

Employment Laws for Small Maine Businesses

As your company grows, remember that the applicable labor and employment laws (both state and federal) change and require your company to comply with heightened responsibilities. This document has been created by Verrill Dana to assist you in identifying generally applicable laws when your company has fifteen or less employees:

Number of Employees	Applicable Laws
One or More Employees	The Maine Human Rights Act State and Federal Wage and Hour Laws - Including Minimum Wage and Overtime Wage Payment Statutes Smokers' Rights Statute Sexual Harassment Training Whistleblowers' Protection Act Medical Examination Fees & Application Fees Statute Employee Polygraph Protection Act Workplace Smoking Act Workers' Compensation Act OSHA- Certain industries with 10 or fewer employees may be exempted Uniformed Services Employment and Reemployment Rights Act (USERRA) State and Federal Posting Requirements (posters available: http://www.maine.gov/labor/posters/index.html ; http://www.dol.gov/oasam/boc/osdbu/sbrefa/poster/matrix.htm)
Two or More Employees	All Statutes Listed Above Maine Video Display Training Law (if employer has two or more video display terminals) National Labor Relations Act (A union can contain two or more employees)
Three or More Employees	All Statutes Listed Above Maine Rest Break Statute
Five or More Employees	All Statutes Listed Above *Heightened training under Maine's Video Display Training Law
Fifteen or More Employees	All Statutes Listed Above Civil Rights Act of 1964 Americans with Disabilities Act of 1990 Maine Family Medical Leave law Maine Family Military Leave law *Increased damage provisions for violation of the Maine Human Rights Act

If you have grown to over fifteen employees give Verrill Dana's Labor and Employment Practice Group a call to discuss new statutes and regulations that will be applicable to your operations, (207) 774-4000.