FED

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.

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of that results in the death or serious injury of any minor

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

and an equal amount in liquidated damages in instances

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

LABOR

ADDITIONAL INFORMATION

- Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to
- the pump at work requirements. Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.
- Some state laws provide greater employee 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 classified independent contractors are not.
- Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

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

REV. 04/2023

MN

UNITED STATES

Minimum wage rates Effective: Jan. 1, 2024

Large employer — Any enterprise with annual gross revenues of \$500,000 or more Small employer — Any enterprise with annual gross revenues of less than \$500,000 Training wage — May be paid to employees aged 18 and 19 the first 90 consecutive days of employment

Youth wage — May be paid to employees aged 17 or younger

J-1 Visa — May be paid to employees of hotels, motels, lodging establishments and resorts working under the authority of a summer work, travel Exchange Visitor (J) nonimmigrant visa

> **Small or state-covered employers** Large and federally covered employers After **48** hours After **40** hours



\$10.85/hour

\$8.85/hour

dli.mn.gov/minwage

OVERTIME

Time-and-one-half the employee's regular rate of pay SICK AND SAFETIME

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

An employee earns one hour of sick and safe time for every 30 hours worked and can earn a maximum of 48 hours each year unless the employer agrees to a higher amount. RETALIATION PROHIBITED

An employer may not discharge, discipline, penalize, interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate

against an employee regarding the employee's compensation, terms, conditions, location or privileges of employment because the employee reports a violation of any law or refuses to participate in an activity the employee knows is a violation of law.

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

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

REV. 10/2023

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under he Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, 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.

MN

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:*

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 federal law

Emergency assistance Ending Veteran homelessness and housing assistance •

Filing health and disability claims (VA and Social Security)

cards Preventing Veteran suicide **State Veterans Cemeteries** State Veterans Domiciliary Program State Veterans Homes (skilled nursing facilities)

Minnesota GI Bill for license or certification.

Minnesota Veteran driver's licenses and identification

apprenticeships or higher education

VA healthcare enrollment Veteran family assistance Legal services Women Veteran support

> FOR MORE INFORMATION Visit MinnesotaVeteran.org

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

MN

Workers' Compensation If you are injured

Report any injury to your supervisor as soon as possible, no matter 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 your injury. 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. The law allows the workers' compensation insurer to obtain 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 written authorization.

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 necessary.

Wage-loss benefits for part of your lost income.

Compensation for permanent damage to or loss of function of a body part. Vocational rehabilitation services if you cannot return to your pre-injury job or to your pre-injury employer due to your work

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

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 after your employer knew you were off work or had lost wages because of your claimed injury.

If the insurer accepts your claim for wage-loss benefits and you have been disabled for more than three calendardays: 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 paychecks. If the insurer denies your claim for wage-loss benefits and you have been disabled for more than three calendar days: The insurer will send notice to you within 14 days. The notice must 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 benefits are not related to your injury.

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 1-800-342-5354.

Fraud

MN

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

Insurer name and contact information

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.

Have you lost your job or had your work hours reduced? You have the right to apply for Unemployment Insurance benefits. Apply online at:

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

www.uimn.org

UNEMPLOYED?

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/Provider. DEED- 50227 / 5,000

REV. 03/2022

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 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, and

REEMPLOYMENT RIGHTS

- applicants to the uniformed services. You have the right to be reemployed in your civilian job if you leave that job to perform service in the
- 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 If you: are obligated to serve in the uniformed are a past or present member of the
- uniformed service; have applied for membership in the
- uniformed service; or then an employer may not deny you:
- initial employment; promotion; or reemployment
- any benefit of employment 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
 - 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 service-
- connected illnesses or injuries. **ENFORCEMENT**
- 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. 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 You may also bypass the VETS process and bring a civil action against an employer for violations

The rights listed here may vary depending on the circumstances. The text of this 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

FED

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?

Religion National origin

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)

spects of employment, including:

Discharge, firing, or lay-off Harassment (including unwelcome verbal or physical conduct) Hiring or promotion

Pay (unequal wages or compensation)

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

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

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



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

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

compensation of other applicants or employees. Section $50\overset{\circ}{3}$ of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities 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

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) U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, D.C. 20210 1-800-397-6251 (toll-free) If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 to access

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

telecommunications relay services. OFCCP may also be contacted by submitting a question online to

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. **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 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

MN

REV. 08/2017

Age Discrimination Know your rights under Minnesota laws prohibiting age

refuse to hire or employ a person on the basis of age;

discrimination

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)].

can no longer meet job requirements must give 30 days notice of intention to terminate. This poster contains only a summary of Minnesota law. For more information, contact the:

Phone: 651-539-1100 Industry Phone: 651-284-5075 DEPARTMENT OF LABOR AND INDUSTRY

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

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

Give notice at least 30 days before your need for FMLA leave, or

Your employer has at least 50 employees within 75 miles of your work location.

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,

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

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

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.

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

Where can I find more information?

UNITED STATES OF AMERICA

WAGE AND HOUR DIVISION

UNITED STATES DEPARTMENT OF LABOR

EMPLOYEE RIGHTS 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.

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the

certain private individuals engaged in national security-related activities. 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

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

to lie detector tests. **EXAMINEE RIGHTS**

UNITED STATES OF AMERICA

EXEMPTIONS

FED

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**

involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer.

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

WAGE AND HOUR DIVISION

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

REV. 04/2023

REV. 02/2022

Department of Labor and Industry Safety and health protection on the job

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. 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 agents you are exposed to at work.
- You have the right to discuss your workplace safety and health concerns with your employer or with MNOSHA. 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 or serious physical injury. However, you must do any other task your employer assigns you to do. You cannot simply leave the
- workplace. You have the right to be notified and comment if your employer requests any variance from MNOSHA standard requirements.
- 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.
- You have the right to see all citations, penalties and abatement dates issued to your employer by MNOSHA. Your employer cannot discriminate against you for exercising any of your rights under the Act. However, your employer can
 - your rights under the Act, you have 30 days to file a complaint with MNOSHA. 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.

You have the right to speak to a MNOSHA investigator inspecting your workplace.

Employers

discipline you for not following its safety and health rules. If you feel your employer has discriminated against you for exercising

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. You also have the following rights and responsibilities.

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

- You must **post a copy of this poster** and other MNOSHA documents where other notices to employees are posted. You must report to MNOSHA within eight hours all accidents resulting in the death of an 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.

Free safety and health assistance

TWO ways to verify poster compliance!

ONLINE

Contact MNOSHA for a copy of the Act, for specific safety and health standards or to file a complaint about workplace hazards. 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: U.S. Department of Labor, Occupational Safety and Health Administration, Chicago Regional Office, 230 S. Dearborn Street, Room 3244, Chicago, IL 60604.

Safety Consultation at (651) 284-5060, 1-800-657-3776 or osha.consultation@state.mn.us.

OSHA DEPARTMENT OF LABOR AND INDUSTRY

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

To update your labor law posters contact

J. J. Keller & Associates, Inc.

JJKeller.com/laborlaw

(651) 284-5050 • 1-877-470-6742 • osha.compliance@state.mn.us • www.dli.mn.gov

Free assistance to identify and correct hazards is available to employers, without citation or penalty, through MNOSHA Workplace

REV. 08/2017

800-327-6868 62836 FED-MN-ENG JAN2024 65794F

notice was prepared by VETS, and may be viewed on the internet at this address: text of this notice where they customarily place notices for employees. U.S. Department of Labor • 1-866-487-2365 U.S. Department of Justice Office of Special Col

Employer Support of the Guard and Reserve • 1-800-336-4590 REV. 05/2022

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

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?

Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical condition; or a sincerely-held religious belief, observance or practice

Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights,

limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways: **Submit** an inquiry through the EEOC's public portal:

Additional information about the EEOC, including information about filing a

charge of discrimination, is available at www.eeoc.gov

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

advance in employment qualified individuals with disabilities at all levels of employment, including the

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE Race, Color, National Origin, Sex

It is unlawful for an employer to:

mandate retirement age if the employer has more than 20 employees [29 Employers terminating employees 65 or older because they

651-284-5075 • 1-800-342-5354 • dli.laborstandards@state.mn.us • www.dli.mn.gov

Minnesota Department of Labor and Minnesota Department of Human Rights

QR CODE Scan with phone camera: Go to: JJKeller.com/LLPverify Enter this code: 69402-012024



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