REVISION DATE: 10/20



Must be posted in a conspicuous place for convenient viewing by all employees and applicants.

> POSTER 🛞 GUARD Guaranteed protection against changing laws 866-463-4574 • www.posterguard.com

PREGNANT AND WORKING

Pregnant & Working **Commission on Civil Rights** Do I Need A Doctor's Note? **Know Your Rights!** It depends on what your employer requests. The law allows an employer, at his or her discretion, to require

If you are pregnant, you have a legal right to a reasonable accommodation ifyour pregnancy causes or contributes to a disability **and** the accommodation does not impose an undue hardship on your employer. State Governmen Article, \$20-609(b)

What Does That Mean?

If you have a disability that is contributed to or caused by pregnance, 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)

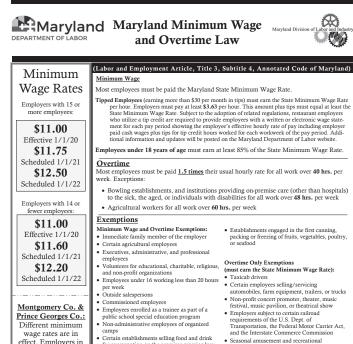
The law lists an assortment of options for both you and your employer to consider in order to comply with a request for reasonable accommodation. These include, but are not limited to:

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

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

If you believe your rights under the law have been violated, you must file a complaint with MCCR within 6 months 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 hone, email, fax, letter, or walk-in. All procedures by MCCR are confidential until your case is certified for public hearing or trial.

MINIMUM WAGE



EARNED SICK AND SAFE LEAVE

Maryland DEPARTMENT OF LABOR

The Maryland Healthy Working Families Act requires employers with 15 or more employees to provide pa sick and safe leave for certain employees. It also requires that employers who employ 14 or fewer employee 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 acrues earned sick and safe leave at a rat at least one hour for every 30 hours the employee works; however, an employee is not entitled to earn mon than 40 hours of earned sick and safe leave in a year or accrue more than 64 hours of earned sick and safe at any time

Leave Usage

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

- Indoyce is anoven to use earned size and safe leave under the bolicoming conditions: To care for or treat the employee's metal to physical illness, injury, or condition; To obtain preventative medical care for the employee or the employee's family member; To care for a family member with a mental or physical illness, injury, or condition; For maternity or paternity leave; or The absence from work is necessary due to domestic violence, sexual assault, or stalking committee 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 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 mi

Employees are permitted to use earned sick and safe leave in increments in certain amounts established b their employer. Employees are required to give notice of the need to use earned sick and safe leave when foreseeable. An employer may deny leave in certain circumstances.

Reporting

State of Maryland

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

Employers are req sick and safe leave ed to provide employees with a written statement of the employee's available earn

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

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 insurance policy if:

- You guit your job or you were terminated from your employment \diamond for a reason other than for cause: and
- You are covered by your employer under a group hospital-medica 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 you employer, or if necessary, telephone the Insurance Administration in Baltimore at (410) 468-2244 or 1-800-492-6116 (Ext. 2244).

> 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

OUR EMPLOYER IS SUBJECT TO the Maryland Unemployment Insurance Law and pay IF YOU ARE LAID OFF or otherwise become unemployed, immediately file a claim by callling the telephone number for the area in 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 aligible for partial benefits. If your regular hours of work have been wromply 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

YOU ARE ENTITLED TO BENEFITS IF:

DE HABLE HISPANA 301-313-8000

- 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 balls of wan, orbanisme to wan, and balls of bal

IF YOU ARE TOTALLY OR PARTIALLY UNEMPLOYED CA File A Clair Area Served Area Served Area Serve 301-313-8000 1-877-293-4125 (toll free) Calvert Charles Montgomery Prince Georges St. Mary's Caroline Dorchester Kent Queen Anne's Somerset Talbot Wicomico Worcester Anne Arun Baltimore (Baltimore (Carroll Cecil Harford 10-853-1600 -877-293-4125 ioll free) 10-334-6800 I-877-293-4125 01-723-2000 Allegany -877-293-4125 Frederick toll free) Garrett Washington SOLICITUD DE BENEFICIOS DEL DESEMPLEO PARA LA POBLACIÓN DESEMPLEO PARA LA POBLACIÓN 301-723-2000 1-877-293-4125 (toll free)

INSIDE THE STATE OF MARYLAND

Maryland Relay Dial 711 TTY: 1-800-735-2258

ara Relevos en Maryland presione 711 d 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

Civil Rights Act of 1964 states that no person shall be discriminated against on the basis of race, color, religion, age, sex, or gigin. If you feel you have been discriminated against in the unemployment insurance process because of any of these factors, you compliant with the Office of Fair Practices, 1100 km/h titude Stude Stoces 0613, Baltimore, Mayland 21201.

MARYLAND DEPARTMENT OF LABOR - DIVISION OF UNEMPLOYMENT INSURANCE

THIS CARD MUST BE POSTED IN A CONSPICUOUS PLACE

ech: 1-800-785-5630

ticle. Title 8. Sec. 8-603

EQUAL PAY FOR EQUAL WORK

	Maryland Equal Pay for Equal Work		
ELEAVE		Article Title 3, Subtitle 3	
	§3–301. (a) In this subtitle the following words have the meanings indicated.	(2) After an employer makes an initial offer of employmen with an offer of compensation to an applicant for	
re employees to provide paid	(b)(1) "Employer" means: (i) a person engaged in a business, industry, profession, trade,	employment, an employer may: (I) Subject to paragraph (3) of this subsection, rely on the wage history voluntarily provided by the applicant	
mploy 14 or fewer employees	or other enterprise in the State; (ii) the State and its units;	for employment to support a wage offer higher than the initial wage offered by the employer: or	
1 which an employee begins	 (iii) a county and its units; and (iv) a municipal government in the State. 	(II) Seek to confirm the wage history voluntarily provide by the applicant for employment to support a wage offer history and the industry of the second	
l sick and safe leave at a rate of e is not entitled to earn more	 (2) "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 	higher than the initial wage offered by the employer. (3) An employer may rely on wage history under paragrage (2) of this subsection only if the higher wage does not	
urs of earned sick and safe leave	State Government Article. (d)(1) "Wage" means all compensation for employment.	create an unlawful pay differential based on protected characteristics under §3-304 of this subtitle.	
- 1141	 (c) (1) "Hage" includes board, lodging, or other advantage provided to an employee for the convenience of the employer. 	(C) This section may not be construed to prohibit an applicar for employment from sharing wage history with an employer	
nditions: condition;	§3–302. This subtitle applies to an employer of both men and women in a lawful enterprise.	voluntarily. §3–305.	
family member; condition;	§3–303. In addition to any powers set forth elsewhere, the Commissioner may:	 (a) (1) Each employer shall keep each record that the Commissioner requires on: (i) wages of employees; 	
ault, or stalking committed being used: (1) to obtain	(1) use informal methods of conference, conciliation, and persuasion to eliminate pay practices that are unlawful under this architecture.	 (i) wages of employees; (ii) job classifications of employees; and (iii) other conditions of employment. 	
services organization; (3) for ily relocated as a result of the	subtile; and (2) supervise the payment of a wage owing to an employee under this subtile.	 (ii) other contains of employment. (2) An employer shall keep the records required under this subsection for the period of time that the Commissioner required 	
ing, the legal guardian or	 §3-304. (a) In this section, "providing less favorable employment 	(b) On the basis of the records required under this section, an employer shall make each report that the Commissioner require	
parent or stood in loco iployee's spouse was a minor.	opportunities" means: (1) assigning or directing the employee into a less favorable	§3–306. (a) On request of an employer, the Commissioner shall	
ain amounts established by sick and safe leave when it is	career track, if career tracks are offered, or position; (2) failing to provide information about promotions or	provide without charge a copy of this subtitle to the employer (b) Each employer shall keep posted conspicuously in each	
	advancement in the full range of career tracks offered by the employer; or	place of employment a copy of this subtitle. (c) The Commissioner, in consultation with the Maryland	
ployee's available earned	(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.	Commission on Civil Rights, shall develop educational materials and make training available to assist employers in adopting training, policies, and procedures that comply with	
	 (b)(1) An employer may not discriminate between employees in any occupation by: 	\$3–306.1.	
mployee who exercises a	 (i) paying a wage to employees of one sex or gender identity at a rate less than the rate paid to employees of another 	 (a) Whenever the Commissioner determines that this subtitle has been violated, the Commissioner shall: 	
hibited from making a	sex or gender identity if both employees work in the same establishment and perform work of comparable character or	 try to resolve any issue involved in the violation informally by mediation; or 	
nal information very	work on the same operation, in the same business, or of the same type; or (ii) providing lass favorable employment opportunities based on	(2) ask the Attorney General to bring an action on behalf o the applicant or employee.	
nal information, you may	 (ii) providing less favorable employment opportunities based on sex or gender identity. (2) For nuroses of naragraph (1)(i) of this subsection, an 	(b) The Attorney General may bring an action under this section in the county where the violation allegedly occurred injunctive railed damages or other railed.	
21201	(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	injunctive relief, damages, or other relief. §3–307. (a)(1) If an employer knew or reasonably should have known that	
rev. 9/20	at workplaces located in the same county of the State. (c) Except as provided in subsection (d) of this section, subsection (b)	(a)(1) If an employer knew or reasonably should have known tha the employer's action violates § 3–304 of this subtitle, an affecte employee may bring an action against the employer for injunctiv	
	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	relief and to recover the difference between the wages paid to employees of one sex or gender identity and the wages paid to	
	sex or gender identity; (2) a merit increase system that does not discriminate on the	employees of another sex or gender identity who do the same type work and an additional equal amount as liquidated damage	
1	basis of sex or gender identity; (3) jobs that require different abilities or skills; (4) jobs that require the service performance of different duties or	(2) If an employer knew or reasonably should have known that the employer's action violates § 3–304.1 of this subtitl an affected employee may bring an action against the	
1	 (4) jobs that require the regular performance of different duties or services; (5) work that is performed on different shifts or at different times of day. 	employer for injunctive relief and to recover actual damage and an additional equal amount as liquidated damages.	
	 (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 	(3) An employee may bring an action on behalf of the employee and other employees similarly affected.	
le under Maryland	 (7) a bona fide factor other than sex or gender identity, including education, training, or experience, in which the factor: 	(b) On the written request of an employee who is entitled to bring an action under this section, the Commissioner may:	
employer's health	 (i) is not based on or derived from a gender-based differential in compensation; 	 (1) take an assignment of the claim in trust for the employe (2) ask the Attorney General to bring an action in 	
your employment	(ii) is job related with respect to the position and consistent with a business necessity; and	accordance with this section on behalf of the employee; au (3) consolidate 2 or more claims against an employer.	
	 (iii) accounts for the entire differential. (d) This section does not preclude an employee from demonstrating that 	(c) An action under this section shall be filed within 3 years aff the employee receives from the employer the wages paid on the temployee of employment under \$2, 505(a) of this title.	
hospital-medical IMO) for at least	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.	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	
our employment;	(e) An employer who is paying a wage in violation of this subtitle may not reduce another wage to comply with this subtitle.	(e) If a court determines that an employee is entitled to	
	§3–304.1. (a) An employer may not:	judgment in an action under this section, the court shall allow against the employer reasonable counsel fees and other cos	
	(1) prohibit an employee from:(i) inquiring about, discussing, or disclosing the wages of the	of the action, as well as prejudgment interest in accordance with the Maryland Rules.	
u MUST give your 5) days after your	employee or another employee; or (ii) requesting that the employer provide a reason for why the produced upper or a consolition of employment.	§3–308. (a) An employer may not:	
	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	 willfully violate any provision of this subtitle; hinder, delay, or otherwise interfere with the Commissioner or an authorized representative of the 	
	discuss the employee's wages; or (3) take any adverse employment action against an employee for:	Commissioner in the enforcement of this subtitle; (3) refuse entry to the Commissioner or an authorized	
e health insurance	 (i) inquiring about the employee's wages or another employee's wages; 	representative of the Commissioner into a place of employment that the Commissioner is authorized under the	
ould contact your	 (ii) disclosing the employee's own wages; (iii) discussing another employee's wages if those wages have 	subtitle to inspect; (4) discharge or otherwise discriminate against an employ	
ould contact your Administration in	been disclosed voluntarily; (iv) asking the employer to provide a reason for the	or applicant for employment because the employee or applicant for employment:	
ct. 2244).	employee's wages; or (v) aiding or encouraging another employee's exercise of	 (i) makes a complaint to the employer, the Commissioner or another person; (ii) brings an action under this subtitle or a proceeding the 	
	rights under this section. (b)(1) Subject to paragraph (2) of this subsection, an employer may in a written policy norwided to each employee, establish	 (ii) brings an action under this subtitle or a proceeding the relates to the subject of this subtitle or causes the action proceeding to be brought; or 	
AW.	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.	 (iii) has testified or will testify in an action under this subtitl or a proceeding that relates to the subject of this subtitle; or 	
FEDERAL LAW.	(2) A limitation established under paragraph (1) of this subsection shall be consistent with standards adopted by the	(5) Violate §3–304.2 of this subtitle.(b) An employee or an applicant for employment may not:	
	Commissioner and all other State and federal laws. (3) Subject to subsection (d) of this section, limitations	(1) make a groundless or malicious complaint to the Commissioner or an authorized representative of the	
	established under paragraph (1) of this subsection may include prohibiting an employee from discussing or disclosing the wages	Commissioner; (2) in bad faith, bring an action under this subtitle;	
	of another employee without that employee's prior permission. (c) Except as provided in subsection (d) of this section, the failure of an employee to adhere to a reasonable limitation included in	 (3) in bad faith, bring a proceeding that relates to the subject of this subtitle; or (4) is bad faith, testify in an action under this subtitle or a 	
	a written policy under subsection (b) of this section shall be an affirmative defense to a claim made against an employer by the	(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	
	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 inquiry, a discussion, or a disclosure of	(c) The Commissioner may bring an action for injunctive relie and damages against a person who violates subsection (a)(1 (4), or subsection (b)(1), (3), or (4) of this section.	
	wages in accordance with the limitation. (d) (1) A prohibition established in accordance with subsection (b)	(d) (1) Except as provided in paragraph (2) of this subsection an employer who violates any provision of subsection (a)(2)	
der this law. No deduction is made from	(3) of this section against the discussion or disclosure of the wages of another employee without that employee's prior permission may	(3) of this section is guilty of a misdemeanor and on conviction is subject to a fine not exceeding \$300.	
phone number for the area in which you	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	(2) (i) This paragraph does not apply to a violation of §304.2. (ii) If an employer is found to have violated this	
weeks. gular hours of work have been reduced,	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 subtitle, including an	(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	
gular hours of work have been reduced, ass wages before deductions during the	investigation conducted by the employer. (2) If an employee who has access to wage information as	to pay a civil penalty equal to 10% of the amount of damages owed by the employer.	
	part of the essential functions of the employee's job discloses the employee's own wages or wage information about	(iii) Each civil penalty assessed under this paragraph shall be paid to the General Fund of the State to offset	
	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 subtitle.	(E) (1) If the Commissioner determines that an employer has violated \$2-304 of this subtitle. The Commissioner.	
aim center listed below.	 (e) Nothing in this section shall be construed to: (1) require an employee to disclose the employee's wages; 	violated §3-304.2 of this subtitle, the Commissioner: (I) shall issue an order compelling compliance; and (II) may in the Commissioner's discretion	
ber available. If you claim dependents	 (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; 	 (II) may, in the Commissioner's discretion, 1. for a first violation, issue a letter to the employer compelling compliance: 	
ent when you file. If you do not know the the dependents' birth certificates or other	 (3) limit the rights of an employee provided under any other provision of law or collective bargaining agreement; 	compelling compliance; 2. for a second violation, assess a civil penalty of up to \$300 for each applicant for employment for whom	
MPLOYED CALL:	 (4) create an obligation on any employer or employee to disclose wages; 	to \$300 for each applicant for employment for whom the employer is not in compliance; or 3. for each subsequent violation, assess a civil pena	
e Number	(5) permit an employee, without the written consent of an employer, to disclose proprietary information, trade secret	3. for each subsequent violation, assess a civil pena of up to \$600 for each applicant for employment for whom the employer is not in compliance if the	
Area Served 53-1600 Anne Arundel	information, or information that is otherwise subject to a legal privilege or protected by law; or	violation occurred within 3 years after a previous determination that a violation had occurred.	
293-4125 Baltimore City ee) Baltimore County	(6) permit an employee to disclose wage information to a competitor of the employer.	(2) In determining the amount of the penalty, if assessed, the Commissioner shall consider:	
Carroll Cecil	§3–304.2 (A) On request, an employer shall provide to an applicant for	 (I) the gravity of the violation' (II) the size of the employer's business; 	
Harford Howard	employment the wage range for the position for which the applicant applied.	(III) the employer's good faith; and (IV) the employer's history of violations under this subtit	
	 (B) (1) An employer may not: (I) Retailate against or refuse to interview, hire, or employ an application for amployment because the applicant; 	 (iv) the employer's history of violations under this subtit (3) If the Commissioner assesses a penalty under paragraph (1)(II) of this subsection, the penalty shall be 	
TSIDE THE STATE OF MARYLAND FUERA DEL ESTADO DE MARYLAND)	applicant for employment because the applicant: 1. Did not provide wage history; or 2. Descent the uncertainty concerning with this applicant	subject to the notice and hearing requirements of Title 10, Subtitle 2 of the State Government Article.	
TTY: 1-800-735-2258	2. Requested the wage range in accordance with this section for the position for which the applicant applied; and	For additional information or to file a complaint, please contact:	
Speech to Speech: 1-800-785-5630	(II) Except a provided in paragraph (2) of this subsection:		

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 due to pregnancy, an employer may not:

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, §20609(f)

· Date a reasonable accommodation is medically

· Explanation as to the medical advisability of the

Probable duration of the accommodation should be

If required, the certification must include:

• Interfere with; Restrain;

advisable

provided.

sonable accon

- 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 Commission on Civil Rights (MCCR).

and

What If I Am A Victim Of Discrimination?

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

these counties are required to post the applicable rate information.	for consumption on the premises grossing less than \$400,000 annually • Drive-in theaters
	FOR MORE INFORMATION OR TO FILE A COMPLAINT CONTACT: Maryland Department of Labor Division of Labor and Industry—Employment Standards Service 1100 North Euraw Street, Room 607 Telephone Number (410) 076-2357 - Fax Number: (410) 333-7303 Telephone Number (410) 076-2357 - Fax Number: (410) 333-7303 E-mail: didiemploymentstandards-dlfr@maryland.gov

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 WORK PENALTIES ARE PRESCRIBED FOR VIOLATIONS OF THE LAW.

Rev. 12/2019

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

Marvland Departs

¿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: 1. Informarle a su empleador o supervisor de inmediato No podría recibir todos sus beneficios a menos que su 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.

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.

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

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

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
Sex	Religion
Age	Physical or Mental Disabilit
Ethnicity	Color

Marital Status Sexual Orientation Gender Identity 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 nditions, 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 Commission on Civil 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 6 months of the alleged at 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 ryland.gov | www.mccr.maryland.gov

empleador fuere notificado que sufrió una lesión.

aue usted se lesionó en su trabaio.