information.

State OSHA Public (continued) Public Employees: Each public employer that employs or contracts with 15 or more employees and health standards issued under the Act. The Commission shall also promulgate health and safety standards that apply to all workers in the State who are employed by or contract with a public employer.