Leave Usag

Reporting

Prohibitions

insurance policy if:

last day of work.

policy.

Maryland

State Labor Law Postings

Pregnant And Working

Pregnant & Working

State of Maryland **Commission on Civil Rights** 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 impose an undue hardship on your employer. State Government Article, \$20-609(b)

What Does That Mean?

If you have a disability that is contributed to or caused by pregnancy, you may request a reasonable acco at work. Your employer must explore "all possible means of providing the reasonable accommo rnment Article, §20-609(d)

The law lists an assortment of options for both you and your employer to consider in order to comply with a equest for reasonable accommodation. These include,

- Changing job duties
- Changing work hours
 Relocation
 Providing mechanical or electrical aids
- Transfers to less strenuous or less hazardous positions

situation is different. You must explore every available option with your employer to decide what accommodation best suits your needs.

Do I Need A Doctor's Note?

It depends on what your employer requests. The law allows an employer, at his or her discretion, to require certification from your health care provider regarding the medical advisability of a reasonable accommodation, but only to the same extent certification is required for other temporary disabilities. State Government Article, \$20-

- Probable duration of the accommodation should be
- reasonable accommodation.

due to pregnancy, an employer may not:

What If I Am A Victim Of Discrimination?

If you believe your rights under the law have been violated, you must file a complaint with MCCR within 300 days in you bettere your lights under near whater deer violater, you miss the a companit with MCLR within 300 days 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 a discriminatory violation occurred. You can reach MCCR by phone, email, fax, letter, or walk-in. All procedures by MCCR are confidential until your case is certified for public hearing or trial.

Main: (410) 767-8600 | Toll Free: 1 (800) 637-6247 | TTY: (410) 333-1737 | Fax: (410) 333-1841

Minimum Wage

Maryland Maryland Minimum Wage Maryland Di

Minimum

Wage Rates

Employers with 15 or

\$12.50

Effective 1/1/2022

\$13.25

and Overtime Law



Tipped Employees (sarning more than \$30 per month in tips) must earn the State Minimum Wage Rate per hour. Employers must pay at least \$3.65 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 state-ment 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. Addi-tional information and updates will be posted on the Maryland Department of Labor website.

ployees under 18 years of age must earn at least 85% of the State Minimum Wage Rate

Scheduled 1/1/23 \$14.00

Scheduled 1/1/24

Employers with 14 or

\$12.20 Effective 1/1/22 \$12.80 /1/23 \$13.40

Scheduled 1/1/24 Montgomery Co.

Different minimum wage rates are in this county are equired to post the applicable rate

(Labor and Employment Article, Title 3, Subtitle 4, Annotated Code of Maryland)

byees must be paid 1.5 times their usual hourly rate for all work over 40 hrs. per week. Exceptions

 Bowling establishments, and institutions providing on-premise care (other than hospitals) to the sick, the aged, or individuals with disabilities for all work over 48 hrs. per week Agricultural workers for all work over 60 hrs. per week

administrative, and professional

. Outside salespers

camps Certain establishments selling food and drink

Drive-in theaters

Employees enrolled as a trainee as part of a public school special education program Non-administrative employees of organized

Establishments engaged in the first canning, packing or freezing of fruits, vegetables, poultry or seafood

Executives, administrative, and protessional employees
Voluntees for educational, charitable, religious, and non-profit organizations
Employees under 16 working less than 20 hours per week

Certain employees selling/servicing automobiles, farm equipment, trailers, or trucks

automobiles, farm equipment, trailers, or truck

Non-profit concerpromoter, 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

S. Seasonal amusement and reconstruction

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 dildiemployments/andards-t-fllw@maryland area

EMPLOYERS ARE REQUIRED BY LAW TO POST THIS INFORMATION. PAY RECORDS MUST BE KEPT FOR <u>3 YEARS</u> ON OR ABOUT THE PLACE OF VENALTIES ARE PRESCRIBED FOR VIOLATIONS OF THE LAW.

If required, the certification must include:

Date a reasonable accommodation is medically

Can I Still Get In Trouble?

Retaliation is prohibited under State Government Article, \$20-609(h) when exercising your rights. If an employee seeks to exercise her right to request a reasonable accommodation for a temporary disability

· Interfere with:

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).



Unemployment Insurance

Earned Sick and Safe Leave

Maryland !

EMPLOYEE NOTICE

The Maryland Healthy Working Families Act requires employers with 15 or more employees to provide paid sick and safe leave for certain employees. It also requires that employers who employ 14 or fewer employees provide unpaid sick and safe leave for certain employees.

Earned sick and safe leave begins to accrue on February 11, 2018, or the date on which an employee begins employment with the employer, whichever is later. An employee accrues earned sick and safe leave at a rate of at least one hour for every 30 hours the 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 at any time.

To care for a family member with a mental or physical mines, mpm., w common, for maternity or paternity leave; or the absence from work is necessary due to domestic violence, escual assault, or stalking committed against the employee or the employee or 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.

oyees are permitted to use earned sick and safe leave in increments in certain amounts established by employer. Employees are required to give notice of the need to use earned sick and safe leave when it is eable. An employer may deny leave in certain circumstances.

A family member includes a spouse, child, parent, grandparent, grandchild, sibling, the legal guardian or

 $Employers \ are \ required \ to \ provide \ employees \ with \ a \ written \ statement \ of \ the \ employee's \ available \ earned \ sick \ and \ safe \ leave.$

An employer is prohibited under the law from taking adverse action against an employee 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.

If you feel your rights have been violated under this law or you would like additional information, you may

Commissioner of Labor and Industry 1100 North Eutaw Street, Room 607 | Baltimore, MD 21201

Health Insurance

TO BE POSTED

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

 $\ensuremath{\diamondsuit}$ You quit your job or you were terminated from your employment

You are covered by your employer under a group hospital-medical

policy or a health maintenance organization (HMO) for at least three (3) months prior to being separated from your employment;

If you wish to continue your health insurance, you MUST give your

employer written notice no later than forty-five (45) days after your

You will be responsible for paying the entire cost of the health insurance

For further information about the program, you should contact your employer or if necessary, telephone the Insurance Administration in

State of Maryland

Maryland Department of Labor

THIS NOTICE APPLIES TO STATE LAW.

YOU MAY HAVE BROADER BENEFITS UNDER FEDERAL LAW.

TO BE POSTED

Baltimore at (410) 468-2244 or 1-800-492-6116 (Ext. 2244).

How to File a Complaint or Obtain Additional Information

for a reason other than for cause; and

♦ You do not have other similar insurance.

ward of the employee or the employee's spouse, or an individual who acted as a parent or stood in loco parent is to the employee or the employee's spouse when the employee or the employee's spouse was a minor

An employee is allowed to use earned sick and safe leave under the following conditions:

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 family me
 To care for a family member with a mental or physical illness, injury, or condition;

TO EMPLOYEES

YOUR EMPLOYER IS SUBJECT TO the M IF YOU ARE LAID OFF or otherwise become unemployed, immediately file a claim by callling the telephone number for the area in which yo 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

YOU ARE WORKING LESS THAN FULL TIME, you may be eligible for partial benefits. If your regular hours of work have been reduced romptly file a claim as instructed above, to determine your benefit rights. YOU HAVE BEEN FILING FOR BENEFITS AND RETURN TO WORK, you must report your gross wages before deductions during the

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.

IF YOU ARE TOTALLY OR PARTIALLY UNEMPLOYED CALL:

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 1-877-293-4125 (toll free) 301-723-2000 1-877-293-4125 (toll free)	Calvert Charles Montgomery Prince Georges St. Mary's Allegany Frederick Garrett Washington	410-334-6800 1-877-293-4125 (toll free)	Caroline Dorchester Kent Queen Anne's Somerset Talbot Wicomico Worcester	410-853-1600 1-877-293-4125 (toll free)	Anne Arundel Baltimore City Baltimore County Carroll Cecil Harford Howard
SOLICITUD DE BENEFICIOS DEL DESEMPLEO PARA LA POBLACIÓN DE HABLE HISPANA 301-313-8000		INSIDE THE STATE OF MARYLAND (DENTRO DEL ESTADO DE MARYLAND) Maryland Relay Dial 711 TTY: 1-800-735-2258 Speech to Speech: 1-800-785-5630 Para Relevos en Maryland presione 711 ó 1-800-877-1264 (U.S.)		OUTSIDE THE STATE OF MARYLAND (FUERA DEL ESTADO DE MARYLAND) TTY: 1-800-735-2258 Speech to Speech: 1-800-785-5630 Para Relevos en Maryland presione 1-800-877-1264 (U.S.)	

TO FILE A CLAIM VIA THE INTERNET: www.mdunemployment.com

IMPORTANT NOTICE

employment insurance is intended for persons who are unemployed through no fault of their own and who are ready, willing and able to rk. Persons who receive benefits through false statements or fail to report ALL earnings will be disqualified and will be subject to criminal

useculous.

Be CNII Rights Act of 1964 states that no person shall be discriminated against on the basis of race, color, religion, age, sex, or ign. If you feel you have been discriminated against in the unemployment insurance process because of any of these factors, you complaint with the Office of Fair Practices, 1100 North Eutuber Stever, Room 613, Baltimore, Mayland 21201. MARYLAND DEPARTMENT OF LABOR - DIVISION OF UNEMPLOYMENT INSURANCE

THIS CARD MUST BE POSTED IN A CONSPICUOUS PLACE

¿Accidentes por lesión/daño corporal relacionados con

Si usted se encuentra incapacitado o inhabilitado para trabajar por más 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

Si usted sufre una lesión en el trabajo, debe: Informarle a su empleador o supervisor de inmediato
 No podría recibir todos sus beneficios a menos que su empleador fuere notificado que sufrió una lesión. 2. Informarle al médico quien de administre tratamiento

3. Llenar el formulario Employee's Clain Form C-1 (disponible consultando la página del Internet para el Workers' Compensation o solicitándo uno por teléfono). Diligenciarlo para que las oficinas del Workers' Compensation lo reciban lo antes posible.

con su trabajo o relacionada con su regreso al trabajo, pudiera afectar los beneficios que recibiera o pudiera acarrearle multas, encarcelamiento o ambas. **Maryland Workers' Compensation Commission**

Aviso: El suministrar información falsa u ocultar información sobre cualquier actividad relacionada

Webpage - http://www.wcc.state.md.us / TTY Users 711 in Maryland or (800) 735-2258
This notice must be printed on 8.5" x 14" gold or yellow paper, display complete employer information and be pasted in a conspicuous location at each work site or location in accordance with COMAR 14.09.01.02 and 14.09.01.03.

Maryland

Maryland **Equal Pay for Equal Work**

(Labor and Employment Article Title 3, Subtitle 3 (2) After an employer makes an initial offer of employment with an offer of compensation to an applicant for

\$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;

(iii) a county and its units; and

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

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

(iv) a municipal government in the State

(d)(1) "Wage" means all compensation for employment

(a) In this section, "providing less favorable employment opportunities" means:

(1) assigning or directing the employee into a less favorable career track, if career tracks are offered, or position; (2) failing to provide information about promotions or advancement in the full range of career tracks offered by the employer.

(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 identity.

(i) paying a wage to employees of one sex or gender identity at a rate less than the rate paid to employees of another

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 the same operation, in the same business, or of the

at 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;

(4) jobs that require the regular performance of different duties or

(5) work that is performed on different shifts or at different times of day;

(6) a system that measures performance based on a quality 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

(iii) is job related with respect to the position and consistent with a business necessity; and

(ii) 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 pretent for discrimination on the basis of sex or gender identity (e) An employer who is paying a wage in violation of this subtitle may not reduce another wage to comply with this subtitle.

(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 employment;

employee's wages are a condition of employment; (2) require an employee to sign a walver or any other document that purports to deny the employee the right 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;

(iii) discussing another employee's wages if those wages have been disclosed voluntarily;

(iv) asking the employer to provide a reason for the

(v) aiding or encouraging another employee's exercise of rights under this section.

rights under this section.
(b)(1) Subject to paragraph (2) of this subsection, an employer may, in a written policy provided to each employee, establish reasonable workday limitations on the time, place, and manner for inquiries about or the discussion or disclosure of employee wages.
(2) A limitation established under paragraph (1) of this subsection shall be consistent with standards adopted by the Commissioner and all other State and federal laws.

(3) Subject to subsection (d) of this section, limitations established under paragraph (1) of this subsection may includ prohibiting an employee from discussing or disclosing the wag of another employee without that employee's prior permission

or around eniprojecy willout hat employees prior permission. (of Except as provided in subsection (d) of this section, the failure of an employee to adhere to a reasonable limitation included in a written policy under subsection (b) of this section shall be an affirmative defense to a claim made against an employer by the employee under this section if the adverse employment action taken by the employer was for a failure to adhere to the reasonabl limitation and not for an inquiry, a discussion, or a disclosure of wages in accordance with the limitation.

wages in accordance with the limitation (ii) (f) A prohibition established in accordance with subsection (b) (3) of this section against the discussion 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 a part of the employee's essential job functions if the discussion or disclosure is in response essential job functions if the discussion or disclosure is in response.

man job transitions in the discussion of unconstructed in responsibilities from the properties of an investigation, a seeding, a hearing, or an action under this subtitle, including tigation conducted by the employer.

vestigation conducted by the employer. (2) If an employee who has access to wage information as part of the essential functions of the employee's job discloses the employee's own wages or wage information about another employee obtained outside the performance of the essential functions of the employee's job, the employee shall be entitled to all the protections afforded under this subtilitie.

(1) require an employee to disclose the employee's wages; (2) diminish employees' rights to negotiate the terms and conditions of employment under federal, State, or local law

(3) limit the rights of an employee provided under any other provision of law or collective bargaining agreement; (4) create an obligation on any employer or employee to disclose wages;

(5) permit an employee, without the written consent of an employer, to disclose proprietary information, trade secret information, or information that is otherwise subject to a legal privilege or protected by law; or

(6) permit an employee to disclose wage information to a competitor of the employer.

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

1. Rely on the wage history of an applicant for employment

in screening or considering the applicant for employment or in determining the wages for the applicant; or 2. Seek the wage history for an applicant for employment orally, in writing, or through an employee or an agent or from a current or former employer

e) Nothing in this section shall be construed to:

(ii) disclosing the employee's own wages:

(3) jobs that require different abilities or skills

(iii) accounts for the entire differential.

(a) An employer may not:

(1) prohibit an employee from:

(b)(1) An employer may not discriminate between employees in any

with an offer of compensation to an applicant for mployment, an employer may: (I) Subject to paragraph (3) of this subsection, rely on the wage history voluntarily provided by the applicant for employment to support a wage offer higher than the initial wage offered by the employer: or (II) Seek to confirm the wage history voluntarily provide by the applicant for employment to support a wage offer higher than the initial wage offered by the employer. (3) An employer may rely on wage history under paragraph (c) "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.

(3) An employer may rely on wage history under paragraph (2) of this subsection only if the higher wage does not create an unlawful pay differential based on protected characteristics under §3-304 of this subtitle.

§3−305.

(a) (1) Each employer shall keep each record that the Commissioner requires on:
(i) wages of employees;
(ii) job classifications of employees; and
(iii) other conditions of employement.
(2) An employer shall keep the records required under this subsection for the period of time that the Commissioner requires. (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. (b) On the basis of the records required under this section, an employer shall make each report that the Commissioner requires \$3–306.

(a) On request of an employer, the Commissioner shall provide without charge a copy of this subtitle to the employer (b) Each employer shall keep posted conspicuously in each place of employment a copy of this subtitle. (c) The Commissioner, in consultation with the Maryland Commission on Civil Rights, shall develop educational materials and make training available to assist employers in adopting training, policies, and procedures that comply with the requirements of this subtitle.

(a) Whenever the Commissioner determines that this subtitle has been violated, the Commissioner shall:

(1) try to resolve any issue involved in the violation informally by mediation; or (2) ask the Attorney General to bring an action on behalf of the applicant or employee.

same type; or
(ii) providing less favorable employment opportunities based on sex or gendrei Identity.
(2) For purposes of gengrangh (1)(ii) of this subsection, an employee shall be deemed to work at the same establishment as another employee the employeer work for the same employer at workplaces due to the same county of the State. the applicant or employee.

(b) The Attorney General may bring an action under this section in the county where the violation allegedly occurred for injunctive relief, damages, or other relief.

33–307. (a)(1) If an employer knew or reasonably should have known that the employer's action violates § 3–304 of this subtitle, an affecte employee may bring an action against the employer for injunctive reliet and to recover the difference between the wages paid to employees of one sex or gender identity and the wages paid to employees of another sex or gender identity who do the same type work and an additional equal amount as liquidated damage.

ripe work and an additional equal amount as liquidated damages (2) If an employer knew or reasonably should have known that the employer's action violates § 3–304.1 of this subtille an affected employee may bring an 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 entitled to bring an action under this section, the Commissioner may: (1) take an assignment of the claim in trust for the employee (1) take an assignment of the claim in trust for the employee; (2) ask the Attorney General to bring an action in accordance with this section on behalf of the employee; and (3) consolidate 2 or more claims against an employer. (c) An action under this section shall be filed within 3 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 as prejudgment interest in accordance with the Maryland Rules.

3-308.

3) An employer may not:
(1) willfully violate any provision of this subtitle;
(2) hinder, delay, or otherwise interfere with the
Commissioner or an authorized representative of the
Commissioner in the enforcement of this subtitle;
(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;

(i) makes a complaint to the employer, the Com of articute 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 (u) violate 95—304.2 of this subtitle.

) An employee or an applicant for employment may not:
(1) make a groundless or malicious complaint to the Commissioner or an authorized representative of the Commissioner.

Commissioner; (2) in bad faith, bring an action under this subtitle (3) in bad faith, bring a proceeding that relates to of this subtitle; or

of this subtitle; or

(4) in bad faith, teetify in an action under this subtitle or a
proceeding that relates to the subject of this subtitle.

(c) The Commissioner may bring an action for injunctive relief
and damages against a person who violates subsection (a)(1),

(4), or subsection (b)(1), (3), or (4) of this section. (4), or subsection ((n), (o), or (4) or lins section; (d) (1) Except as provided in paragraph (2) of this subsection, an employer who violates any provision of subsection (a)(2) or (3) of this section is guilty of a misdemeanor and on conviction is subject to a fine not exceeding \$300. (2) (i) This paragraph does not apply to a violation of \$304.2.

(iii) If an employer is found to have violated this subtitle two or more times within a 3-year period, the Commissioner or a court may require the employer to pay a civil penalty equal to 10% of the amount of damages owed by the employer. (iii) Each civil penalty assessed under this paragraph shall be paid to the General Fund of the State to offset the cost of enforcing this subtitle.

(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 compelling compliance;

compelling 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.

In determining the amount of the penalty, if assessed, Commissioner shall consider:

(I) the gravity of the violation (II) the size of the employer's business: (III) the employer's good faith; and (IV) the employer's history of violations under this subtitle.

applicant applied.

(B) (1) An employer may not:
(I) Retallate against or refuse to interview, hire, or employ an applicant for employment because the applicant:

1. Did not provide wage history, or
2. Requested the wage range in accordance with this section for the position for which the applicant applied; and (3) If the Commissioner assesses a penalty under paragraph (1)(II) of this subsection, the penalty shall be subject to the notice and hearing requirements of Title 10, Subtitle 2 of the State Government Article.

For additional information or to file a complaint, please contact: FOR MORE INFORMATION CONTACT: Department of Labor
Division of Labor and Industry
Employment Standards Service
1100 N. Eutaw St. Rm. 607, Baltimore, MD 21201
Teléfono: 410-767-2357

Fair Employment

Employment Discrimination is Unlawful

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

How Does The Law Protect Me?

 $\textit{State Government Article}, \S 20\text{-}602 \, \text{of the Annotated Code of Maryland provides every Marylander equal protection}$

Ancestry or National Origin Religion Physical or Mental Disability Age Ethnicity Color

Sexual Orientation Gender Identity Genetic Information

What Am I Protected From?

mination from the following employment-related practices

Employers cannot discriminate in recruiting, interviewing, hiring, upgrading/promoting, setting work $conditions, and \ discharging \ an \ employee.$ Labor organizations cannot deny membership to qualified persons or discriminate in apprenticeship programs.

Employment agencies cannot discriminate in job referrals, ask discriminatory pre-employment qu circulate information that unlawfully limits employment.

Newspapers and other media cannot publish job advertisements that discriminate

What If My Employer Retaliates?

Retaliation is also prohibited under the law when you exercise your rights to seek relief and redress. If an

- Restrain
 - Deny 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 Com

What If I Am A Victim Of Discrimination? If you believe your rights under the law have been violated, you must file a complaint with MCCR within

300 days 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 a discriminatory violation occurred. You can reach MCCR by phone, email, fax, letter, or walk-in. All procedures by MCCR are confidential until your case is certified for public hearing or trial.

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

Date: 11/21 • ©2022 ComplyRight, Inc

workers' compensation insurance company may pay your medical bills and other expenses and replace two-thirds (2/3) of you salary (limited to the maximum set by law).

If you are injured on the job:

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.

City/State/Zip
Sindod/Estado Código Postal Federal Employer ID (FEIN) Telephone Number/Numero Telefónico

Insurance Company Telephone ___ MD WCC Form C-24

Workers' Compensation

WORKERS' COMPENSATION

LA COMPENSACIÓN DEL TRABAJADOR 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

Notify your employer or supervisor at once. You cannot receive full benefits unless your employer

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.

Insurance Company Name

in Maryland

el Empleo o Enfermedad Profesional? estipulado por la ley)

que usted se lesionó en su trabajo.

10 East Baltimore Street, Baltimore, Maryland 21202-1641 (410) 864-5100 / Outside Baltimore (800) 492-0479

EMPLOYER NOTE: Must be posted in a conspicuous place for convenient viewing by all employees and applicants