

New Deal Social  
Security Act  
1935

Provides Unemployment  
Insurance up to 30 wks for workers  
who have lost a job through no fault  
of their own

Federal Law

Does not cover undocumented  
immigrants

Massachusetts  
Employment &  
Training Law  
1970

Provides up to 30 weeks  
Unemployment Insurance for  
workers who have lost a job through  
no fault of their own

State Law

Does not cover undocumented  
Immigrants

Title VII of Civil  
Rights Act of 1964

Prohibits discrimination  
on the basis of race, color, religion,  
sex, or national origin.

Federal Law

Massachusetts Fair  
Employment Practices Act  
Chapter 151B  
1946

Forbids discrimination on the basis of race, color, religion, national origin and ancestry; later amended to ban discrimination on basis of age, sex, handicap, sexual harassment, and sexual orientation.

State Law

Americans with  
Disabilities Act  
1992

Forbids discrimination  
due to disability

Federal Law

# National Labor Relations Act

1935

Gives workers the right to organize to improve wages and working conditions, including the right to organize a union & bargain collectively with the employer

Federal Law

Covers Private Sector only

Massachusetts Public  
Employee Collective  
Bargaining Law  
Chapter 150E  
1973

Gives public employees the right to organize to improve wages and working conditions, including the right to organize a union & bargain collectively with the employer

State Law

Covers public sector only

# Family & Medical Leave Act

1993

Provides unpaid leave due to disability of the worker, to care for sick family member or for the birth or adoption of a child.

Federal Law

# Occupational Safety & Health Act 1970

Provides safety and health  
protections and workplace free from  
recognized hazards

Federal Law

Covers Private sector only

# Fair Labor Standards Act

1938

Regulates minimum wage,  
guarantees right for most workers to  
be paid 1 ½ normal rate for hours  
worked over 40 hr/week, sets  
standards for the hours and type of  
employment for workers under 18.

Federal Law

Minimum Fair Wage

Law

Chapter 151

1970

Regulates minimum wage and guarantees right for most workers to be paid 1 ½ times normal rate for hours worked over 40 hr/week

State Law

# Massachusetts Workers Compensation Act

Chapter 152

1911

Provides cash benefits,  
medical coverage and re-  
training expenses for work  
related injuries

State Law

Mass. Public Employee  
Whistleblower  
Protection Act

Chapter 149, Section 185

1993

Protects public employees from retaliation for reporting misconduct or refusing to engage in illegal activity. A similar law passed in 1999 covers health care workers

## State Law

Covers state & municipal employees & health care workers only

Massachusetts  
Meal Break Law

Chapter 149

1887 and amended

Requires a 30-minute unpaid meal break on any shift that lasts more than six hours.

State Law

# Davis-Bacon Act

1931

Requires workers on federal and state construction contracts worth \$2,000 or more be paid the "prevailing wage" – that is wages equal to rates established by union bargaining agreements in that geographic area.

**Federal law** (there is a similar law at the state level)

The Massachusetts  
Payment of Wages  
Act  
1879

Requires that wages must be paid within six days of close of pay period in which money is earned

State Law