Minimum Wage
M.G.L. Chapter 151, Sections 1, 2A, and 7
In Massachusetts, all workers are presumed to be employees. The minimum wage applies to all employees, except:
- agricultural workers (58.00 per hour is the minimum wage for agricultural workers),
- members of a religious order,
- workers being trained in certain educational, nonprofit, or religious organizations, and
- outside salespeople.

Tips
M.G.L. Chapter 149, Section 152A, M.G.L. Chapter 151, Section 7
The hourly “service rate” applies to workers who provide services to customers and who make more than $20.00 a month in tips. The average hourly tips, plus the hourly service rate paid to the worker must add up to the minimum wage per each shift. Employers, owners and employees with managerial or supervisory responsibilities on a given day must never take any of your tips. Tips and service charges listed on a bill must be given only to wait staff, service bartenders, or other service employees. Tip pooling is allowed only for wait staff, service bartenders, and other service employees.

Overtime
M.G.L. Chapter 151, Sections 1A and 1B
Generally, employees who work more than 40 hours in any week must be paid overtime. Overtime pay at 1.5 x the regular rate of pay for each hour worked over 40 hours in a week.

Paystub Information
M.G.L. Chapter 149, Section 148
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 (payday). Employees who are entitled to and request it can also get a pay history for the past two years.

Pay Deductions
M.G.L. Chapter 149, Section 148, 454 C.M.R. 27.05
An employer cannot deduct money from an employee's pay unless the law allows it (such as state and federal income taxes), or the employee asked for a deduction to be made for the employee's own benefit (such as put money aside in the employee's savings account). An employer cannot take money from an employee's pay for the employer's ordinary business costs (for example: supplies, materials or tools needed for the employee's job). An employer who requires an employee to buy or rent a uniform must refund the actual costs to the employee.

Meal Breaks
M.G.L. Chapter 149, Sections 100 and 101
Most employees who work more than 6 hours must get a 30-minute meal break during their meal break. Employees must be free of all job-related duties, any promised holiday pay, and must be able to leave the workplace. If the request of the employer, the employee agrees to work or stay at the workplace during the meal break, the employee must get paid for that time.

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

Employees Under 18 – Child Labor
M.G.L. Chapter 149, Sections 152A, M.G.L. Chapter 151, Section 7
In Massachusetts, all workers are presumed to be employees. The minimum wage applies to all employees, except:
- agricultural workers (58.00 per hour is the minimum wage for agricultural workers),
- members of a religious order,
- workers being trained in certain educational, nonprofit, or religious organizations, and
- outside salespeople.

Sick Leave
M.G.L. Chapter 149, Section 148C
M.G.L. Chapter 149, Section 148
Most employees have the right to earn 1 hour of sick leave for every 30 hours they work, and they may earn and take up to 40 hours of sick leave per year. Employees begin accruing sick time on their first day of work. Employees must have access to their sick leave 90 days after starting work. Eligible employees may use their sick leave if they or their child, spouse, parent, or spouse's parent is sick, is injured, or has a routine medical appointment. They may also use sick leave for themselves or their child to address the effects of domestic violence. If it is an emergency, employees must notify the employer before using sick leave. Employees who miss more than 3 days in a row may need to provide their employer a doctor's note.

Small Necessities Leave
M.G.L. Chapter 149, Section 52D
In some cases, employees have the right to take up to 24 hours unpaid leave every 12 months for their:
- child's school activities,
- child's doctor or dentist appointment, or
- seriously ill family member's medical care.

Rights of Temporaries
M.G.L. Chapter 149, Section 148A
Workers who work on public construction projects and certain other public work must be paid the prevailing wage, a minimum rate set by the Department of Labor Standards based on the type of work performed.

Domestic Violence Leave
M.G.L. Chapter 149, Section 3ZE
Employees who are victims, or whose family members are victims, of domestic violence, sexual assault, stalking or kidnapping have the right to 15 days of leave for related needs, such as health care, counseling, and victims services; safe housing; care and custody of their children, and legal help, protective orders, and going to court.

Employees Have the Right to Sue
M.G.L. Chapter 149, Section 150, M.G.L. Chapter 151, Sections 18 and 20
Most employees have the right to sue their employer for most violations of wage and hour laws. The employee may sue as an individual or they may sue their employer as a group if they have similar complaints. Employees who win the case can receive back pay, triple damages, attorneys’ fees, and court costs.

Employers Must Not Retaliate
M.G.L. Chapter 149, Section 148A, M.G.L. Chapter 151, Section 19
It is illegal for an employer to punish or discriminate against an employee for making a complaint or trying to enforce the rights explained in this chapter. Employers must not retaliate against employees who file complaints or participate in investigations. Employers who retaliate can be held liable for both the retaliation and the underlying violation.

Time and Schedule Restrictions for Minors
M.G.L. Chapter 149, Sections 56 –105

State law requires all employers to post this notice at the workplace in a location where it can easily be read. M.G.L. Chapter 151, Section 16; 454 C.M.R. 27.07(1)