**Employers**

when, where, how long must be paid in full on their last day of work. Employees who are quit must be paid in full on the next regular payday or by the first Saturday after they quit (if there is no regular payday). Employees who are the service rate.

**M.G.L. Chapter 149, Section 152A; M.G.L. Chapter 151, Section 7**

The hourly "service rate" applies to workers who provide ... or other service employees. Tip pooling is allowed only for wait staff, service bartenders, and other service employees.

**FAIR EMPLOYMENT IN MASSACHUSETTS**

**BASE RATE, MINIMUM WAGE, AND MAXIMUM HOURS**

1. The Commonwealth of Massachusetts, Department of Industrial Affairs, Massachusetts Commission Against Discrimination (MCAD), and the Massachusetts Commission for Human Rights and Civil Liberties (MCHRCL) are committed to protecting the rights of employees. The law prohibits employers from asking applicants on a new employment application for any criminal background information unless an exemption by statute or regulation exists.

**Workers’ Compensation**

The law requires employers with six or more employees to provide eight weeks of paid family and medical leave to employees. The law requires employers to provide up to 12 weeks of unpaid maternity or paternity leave to employees. The law also requires employers to provide up to 12 weeks of unpaid family or medical leave to employees.

**Earned Sick Time**

The Commonwealth of Massachusetts, Department of Industrial Affairs, Massachusetts Commission Against Discrimination (MCAD), and the Massachusetts Commission for Human Rights and Civil Liberties (MCHRCL) are committed to protecting the rights of employees.

**Paid Family and Medical Leave**

The Commonwealth of Massachusetts, Department of Industrial Affairs, Massachusetts Commission Against Discrimination (MCAD), and the Massachusetts Commission for Human Rights and Civil Liberties (MCHRCL) are committed to protecting the rights of employees.

**Minimum Wage**

The Commonwealth of Massachusetts, Department of Industrial Affairs, Massachusetts Commission Against Discrimination (MCAD), and the Massachusetts Commission for Human Rights and Civil Liberties (MCHRCL) are committed to protecting the rights of employees.

**Unemployment Insurance**

The Commonwealth of Massachusetts, Department of Industrial Affairs, Massachusetts Commission Against Discrimination (MCAD), and the Massachusetts Commission for Human Rights and Civil Liberties (MCHRCL) are committed to protecting the rights of employees.

**Workers’ Compensation**

The Commonwealth of Massachusetts, Department of Industrial Affairs, Massachusetts Commission Against Discrimination (MCAD), and the Massachusetts Commission for Human Rights and Civil Liberties (MCHRCL) are committed to protecting the rights of employees.

**Notice to Employees**

The Commonwealth of Massachusetts, Department of Industrial Affairs, Massachusetts Commission Against Discrimination (MCAD), and the Massachusetts Commission for Human Rights and Civil Liberties (MCHRCL) are committed to protecting the rights of employees.

**MARDY AND PARENTAL LEAVE**

The Commonwealth of Massachusetts, Department of Industrial Affairs, Massachusetts Commission Against Discrimination (MCAD), and the Massachusetts Commission for Human Rights and Civil Liberties (MCHRCL) are committed to protecting the rights of employees.

**Workers’ Compensation**

The Commonwealth of Massachusetts, Department of Industrial Affairs, Massachusetts Commission Against Discrimination (MCAD), and the Massachusetts Commission for Human Rights and Civil Liberties (MCHRCL) are committed to protecting the rights of employees.

**BASICS**

1. The Commonwealth of Massachusetts, Department of Industrial Affairs, Massachusetts Commission Against Discrimination (MCAD), and the Massachusetts Commission for Human Rights and Civil Liberties (MCHRCL) are committed to protecting the rights of employees.

**DURING THE SCHOOL YEAR:**

- Start of the School Year: 1st Monday in September
- End of the School Year: 1st Monday in June

**NOTICE TO EMPLOYERS**

The Commonwealth of Massachusetts, Department of Industrial Affairs, Massachusetts Commission Against Discrimination (MCAD), and the Massachusetts Commission for Human Rights and Civil Liberties (MCHRCL) are committed to protecting the rights of employees.

**EARNED SICK TIME**

The Commonwealth of Massachusetts, Department of Industrial Affairs, Massachusetts Commission Against Discrimination (MCAD), and the Massachusetts Commission for Human Rights and Civil Liberties (MCHRCL) are committed to protecting the rights of employees.

**WORKERS’ COMPENSATION**

The Commonwealth of Massachusetts, Department of Industrial Affairs, Massachusetts Commission Against Discrimination (MCAD), and the Massachusetts Commission for Human Rights and Civil Liberties (MCHRCL) are committed to protecting the rights of employees.

**WORKER’S COMPENSATION**

The Commonwealth of Massachusetts, Department of Industrial Affairs, Massachusetts Commission Against Discrimination (MCAD), and the Massachusetts Commission for Human Rights and Civil Liberties (MCHRCL) are committed to protecting the rights of employees.