### MARYLAND LABOR LAW POSTINGS

#### PREGNANT AND WORKING

609(f)

provided.

Interfere with:

Rights (MCCR)

Deny the exercise; or

Restrain:

# Pregnant & Working

#### **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?

REVISION DATE: 01/24

If you have a disability that is contributed to or caused by pregnancy, you may request a reasonable accommodation at work. Your employer must explore "all possible means of providing the reasonable accommodation." State Government 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 request for reasonable accommodation. These include, but are not limited to:

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

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

#### 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.go

#### MINIMUM WAGE

#### Maryland Maryland Minimum Wage Maryland Division of L and Overtime Law

Minimum	(Labor and Employment Article, Title 3, Subtitle 4, Annotated Code of Maryland)		
Minimum	Minimum Wage		
Wage Rates	Most employees must be paid the Maryland State Minimum Wage Rate.		
	Tipped Employees (earning more than \$30 per month in tips) must earn the State Minimum Wage Rate per hour. Employees must pay at least \$3.63 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 statement 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. Additional information and updates will be posted on the Maryland Department of Labor website.		
\$15.00	Employees under 18 years of age must earn at least 85% of the State Minimum Wage Rate.		
Effective 1/1/24	Overtime         Most employees must be paid 1.5 times their usual hourly rate for all work over 40 hrs. per week. Exceptions:         • Agricultural workers for all work over 60 hrs. per week         Exemptions		
	Minimum Wage and Overtime Exemptions:         • Establishments engaged in the first canning, packing or freezing of fruits, vegetables, poultry, or seafood           • Executives, administrative, and professional         • Establishments engaged in the first canning, packing or freezing of fruits, vegetables, poultry, or seafood		
Montgomery Co.	<ul> <li>employees</li> <li>Volunteers for educational, charitable, religious and non-profit organizations</li> <li>Employees under the age of 16 working less than 20 hours per week</li> <li>Outside salespersons</li> <li>Commissioned employees</li> <li>Employees enrolled as a trainee as part of a public school special education program</li> <li>Employees subject to certain railroad</li> </ul>		
Different minimum	Non-administrative employees of organized     Non-administrative employees of organized     Transportation. the Federal Motor Carrier Act.		
wage rates are in	camps • Certain establishments selling food and drink for • Seasonal amusement and recreational		
effect. Employers in	consumption on the premises grossing less than establishments that meet certain criteria		
this county are required to post the	\$400,000 annually • Drive-in theaters		

#### EARNED SICK AND SAFE LEAVE

Maryland DEPARTMENT OF LABOR

#### 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.

#### Accrua

State of Maryland

6 Saint Paul Street, Suite 900 Baltimore, MD 21202-1631

**Commission on Civil Rights** 

Do I Need A Doctor's Note?

If required, the certification must include:

reasonable accommodation.

Can I Still Get In Trouble?

due to pregnancy, an employer may not:

• Deny the attempt to exercise the right.

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

Date a reasonable accommodation is medically

Probable duration of the accommodation should be

Explanation as to the medical advisability of the

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

Any form of retaliation is grounds to file a Complaint of

Discrimination with the Maryland Commission on Civil

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.

- Leave Usaa
- 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 mee
  To care for a family member with a mental or physical illness, injury, or condition; mher
- To care for a family member with a mentator puysear nuces, myory, or conserver, for maternity or paternity leave; or The absence from work is necessary due to domestic violence, sexual assault, or stalking committed against the employee or the employee's 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. A family member includes a spouse, child, parent, grandparent, grandchild, sibling, the legal guardian or

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

#### Reporting

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

Prohibitions

- 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.
- How to File a Complaint or Obtain Additional Information
- If you feel your rights have been violated under this law or you would like additional information, you may contact: Commissioner of Labor and Industry 10946 Golden West Drive, Suite 160 - Hunt Valley, MD 21031

#### 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 insurance policy if:

- ♦ You quit your job or you were terminated from your employment for a reason other than for cause; and
- $\Leftrightarrow$  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;
- You do not have other similar insurance

If you wish to continue your health insurance, you MUST give your employer written notice no later than forty-five (45) days after your last day of work.

#### IMPORTANT:

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

For further information about the program, you should contact your employer, or if necessary, telephone the Insurance Administ Baltimore at (410) 468-2244 or 1-800-492-6116 (Ext. 2244). arance 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

#### PUB/DUI 6116 UNEMPLOYMENT INSURANCE

#### **TO EMPLOYEES**

YOUR EMPLOYER IS SUBJECT TO the M IF YOU ARE LAID OFF or otherwise become unemployed, immediately file a claim by calling 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 F YOU ARE WORKING LESS THAN FULL TIME, you may be eligible for partial benefits. If your regular hours of work have been reduced promptly file a claim as instructed above, to determine your benefit rights.

F 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.
- Total balls of work, evaluation of work, and balancy occurring work.
  NOTE: To result primpt handling of your claim, it is necessary to have your Social Security number available. If you claim dependent under sixteen (16) years of age, you must know the Social Security number of each dependent when you file. If you don know the Social Security numbers, you will be provided with instructions on two to provide a coy of the dependents birth certificates or other social Security numbers, you will be provided with instructions on two to provide a coy of the dependent birth certificates or other social Security numbers, you will be provided with instructions on two to provide a coy of the dependent birth certificates or other social Security numbers, you will be provided with instructions on two to provide a coy of the dependent birth certificates or other

#### IF YOU ARE TOTALLY OR PARTIALLY UNEMPLOYED CALL: File A Area Served Area Served Area Served Calvert Charles Montgomery Prince Georges St. Mary's Caroline Dorchester Kent Queen Anne's Somerset Talbot Wicomico Worcester 10-853-1600 -877-293-4125 ioll free) Anne Arundel Baltimore City Baltimore Cou Carroll Cecil Harford Howard 10-334-6800 -877-293-4125 Allegany +125 Frederick Garrett Washington SOLICITUD DE BENKFICIOS DEL DESKMPLEO PARA LA POBLACIÓN DE HABLE HISPANA 301-313-8000

INSIDE THE STATE OF MARYLAND OUTSIDE THE STATE OF MARYLAND Maryland Relay Dial 711 TTY: 1-800-735-2258 ech to Speech: 1-800-785-5630 TTY: 1-800-735-2258 Speech to Speech: 1-800-785-5630 Para Relevos en Maryland presione 1-800-877-1264 (U.S.)

#### Maryland Maryland **Equal Pay for Equal Work** (Labor and Employment Article Title 3, Subtitle 3

EQUAL PAY FOR EQUAL WORK

\$3-306

§3-306.1.

§3–308.

(a) An employer may not:

(2) After an employer makes an initial offer of employment with an offer of compensation to an applicant for employment, an employer may: (I) Subject to paragraph (3) of this subsection, rely on the wage history voluntarily provided by the applicant

13) 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. ) This section may not be construed to prohibit an applicant remployment from sharing wage history with an employer untarbit.

 (a) In this subune two was an equivalent of the state of 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 providee by the applicant for employment to support a wage offer higher than the initial wage offered by the employer.

(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 employment

(c) And employer shall keep the records required under this subsection for the period of time that the Commissioner requires. (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 Commission or Oivil 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:

informally by mediation; or (2) ask the Attorney General to bring an action on behalf of the applicant or employee. (b) The Attorney General may bring an action under this section in the county where the violation allegedly occurred fo injunctive relief, damages, or other relief.

(a)(1) If an employer knew or reasonably should have known that the employer's action violates § 3–304 of this subtitle, an affected amployee may bring an action against the employeer for injunctive relief and to recover the difference between the wages paid to employees of another 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 damages

pe work and an additional equal amount as liquidated damages (2) If an employer knew or reasonably should hawe known that the employer's action violates § 3–304.1 of this subtitle 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

(2) ask the Attorney General to bring an action in accordance with this section on behalf of the employee;

(3) consolidate 2 or more claims against an employer.
(c) An action under this section shall be filed whith 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 courd detirmines that an employee is entitled to judgment in an action under this section, the courd shall allow agains the emolyeer is counsel be course fleas and other costs

pugment in an action under this section, the court shall allow against the employer reasonable coursel fees and other costs of the action, as well as prejudgment interest in accordance with the Maryland Rules.

(1) willfully violate any provision of this subtitle;

(1) Windup violate any provision of an external, (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 unde subtitle to inspect;

(4) discharge or otherwise discriminate against an employee or applicant for employment because the employee or applicant for employment:

(i) makes a complaint to the employer, the Commissioner or another person;

or another 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

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) Volate §3-304.2 of this subtitle. b) 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; (2) in bad faith, bring an action under this subtitle; (3) in bad faith, bring a proceeding that relates to the subject of this subtitle; or

4) in bad faith, testify 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) of subsection (b)(1), (5), of (4) of this section, (a) (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.

104.2. (ii) 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.

the cost of enforcing this subtite. (E) (1) If the commissioner determines that an employer has violated §3-304.2 of this subtite, the Commissioner: (1) 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;

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 penalt

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.

determination that a violation had occurred. (2) In determining the amount of the penalty, if assessed, the Commissioner shall consider: (1) the gravity of the violation' (10) the size of the employer's business; (11) the employer's good faith; and (1V) the employer's history of violations under this subtitle. (3) If the Commissioner assesses a penalty under paragraph (1)(11) of this subsection, the penalty shall be subject to the notice and hearing requirements of Title 10.

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:

(3) consolidate 2 or more claims against an employ

(1) try to resolve any issue involved in the violation informally by mediation; or

(iv) a municipal government in the State

) In this subtitle the following words have the meanings indicated.

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

(iii) a county and its units; and

(2) "Auge 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.

§3-303 addition to any powers set forth elsewhere, the Commissioner may

- (1) use informal methods of conference, conciliation, and persuasion to eliminate pay practices that are unlawful under this subtitle, and
- se the payment of a wage owing to an employee under (2) supervise this subtitle.

§3-304

- (a) In this section, "providing less favorable employment 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
- (3) limiting or depriving an employee of employment opportunities that would otherwise be available to the employee but for the employees sex or gender identity. (1) An employer may not discriminate between employees in any cupation by:
- uptation by: (i) paying a wage to employees of one sex or gender identity 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 same type; or

- same type; or (ii) providing less favorable employment opportunities based on sex or gender identity. (2) For purposes of paragraph (1)(i) of this subsection, an employee shall be deemed to work at the same establishment as another employee if the employees work for the same employer at workplaces located in the same county of the State. Except as provided in subsection (o) of this section, subsection (b) this section does not prohibit a variation in a wage that is based on: (1) a senioint's variem that does not discriminate on the basis of
- a seniority system that does not discriminate on the basis of sex or gender identity;
   a merit increase system that does not discriminate on the basis of sex or gender identity;

(3) jobs that require different abilities or skills; (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 file 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 compensation:
- (iii) is job related with respect to the position and consistent with a business necessity; and

(iii) accounts for the entire differential.

(d) 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 pretext 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.

(a) An employer may not

(1) prohibit an employee from

(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;

(2) require an employee to sign a waiver 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: employee's wages; (ii) disclosing the employee's own wages; (iii) disclussing another employee's wages if those wages have been disclosed voluntarily;

(iv) asking the employer to provide a reason for the employee's wages; or

(v) aiding or encouraging another employee's exercise of 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.

Commissions and value of an account and account account

of another employee without that employee's pror permission. (c) 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 afilfmative 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 reasonable limitation and not for an inquir, a discussion, or a disclosure of wages in accordance with the limitation.

wages in accordance with the limitation. (d) (1) 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 employees prior permission may not apply to histances in which an employee who has access to they wage information of other employees as a part of the employee's essential job functions if the discussion or disclosure is in response to a complaint or charge or in furtherance of an investigation, a proceeding, a hearing, or an action under this subtle, including an investigation conducted by the employer.

vesugation 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 hall be entitled to all the protections afforded under this subtitle.

(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.

(A) On request, an employer shall provide to an applicant for employment the wage range for the position for which the applicant applied.

(e) Nothing in this section shall be construed to: (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;

§3-304.2

(B) (1) An employer may not:

applicable rate information

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: <u>dldlicmploymentstandards-dllr@maryland.gov</u>

EMPLOYERS ARE REQUIRED BY LAW TO POST THIS INFORMATION CONSPICUOUSLY. THIS IS A SUMMARY OF THE LAW. TO ENSURE COMPLIANCE, CONSULT A LEGAL ADVISOR

> PENALTIES ARE PRESCRIBED FOR VIOLATIONS OF THE LAW Rev 12/23

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

CVIR lights Act of 1964 states that no person shall be discriminated against on the basis of race, color, religion, age, sex, or national gin. If you leel you have been discriminated against in the unemployment insurance process because of any of these factors, you may file complaint with the Office of Fair Practices, 1100 Worth Evider Steer, Koron 613, Bathimore, Haydhand 21201.

MARYLAND DEPARTMENT OF LABOR - DIVISION OF UNEMPLOYMENT INSURANCE THIS CARD MUST BE POSTED IN A CONSPICUOUS PLACE

Speech to \$

Maryland Department of Labor - Em

#### 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 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:

- Notify your employer or supervisor at once. You cannot receive full benefits unless your employer knows you are injured.
- 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.

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.

Employer/Empleador \_

Business Address/Dirección

City/State/Zip

Federal Employer ID (FEIN)

Telephone Number/Numero Telefónico

Insurance Company Name

Insurance Company Telephone

MD WCC Form C-24

## in Maryland

¿Accidentes por lesión/daño corporal relacionados con

el Empleo o Enfermedad Profesional? 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 comp-ensarían 2/3 de sus ingresos (Hasta un monto máximo estipulado por la ley)

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

aue usted se lesionó en su trabaio. 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.

Aviso: El suministrar información falsa u ocultar información sobre cualquier actividad relacionada 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** 10 East Baltimore Street, Baltimore, Maryland 21202-1641 (410) 864-5100 / Outside Baltimore (800) 492-0479

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.

(B) (1) An employer may not: (1) Retailed 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 (10) Except a provided in paragraph (2) of this subsection: 1. Rely on the wage history of an applicant for employment in acceening or considering the applicant for employment or in determining the wages for the applicant, or 2. Seek the wave history of an anonicant for 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

Department of Labor Division of Labor and Ind Employment Standards Service 10946 Golden West Drive, Suite 160 – Hunt Valley, MD 21031 Phone: 410-767-2357 Rev : Rev. 2/22

#### 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?

State Government Article. §20-602 of the Annotated Code of Maryland provides every Marylander equal protection in employment regardless of

Race	Ancestry or National Origin	Marital Status
Sex	Religion	Sexual Orientation
Age	Physical or Mental Disability	Gender Identity
Ethnicity	Color	Genetic Information

#### What Am I Protected From?

You are protected from unlawful discrimination 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 questions, or 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 employee decides to file an employment discrimination complaint, an employer may not:

- Interfere with;
- 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 Comm Rights (MCCR).

#### 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