

# FIFA World Cup Boston 2026

## Contractors and Vendors

### Compliance with Massachusetts Wage and Hour Laws



Massachusetts Attorney General Andrea Joy Campbell welcomes the FIFA World Cup to our Commonwealth. As a business or person employing workers within our state, there is information you must know to ensure compliance with our laws. Failure to comply with these laws could result in significant civil penalties or criminal enforcement.

The following summarizes some laws that apply to those who employ workers in Massachusetts.<sup>1</sup> This is not a comprehensive list. More information can be found at <http://www.mass.gov/ago/fairlabor>.

***The laws discussed below apply to all workers regardless of their immigration status.***

**WORKER CLASSIFICATION:** All workers in Massachusetts are presumed to be employees. In order to be considered an independent contractor, the individual must be free from control and direction, and perform a service outside the usual course of business of the employer, and be engaged in an independently established trade, occupation, profession or business of the same nature of the service performed. See M.G.L. c. 149, § 148B.

**MINIMUM WAGE:** The minimum wage in Massachusetts is \$15/hour. See M.G.L. c. 151, § 1 and 454 CMR 27.02.

**OVERTIME:** With few exceptions, workers must be paid 1.5 times their hourly rate for each hour worked over 40 hours in a week. See M.G.L. c. 151, § 1A and § 1B; 454 CMR 27.03(3).

**TEMPORARY WORKERS:** Workers hired through staffing agencies are protected by these laws, and are afforded additional protections through their employers. See M.G.L. c. 149, § 159C and 454 CMR 24.00.

**FORCED SERVICES/LABOR TRAFFICKING:** Employers may not take or destroy their employees' documents or belongings, including passports and immigration records, or otherwise force someone to accept or continue employment through threats, harm, or restraint. This is a crime in Massachusetts. Anyone who forces another person to work in this way, or benefits as a result of the work, could face imprisonment and fines. Businesses that commit labor trafficking can be fined up to one million dollars. See M.G.L. c. 265, § 49 and § 51.

**CHILD LABOR:** Child labor laws limit the hours workers under 18 can work and the kinds of jobs that they can do. Employers must have Youth Employment Permits (work permits) on file for all workers under 18. In Massachusetts, children under 14 may not work, except in very limited cases. See [www.mass.gov/ago/youthemployment](http://www.mass.gov/ago/youthemployment) See M.G.L. c. 149, §§ 56-105.

<sup>1</sup> The authority of the Attorney General to render formal legal opinions extends only to state officials, district attorneys, and branches and committees of the Legislature. G.L. c. 12, §§ 3, 6, and 9. Accordingly, the information contained herein should not be construed as a legal opinion of the Attorney General and is provided for informational purposes only.



**TIPS:** The service rate in Massachusetts is \$6.75/hour. The average hourly tips, plus the hourly service rate paid to the worker must add up to at least the minimum wage of \$15/hour per shift. Employers, owners and employees with managerial responsibilities may not partake in a tip pool. Tip pooling is allowed only for wait staff, service bartenders, and other service employees. See M.G.L. c. 149 § 152A and M.G.L. c. 151, § 7 and 454 CMR 27.03(2).

**TIMELY PAY:** A worker must be paid for all time spent on work-related duties, all time that the worker must remain on the employer's premises, and work performed before or after the normal shift to complete the work. All breaks and rest periods that a worker is on duty must be paid, unless the worker is free to leave the employer's premises and completely relieved of all work duties.

If a worker is terminated, the employer must pay all wages owed on the date of termination. Employers must keep records of wages paid and hours worked and provide pay slips to workers along with their wages. See M.G.L. c. 149, § 148; 454 CMR 27.02.

**MEAL BREAKS:** Workers may not be required to work more than six hours without a break of at least 30 minutes. During their break, workers must be relieved of all work-related duties and be free to leave the premises. See M.G.L. c. 149, §§ 100 and 101.

**PAYSTUBS:** All employees must get a statement, at no cost, with their pay that says the name of the employer and employee, the date of payment (month, day, and year), the number of hours worked during the pay period, the hourly rate, and all deductions or increases made during the pay period. See M.G.L. c. 149, § 148.

**PAYROLL RECORDS:** Payroll records must include the employee's name, address, job/occupation, amount paid each pay period, and hours worked (each day and week). Employers must keep payroll records for 3 years. Employees have the right to see their own payroll records at reasonable times and places. See M.G.L. c. 151, § 15.

**REPORTING PAY:** Most employees must be paid for 3 hours at no less than minimum wage if the employee is scheduled to work 3 or more hours, and reports to work on time, and is not given the expected hours of work. See 454 CMR 27.04(1).

**RETALIATION:** Employers must not retaliate against workers who try to exercise their rights under Massachusetts law. Retaliation includes termination, contacting immigration authorities, or otherwise punishing or threatening an employee. Retaliation is a separate criminal or civil offense in addition to any other wage and hour violations that may occur. See M.G.L. c. 151, § 19, and M.G.L. c. 149, § 148A.

**EMPLOYEES HAVE A RIGHT TO SUE:** Employees have the right to sue their employer for most violations of wage and hour laws. Employees may sue as an individual or they may sue their employer as a group if they have similar complaints. *Employees who win their case will receive back pay, triple damages, attorneys' fees, and court costs.* See M.G.L. c. 149, § 150; M.G.L. c. 151, § 1B and § 20.

The Attorney General's Fair Labor Division enforces the state's wage and hour laws. If you have questions about these laws, please call the Fair Labor Hotline at (617) 727-3465, M-F 10:00AM-4:00PM.

