

## **Law Cards**

### **Instructions to facilitators**

There are 24 cards listing federal and Massachusetts laws protecting workers in the workplace.

**The first 15 cards comprise the basic set.** Any of the ones that follow can be substituted if they are particularly relevant to your participants.

**Print out the cards that you plan to use back-to-back,** with title and year on the front, and the explanation of the law on the back.

If you have fewer than 15 participants, you may use fewer cards, or give some participants 2 cards **for laws that were passed near the same time.**

1. New Deal Social Security Act
  2. Massachusetts Unemployment Insurance Law
  3. Title VII of Civil Rights Act of 1964
  4. Massachusetts Fair Employment Practices Act
  5. Americans with Disabilities Act
  6. National Labor Relations Act
  7. Massachusetts Public Employee Collective Bargaining Law
  8. Occupational Safety & Health Act
  9. Massachusetts State Employee Occupational Safety & Health Law
  10. Fair Labor Standards Act
  11. Massachusetts Minimum Fair Wage Law
  12. Massachusetts Workers Compensation Act
  13. Massachusetts Payment of Wages Act
  14. Equal Pay Act
  15. Massachusetts Equal Pay Act
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16. Davis-Bacon Act
  17. Massachusetts Domestic Workers Bill of Rights
  18. Massachusetts Temporary Workers Right to Know
  19. Massachusetts Meal Break Law
  20. Massachusetts Earned Sick Time Law
  21. Massachusetts Universal Health Insurance Law
  22. Family & Medical Leave Act
  23. Massachusetts Paid Family Medical Leave Act
  24. Massachusetts Public Employee Whistleblower Protection Act

New Deal Social  
Security Act  
1935

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

Federal Law

Excludes undocumented  
immigrants

Massachusetts  
Unemployment  
Insurance Law

M.G.L.Chapter 151a

1970

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

State Law

Excludes 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

M.G.L. 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

M.G.L.Chapter 150 E

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

Occupational  
Safety & Health  
Act  
1970

Provides safety and health  
protections and workplace free  
from recognized hazards

Federal Law

Covers Private sector only

State Employee  
Occupational  
Safety & Health  
Law  
2018

Applies standards set by OSHA to  
state and local government  
employees.

## State Law

Covers state and local government  
employees only

Fair Labor  
Standards Act  
1938

Regulates minimum wage,  
guarantees right for most workers  
to be paid 1 1/2 normal rate for  
hours worked over 40 hrs/week,  
sets standards for the hours and  
type of employment for workers  
under 18.

Federal Law

# Minimum Fair Wage Law

M.G.L. Chapter 151

1970

Regulates minimum wage and guarantees right for most workers to be paid 1 1/2 normal rate for hours worked over 40 hrs/week

State Law

Covers Private Sector only

Massachusetts  
Workers  
Compensation Act

M.G.L. Chapter 151

1911

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

State Law

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

Equal Pay Act

1963

Men and women must be paid equal wages for substantially similar work.

Federal Law

Massachusetts  
Equal Pay Act  
1945 (and amended)

Men and women must be paid equal wages for work “of like or similar character”.

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

# Domestic Workers Bill of Rights 2014

Guarantees various rights for domestic workers, including rights to full pay, privacy, breaks, and freedom from discrimination

State Law

Temporary  
Workers Right to  
Know  
2013

Gives temporary workers the right to know basic information about their job assignments and regulates fees they may be charged

## State Law

Covers temporary workers who get work through staffing agencies

# Massachusetts Meal Break Law

M.G.L. chapter 149

1887 and amended

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

State Law

Earned Sick Time

Law

2015

Entitles employees in Mass. to earn up to 40 hours/year of sick leave. The number of hours of leave is based on the number of hours worked. Employers of 11 or more employees must provide earned sick time that is paid. Smaller employers may provide unpaid leave.

State Law

Massachusetts  
Universal Health  
Insurance Law  
2006

Requires Massachusetts residents to purchase health insurance.

Employers with 11 or more employees must make “fair and reasonable contributions” to costs of health care plans or pay \$295 per worker to state free-care fund

State law

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

# MA Paid Family and Medical Leave Act

M.G.L. chapter c175M

2021

Provides up to 20 weeks paid medical leave or up to 12 weeks to care for sick family member or for the birth or adoption of a child

## State Law

Covers both public and private sector as well as self-employed individuals

MA Public Employee  
Whistleblower  
Protection Act

M.G.L. chapter 149

1994

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 public sector & health care workers only