

Family Medical Leave Act

EMPLOYER RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

LEAVE ENTITLEMENTS: Eligible employees are entitled to take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons...

PROHIBITIONS: Employers are generally prohibited from discriminating against an employee or job applicant to take a leave under this Act...

ENFORCEMENT: The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violators...

USERRA YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES JOINT EMPLOYMENT 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...

REEMPLOYMENT RIGHTS: You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service...

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION: If you are a past or present member of the uniformed service, you are prohibited from being discriminated against or retaliated against...

HEALTH INSURANCE PROTECTION: If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage...

ENFORCEMENT: The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violators...

Federal Minimum Wage: The Federal Minimum Wage Act (FMWA) sets the minimum wage for most employees in the United States...

Equal Employment Opportunity: The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment...

Workers' Compensation: This section does not apply to an applicant for employment as a conditional offer holder with the Department of Corrections for Prince George's County...

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 throughout the promotion of safe and healthful working conditions...

Pregnancy Accommodations: If you have a disability that is a condition to or caused by pregnancy, you may request a reasonable accommodation from your employer...

Payday Notice: The Maryland Wage Payment and Collection Act (MWPCA) requires employers to provide notice of the date on which an employee's wages are due to be paid...

Emergency Notice: The Maryland Department of Labor, Division of Occupational Safety and Health (DOSH) enforces the Occupational Safety and Health Act (OSHA)...

Employment Discrimination: The Maryland Department of Labor, Division of Occupational Safety and Health (DOSH) enforces the Maryland Fair Employment Practices Act (MFEP)...

ProService HAWAII: A logo for ProService HAWAII with the text 'HR that states your business' and 'Made in USA'.

Minimum Wage Rates: Employers with 15 or more employees: \$11.25 per hour. Employers with 14 or fewer employees: \$11.20 per hour.

Minimum Wage: Most employees must be paid the Maryland State Minimum Wage Rate. Employers (earning more than \$30 per month in tips) must set the State Minimum Wage Rate per hour. Employers must pay at least \$3.83 per hour.

Child Labor Law: APPLICABLE FOR A WORKER PERMIT: Applications for work permits are accepted online at: www.state.maryland.gov/permits/Steps...

Equal Pay for Equal Work: The Equal Pay Act (EPA) requires that employers pay equal wages to male and female employees performing equal or substantially similar work...

Equal Pay for Equal Work: (2) After an employer makes an initial offer of employment with an offer of compensation to an applicant for employment, an employer may...

Equal Pay for Equal Work: (3) If an employer makes an offer of employment with an offer of compensation to an applicant for employment, an employer may...

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