

Workplace Issues and Rights Answer Sheet

[for facilitator]

Unsafe working conditions – Occupational Safety and Health Act

Hazardous Waste - Occupational Safety and Health Act

Job Discrimination – Mass. Fair Employment Practices Act, Title VII of Civil Rights Act

Surveillance – no laws, some collective bargaining agreements may cover

Illness – Family & Medical Leave Act may cover, no guarantee of sick leave

Vacation Time – no law

Overtime - no protection against mandatory overtime, except for workers under 18; laws guaranteeing pay rate: Mass. Minimum Fair Wage Law, federal Fair Labor Standards Act

Work Related Injuries - Massachusetts Workers Compensation Act Chapter 152

Time off – no laws

Right to organize and to collective activity – National Labor Relations Act and Mass. Public Employee Collective Bargaining Law Chapter 150E

Parental Leave – Family and Medical Leave Act

Minimum Wage – Fair Labor Standards Act and Mass. Minimum Fair Wage Law

Discrimination due to disability – American with Disabilities Act

Unemployment – New Deal Social Security Act and Mass. Employment and Training Law