FED

Since 1953

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.

At least 1½ times the regular rate of pay for all hours

worked over 40 in a workweek. **CHILD LABOR**

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment.

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

PUMP AT WORK The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

UNITED STATES

MN

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243 www.dol.gov/agencies/whd

LABOR

The Department has authority to recover back wages

of minimum wage, overtime, and other violations. The

Department may litigate and/or recommend criminal

prosecution. Employers may be assessed civil money

penalties for each willful or repeated violation of the

minimum wage or overtime pay provisions of the law. Civil

money penalties may also be assessed for violations of

the FLSA's child labor provisions. Heightened civil money

penalties may be assessed for each child labor violation

employee, and such assessments may be doubled when

the violations are determined to be willful or repeated. The

law also prohibits retaliating against or discharging workers

who file a complaint or participate in any proceeding under

Certain occupations and establishments are exempt

from the minimum wage, and/or overtime pay

Special provisions apply to workers in American

Islands, and the Commonwealth of Puerto Rico.

protections; employers must comply with both

Some employers incorrectly classify workers as

"independent contractors" when they are actually

employees under the FLSA. It is important to know

the difference between the two because employees

(unless exempt) are entitled to the FLSA's minimum

wage and overtime pay protections and correctly

apprentices, and workers with disabilities may be

paid less than the minimum wage under special

certificates issued by the Department of Labor.

\$11.13/hour

\$9.08/hour

Federally covered employers

After **40** hours in a workweek

classified independent contractors are not.

Certain full-time students, student learners,

Some state laws provide greater employee

provisions. Certain narrow exemptions also apply to

Samoa, the Commonwealth of the Northern Mariana

that results in the death or serious injury of any minor

ADDITIONAL INFORMATION

the pump at work requirements.

and an equal amount in liquidated damages in instances

dli.mn.gov/minwage

dli.mn.gov/wagetheft

dli.mn.gov/laborlaw

Minimum wage and other requirements Minimum wage effective Jan. 1, 2025

Department of Labor and Industry

Fraining wage — May be paid to employees under the age of 20 during the first 90 State-only covered employers and employees Overtime is the required payment of

State minimum wage — Applies to all employers in Minnesota.

WAGE THEFT

time-and one-half an employee's regula

Wage theft occurs when an employer fails to pay wages earned by its employees, including minimum wage, overtime or

Sick and safe time 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 or to seek assistance if an employee or their family member has experienced domestic abuse, sexual assault or stalking. An employee earns one hour of sick and safe time for every 30 hours worked and can earn a maximum of 48 hours each sickleave.mn.gov vear unless the employer agrees to a higher amount

After **48** hours in a workweek

An employer must not discharge, discipline, penalize, interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate against an employee for exercising their rights under the law, including reporting a violation or participating

REPORT VIOLATIONS To report violations of these and other labor laws, contact the Labor Standards Division at dli.laborstandards@state.mn.us or 651-284-5075.

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

REV. 10/2024

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an mployee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY

Department of Veterans Affairs

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. Contact MDVA or your County Veterans Service Officer to learn

more about these resources, programs and services: Minnesota GI Bill for license or certification, apprenticeships or

higher education

Tax benefits

Preventing Veteran suicide

State Veterans Cemeteries

VA healthcare enrollment

Veteran family assistance

Women Veteran support

State Veterans Domiciliary Program

State Veterans Homes (skilled nursing facilities)

Minnesota Veteran driver's licenses and identification cards

Compensation for permanent damage to or loss of function of a

Vocational rehabilitation services if you cannot return to your pre-

Benefits to your spouse and/or dependents if you die as a result of

The insurer must investigate your claim promptly. If you have been

disabled for more than three calendar-days, the insurer must begin

payment of benefits or send you a denial of liability within 14 days

If the insurer accepts your claim for wage-loss benefits and you

after your employer knew you were off work or had lost wages

have been disabled for more than three calendar-days: The

insurer will notify you and must start paying wage-loss benefits

within the 14 days noted above. The insurer must pay benefits on

time. Wage-loss benefits are paid at the same intervals as your work

If the insurer denies your claim for wage-loss benefits and you

clearly explain the facts and reasons why they believe your injury or

illness did not result from your work or why the claimed wage-loss

have been disabled for more than three calendar-days: The

insurer will send notice to you within 14 days. The notice must

If you disagree with the denial, talk with the insurance claims adjuster who is handling your claim. If you are not satisfied and

still disagree with the denial, call the Minnesota Department

of Labor and Industry's Workers' Compensation Hotline at

because of your claimed injury.

benefits are not related to your injury.

Insurer name and contact information

What the insurer must do

injury job or to your pre-injury employer due to your work injury.

Adult Day Program Counseling for substance use disorder and mental health treatment Dental and vision assistance

Educational, workforce and training resources Eligibility for unemployment insurance benefits under state and

Emergency assistance

Ending Veteran homelessness and housing assistance Filing health and disability claims (VA and Social Security)

Legal services

FOR MORE INFORMATION

Visit MinnesotaVeteran.org Call 1-888-LinkVet Connect with your County Veterans Service Officer at MACVSO.org

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Department of Labor and Industry **Workers' Compensation**

how minor it may appear. You may lose the right to workers' compensation benefits if you do not make a timely report of the injury to your employer. The time limit may be as short as Provide your employer with as much information as possible about

If you are injured

Report any injury to your supervisor as soon as possible, no matter

Get any necessary medical treatment as soon as possible. If you are not covered by a certified managed care organization (CMCO), you may treat with a doctor of your choice. Your employer must notify you in writing if you are covered by a CMCO. Cooperate with all requests for information concerning your claim.

medical information related to your work injury without your authorization, but they must send you written notification when they request the information The insurer cannot obtain other medical records unless you sign a

The law allows the workers' compensation insurer to obtain

Get written confirmation from your doctor about any authorization to be off work. The note should be as specific as possible.

Workers' compensation pays for

Medical care for your work injury, as long as it is reasonable and

Wage-loss benefits for part of your lost income.

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 • dli.workcomp@state.mn.us • www.dli.mn.gov

Posting required by law in a location where employees can easily see this notice.

REV. 08/2017

UNEMPLOYED?

Department of Employment and Economic Development

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.uimn.org

> or by telephone: 651-296-3644 (Twin Cities)

Toll free 1-877-898-9090 (Greater Minnesota) TTY users: 1-866-814-1252

This information is available in an alternative (accessible) format by calling 651-259-7223. DEED is an Equal Opportunity Employer/Provide

DEED- 50227 / 5,000

REV. 03/2022

Department of Labor and Industry

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: because the employee declines to attend or participate in an employer-sponsored meeting or declines to receive or listen to communications from the employer or the agent, representative or designee of the employer if the meeting or communication is to communicate the opinion of the

as a means of inducing an employee to attend or participate in meetings or receive or listen to communications described in number 1 above; or

employer about religious or political matters;

because the employee, or a person acting on behalf of the employee, makes a good-faith report, orally or in writing, of a violation or a suspected violation of this section.

An aggrieved employee may bring a civil action to enforce this section of the law no later than 90 days after the date of the alleged violation. The court may award all appropriate relief, including injunctive relief, reinstatement, back pay and reestablishment of any employee benefits, reasonable attorney ees and costs

prohibit communications of information the employer is required by law to communicate, but only to the extent of the lawful requirement:

limit the rights of an employer or its agent, representative or designee to conduct meetings involving religious or political matters as long as attendance is wholly voluntary or to engage in communications as long as receipt or listening is wholly voluntary; or

limit the rights of an employer or its agent, representative or designee from communicating to its employees any information, or requiring employee attendance at meetings and other events, that is necessary for the employees to perform their lawfully required job duties.

This law does not prohibit or regulate employer speech. The law regulates when an employer may discipline or fire an employee who declines to attend meetings about religious or political

To review this law in full, including definitions, notice requirements and additional information about remedies, see Minnesota Statutes § 181.531. The Department of Labor and Industry does not enforce this law. For more information about this law, contact an attorney.

DEPARTMENT OF LABOR AND INDUSTRY (651) 284-5075 • 800-342-5354 • dli.laborstandards@state.mn.us • dli.mn.gov

Notice: This is a brief summary of Minnesota law. It is intended as a guide and is not to be considered a substitute for related Minnesota Statutes.

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REV. 10/2024

FED 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

and applicants to the uniformed services. **REEMPLOYMENT RIGHTS** You have the right to be reemployed in your civilian job if you leave that job to perform service in the

to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services,

uniformed service and: you ensure that your employer receives advance written or verbal notice of your service;

you have five years or less of cumulative service in the uniformed services while with that

you return to work or apply for reemployment in a timely manner after conclusion of service; you have not been separated from service with a disqualifying discharge or under other than

If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job. RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

are a past or present member of the are obligated to serve in the uniformed uniformed service; have applied for membership in the

uniformed service; or then an employer may not deny you: initial employment;

promotion; or any benefit of employment reemployment;

retention in employment; because of this status.

In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.

HEALTH INSURANCE PROTECTION If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24

months while in the military. Even if you don't elect to continue coverage during your military service, you have the right

to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for serviceconnected illnesses or injuries.

The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations. For assistance in filing a complaint, or for any other information on USERRA, contact VETS at **1-866-4-USA-DOL** or visit its website at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be viewed at https://webapps.dol.gov/elaws/vets/userra

You may also bypass the VETS process and bring a civil action against an employer for violations

If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.

U.S. Department of Justice Office of Special Counsel Employer Support of the Guard and Reserve • 1-800-336-4590

U.S. Equal Employment Opportunity Commission

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. If you believe you've been discriminated against at work or in applying for a job, the EEOC

Employees (current and former), including managers and temporary employees Job applicants Union members and applicants for membership in a union What Types of Employment Discrimination are Illegal?

Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity) Age (40 and older)

What Organizations are Covered? Most private employers

State and local governments (as employers) Educational institutions (as employers)

Hiring or promotion Pay (unequal wages or compensation) Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related

medical condition; or a sincerely-held religious belief, observance or practice Job training

Obtaining or disclosing genetic information of employees Requesting or disclosing medical information of employees

charge, or participating in an investigation or proceeding Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights, or someone assisting or encouraging someone else to exercise rights, regarding disability discrimination (including accommodation) or pregnancy accommodation

What can You Do if You Believe Discrimination has Occurred? Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can

Submit an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx 1-800-669-4000 (toll free)

1-800-669-6820 (TTY) 1–844–234–5122 (ASL video phone) an EEOC field office (information at

www.eeoc.gov/field-office) E-Mail info@eeoc.gov

Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov



EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal contract Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

Asking About, Disclosing, or Discussing Pay Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the

from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Armed Forces service

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately The Office of Federal Contract Compliance Programs (OFCCP)

200 Constitution Avenue, N.W. Washington, D.C. 20210 1-800-397-6251 (toll-free)

OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at https://www.dol.gov/agencies/ofccp/contact

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

Race, Color, National Origin, Sex 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 in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job. If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance

REV. 06/27/2023

Department of Labor and Industry Age Discrimination Know your rights under Minnesota laws prohibiting age discrimination

MN

reduce in grade or position or demote a person on the basis of age;

discharge or dismiss a person on the basis of age; or United States Code §630 (b)].

of intention to terminate. This poster contains only a summary of Minnesota law. For more information,

Minnesota Department of Labor and Minnesota Department of Human Rights Phone: 651-539-1100 Industry Phone: 651-284-5070

Posting required by law in a location where employees can easily see this notice.

REV. 09/2017

FED

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. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees.

Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period for: The birth, adoption or foster placement of a child with you,

Your serious mental or physical health condition that makes you unable to work,

To care for your spouse, child or parent with a serious mental or physical health condition, and Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember.

An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take up to **26 workweeks** of FMLA leave in a single 12-month period to care for the servicemember.

You have the right to use FMLA leave in one block of time. When it is medically necessary or otherwise permitted, you may take FMLA leave intermittently in separate blocks of time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet #28M(c) for

more information. FMLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave.

Am I eligible to take FMLA leave? You are an eligible employee if all of the following apply:

You work for a covered employer, You have worked for your employer at least 12 months,

You have at least 1,250 hours of service for your employer during the 12 months before your leave, and Your employer has at least 50 employees within 75 miles of your work location.

Airline flight crew employees have different "hours of service" requirements. You work for a **covered employer** if **one** of the following applies:

You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year,

You work for an elementary or public or private secondary school, or You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the

FMLA, administered by the Office of Personnel Management.

How do I request FMLA leave?

Generally, to request FMLA leave you must:

Follow your employer's normal policies for requesting leave, Give notice at least 30 days before your need for FMLA leave, or If advance notice is not possible, give notice as soon as possible.

You do not have to share a medical diagnosis but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You must also inform your employer if FMLA leave was previously taken or approved for the same reason when requesting additional leave. Your employer may request certification from a health care provider to verify medical leave and may request certification of a qualifying

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress. What does my employer need to do?

If you are eligible for FMLA leave, your **employer must**: Allow you to take job-protected time off work for a qualifying reason, Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and

and location, at the end of your leave. Your employer cannot interfere with your FMLA rights or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation.

Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift

After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your **employer must confirm whether you are** eligible or not eligible for FMLA leave. If your employer determines that you are eligible, your employer must notify you in writing: About your FMLA rights and responsibilities, and

How much of your requested leave, if any, will be FMLA-protected leave. Where can I find more information? Call **1-866-487-9243** or visit **dol.gov/fmla** to learn more. If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer

DEPARTMENT OF LABOR **UNITED STATES OF AMERICA**

in court. Scan the QR code to learn about our WHD complaint process.

certain private individuals engaged in national security-related activities.

WAGE AND HOUR DIVISION

UNITED STATES DEPARTMENT OF LABOR

FED

to lie detector tests.

UNITED STATES OF AMERICA

EMPLOYEE RIGHTS

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. Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging,

EMPLOYEE POLYGRAPH PROTECTION ACT

disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the **EXEMPTIONS**

The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers. The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer.

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect

Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to

EXAMINEE RIGHTS Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not

to have test results disclosed to unauthorized persons. **ENFORCEMENT** The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may

also bring their own court actions. THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

DEPARTMENT OF LABOR

agents you are exposed to at work.

WAGE AND HOUR DIVISION

UNITED STATES DEPARTMENT OF LABOR www.dol.gov/agencies/whd

Department of Labor and Industry

Safety and health protection on the job

Employees

known hazards that can cause death, injury or illness. You also have the following workplace rights and responsibilities. You must follow all Minnesota OSHA (MNOSHA) standards and your employer's safety rules.

Your employer must provide you with information about any hazardous chemicals, harmful physical agents and infectious

or serious physical injury. However, you must do any other task your employer assigns you to do. You cannot simply leave the

The Minnesota Occupational Safety and Health Act (the Act) requires that your employer provide you with a workplace free of

You have the right to discuss your workplace safety and health concerns with your employer or with MNOSHA.

You have the right to be notified and comment if your employer requests any variance from MNOSHA standard requirements. You have the right to speak to a MNOSHA investigator inspecting your workplace.

You have the right to see all citations, penalties and abatement dates issued to your employer by MNOSHA.

discipline you for not following its safety and health rules. If you feel your employer has discriminated against you for exercising your rights under the Act, you have 30 days to file a complaint with MNOSHA.

Employers

You must provide your employees with a safe and healthful work environment free from any known hazards that can cause death,

You must report to MNOSHA within 24 hours all accidents resulting in any amputation, eye loss or inpatient hospitalization

You must report to MNOSHA within eight hours all accidents resulting in the death of an employee.

of any employee. You must allow MNOSHA investigators to conduct inspections, interview employees and review records.

You must provide all necessary personal protective equipment and training at your expense.

You have the right to participate in the development of standards by MNOSHA.

Employers, employees and members of the general public who wish to file a complaint regarding the MNOSHA program may write to the federal OSHA Region 5 office at:

TWO ways to verify poster compliance!

QR CODE Scan with phone camera:

ONLINE

U.S. Department of Labor, Occupational Safety and Health Administration, Chicago Regional Office, 230 S. Dearborn Street, Room 3244, Chicago, IL 60604.

J. J. Keller & Associates, Inc. JJKeller.com/laborlaw 800-327-6868

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REV. 08/2017

REV. 04/2023

FED

U.S. Department of Labor • 1-866-487-2365

Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of Religion National origin

Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history) Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding Interference, coercion, or threats related to exercising rights regarding disability discrimination or

What Employment Practices can be Challenged as Discriminatory? spects of employment, including: Discharge, firing, or lay-off Harassment (including unwelcome verbal or physical conduct)

Classification Conduct that might reasonably discourage someone from opposing discrimination, filing a

reach the EEOC in any of the following ways:

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the or subcontract, you are protected under Federal law from discrimination on the following bases: Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin

compensation of other applicants or employees. Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities

U.S. Department of Labor If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 to access telecommunications relay services. OFCCP may also be contacted by submitting a question online to

Individuals with Disabilities Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination

It is unlawful for an employer to: refuse to hire or employ a person on the basis of age;

mandate retirement age if the employer has more than 20 employees [29 Employers terminating employees 65 or older because they can no longer meet job requirements must give 30 days notice

DEPARTMENT OF LABOR AND INDUSTRY 651-284-5075 • 1-800-342-5354 • dli.laborstandards@state.mn.us • www.dli.mn.gov

Go to: JJKeller.com/LLPverify Enter this code: 69402-012025

JAN2025

To update your labor law posters contact

REV. 04/2023

REV. 02/2022

You have the right to refuse to perform a job duty if you believe the task or equipment will place you at immediate risk of death

You have the right to file a complaint with MNOSHA about safety and health hazards and request that an inspection be conducted. MNOSHA will not reveal your name to the employer.

Your employer cannot discriminate against you for exercising any of your rights under the Act. However, your employer can

Your employer must provide you with any exposure and medical records it has about you upon request. You have the right to participate in the development of standards by MNOSHA.

injury or illness and comply with all applicable MNOSHA standards. You also have the following rights and responsibilities. You must **post a copy of this poster** and other MNOSHA documents where other notices to employees are posted.

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, 1-800-657-3776 or osha.consultation@state.mn.us. Contact MNOSHA for a copy of the Act, for specific safety and health standards or to file a complaint about workplace hazards.

> DEPARTMENT OF LABOR AND INDUSTRY (651) 284-5050 • 1-877-470-6742 • osha.compliance@state.mn.us • www.dli.mn.gov

Posting required by law in a location where employees can easily see this notice.

This poster is in compliance with federal and state posting requirements.