

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

Know Your Rights: Workplace Discrimination is Illegal
The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS
Protected Veterans Status: The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. §212, prohibits employment discrimination against...

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE
In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color, or national origin...

PREGNANT AND PARENTAL LEAVE

Pregnant workers and new parents

PREGNANCY AT WORK
If you are pregnant, it is your right to request and your employer must provide:
- more frequent or longer restrooms, food and water breaks;
- seating and...

Minnesota's paid family and medical leave law, which provides paid time off during or following a pregnancy, goes into effect Jan. 1, 2024.

EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

EARNED SICK AND SAFE TIME

Effective: Jan. 1, 2024
What is ESST? ESST is paid leave employers must provide to employees in Minnesota that can be used for certain reasons, including when an employee is sick, to care for a sick family member...

UNEMPLOYMENT INSURANCE

UNEMPLOYED?
Have you lost your job or had your work hours reduced?
You have the right to apply for Unemployment Insurance Benefits.
Apply online at www.uumm.org

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT
FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009
The law requires employers to display this poster where employees can readily see it.

MINNESOTA MINIMUM WAGE

Minimum wage and other requirements
Minimum wage effective Jan. 1, 2025
State minimum wage - Applies to all employers in Minnesota. \$11.13/hour
Training wage - May be paid to employees under the age of 20 during the first 90 consecutive days of employment. \$9.08/hour

DEPARTMENT OF LABOR AND INDUSTRY
Minimum wage posting required by law in a location where employees can easily see the posting.

PAYDAY NOTICE

Regular Paydays for Employees of
(Company Name)
Shall be as follows
Weekly, Bi-Weekly, Monthly, Other

WITHHOLDING STATUS

YOU MAY NEED TO CHECK YOUR WITHHOLDING
Since you last filed form W-4 with your employer
- Married or divorced?
- Gain or lose a dependent?
- Change your name?

NO SMOKING NOTICE

THIS ENTIRE ESTABLISHMENT IS SMOKE-FREE
Effective October 1, 2007, smoking will be prohibited in all indoor public places and indoor places of employment, per the Freedom to Breathe provisions of the Minnesota Clean Indoor Air Act.

EMPLOYER-SPONSORED MEETINGS

Employer-sponsored meetings or communication
An employer or the employer's agent, representative or designee must not discharge, discipline or otherwise penalize or threaten to discharge, discipline or otherwise penalize or take any adverse employment action against an employee.

DISCRIMINATION

Age discrimination
Know your rights under Minnesota laws prohibiting age discrimination
It is unlawful for an employer to:
- refuse to hire or employ a person on the basis of age;
- reduce in grade or position or demote a person on the basis of age;

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

YOUR RIGHTS UNDER USERRA
THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT
USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Military System.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

Employees
The Minnesota Occupational Safety and Health Act (the Act) requires that your employer provide you with a workplace free of known hazards that can cause death, injury or illness.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

Employers
You must provide your employees with a safe and healthful work environment free from any known hazards that can cause death, injury or illness and comply with all applicable MNOSHA standards.

FMLA - FAMILY AND MEDICAL LEAVE ACT

Your Employee Rights Under the Family and Medical Leave Act
What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons.

WORKERS' COMPENSATION

Workers' compensation
If you are injured
- Report any injury to your supervisor as soon as possible, no matter how minor it may appear.
- Cooperate with all requests for information concerning your claim.

Insurer name and contact information

Collecting workers' compensation benefits you are not entitled to is theft. Call 1-888-372-8366 to report workers' compensation fraud.

DEPARTMENT OF LABOR AND INDUSTRY

(651) 284-5032 • 1-800-342-5354 • dl.workcomp@state.mn.us • www.dli.mn.gov

VETERANS BENEFITS AND SERVICES

The Minnesota Department of Veterans Affairs (MDVA) serves Minnesota Veterans and their families.
Veterans and their families may be eligible for many benefits earned through their military service.

ANTI-DISCRIMINATION NOTICE

It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) they will accept from an employee.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

Safety and health protection on the job

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Free safety and health assistance
Free assistance to identify and correct hazards is available to employers, without citation or penalty, through MNOSHA Workplace Safety Consultation at (651) 284-5060.