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

FED

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 her 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

DEPARTMENT OF LABOR **UNITED STATES**

breast milk.

MN

WAGE AND HOUR DIVISION

www.dol.gov/agencies/whd



dli.mn.gov/minwage

dli.mn.gov/wagetheft

sickleave.mn.gov

dli.mn.gov/laborlaw

FED

status, on the bases of

REV. 04/2023

Department of Labor and Industry

Federally covered employers

and employees

After **40** hours in a workweek

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.

classified independent contractors are not.

Certain full-time students, student learners,

\$11.41/hour

\$9.31/hour

Minnesota GI Bill for license or certification, apprenticeships or

Vocational rehabilitation services if you cannot return to your pre-

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

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

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

What the insurer must do

Minnesota Veteran driver's licenses and identification cards

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

Minimum wage and other requirements Minimum wage effective Jan. 1, 2026

Fraining wage — May be paid to employees under the age of 20 during the first 90 Overtime is the required payment of timeand one-half an employee's regular rate of

State-only covered employers and employees After **48** hours in a workweek **WAGE THEFT**

State minimum wage — Applies to all employers in Minnesota.

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 vear unless the employer agrees to a higher amount

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 in

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. 10/2025

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.

higher education

Tax benefits

a work injury.

because of your claimed injury

benefits are not related to your injury.

1-800-342-5354.

Preventing Veteran suicide

State Veterans Domiciliary Program

State Veterans Homes (skilled nursing facilities)

State Veterans Cemeteries

VA healthcare enrollment

Veteran family assistance

Women Veteran support

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

The Minnesota Department of Veterans Affairs (MDVA) serves Minnesota Veterans and their families.

Department of Veterans Affairs

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:

- 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
- Legal services
- Filing health and disability claims (VA and Social Security)
- - - FOR MORE INFORMATION Visit MinnesotaVeteran.org Call 1-888-LinkVet Connect with your County Veterans Service Officer at MACVSO.org

MN

your injury.

Department of Labor and Industry **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 14 days. Provide your employer with as much information as possible about
- 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
- Wage-loss benefits for part of your lost income Compensation for permanent damage to or loss of function of a
- body part.
- Collecting workers' compensation benefits you

are not entitled to is theft. Call 1-888-372-8366 to

MN

Insurer name and contact information

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: www.uimn.org

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

Department of Employment and Economic Development

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/Provide

DEED- 50227 / 5,000

REV. 03/2022

MN

REV. 08/2017

MN Department of Labor and Industry

Employer-sponsored meetings Employer-sponsored meetings or communication An employer or the employer's agent, representative or designee

- 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 employer about religious or political matters;
- 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
- 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

must not discharge, discipline or otherwise penalize or threaten prohibit communications of information the employer is to discharge, discipline or otherwise penalize or take any adverse required by law to communicate, but only to the extent of the lawful requirement; limit the rights of an employer or its agent, representative

> 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

or designee to conduct meetings involving religious or

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.

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 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 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 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.

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

The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized

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

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 Labor • 1-866-487-2365

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

Religion National origin

gender identity) Age (40 and older)

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 Organizations are Covered?**

Educational institutions (as employers)

What Employment Practices can be Challenged as Discriminatory? spects of employment, including: Discharge, firing, or lay-off

Harassment (including unwelcome verbal or physical conduct) 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 Conduct that might reasonably discourage someone from opposing discrimination, filing a

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 reach the EEOC in any of the following ways: **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)

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



ce, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors affirmative action to ensure equality of opportunity in all aspects of employment. Asking About, Disclosing, or Discussing Pay

or subcontract, you are protected under Federal law from discrimination on the following bases:

Section 503 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

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)

"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.

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

Know your rights under Minnesota laws prohibiting age discrimination

Department of Labor and Industry

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; discharge or dismiss a person on the basis of age; or

United States Code §630 (b)]. Employers terminating employees 65 or older because they can no longer meet job requirements must give 30 days notice

This poster contains only a summary of Minnesota law. For more information, Minnesota Department of Labor and Minnesota Department of Human Rights

of intention to terminate.

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

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

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

Eligible employees can take **up to 12 workweeks** of FMLA leave in a 12-month period

The birth, adoption or foster placement of a child with you,

FED

FED

PROHIBITIONS

during the course of employment.

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

To care for your spouse, child or parent with a serious mental or physical health

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 agency. Most federal employees are covered by Title II of the FMLA,

You work for a public agency, such as a local, state or federal government DEPARTMENT OF LABOR UNITED STATES OF AMERICA administered by the Office of Personnel Management.

How do I request FMLA leave? WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR Generally, to request FMLA leave you must: Follow your employer's normal policies for requesting leave,

YOUR EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT 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 exigency.

The FMLA does not affect any federal or state law prohibiting discrimination or greater family or medical leave rights.

supersede any state or local law or collective bargaining agreement that provides 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 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.

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

WH1420

REV. 04/2023

REV. 02/2022

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

or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers.

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

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 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

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 to lie detector **EXAMINEE RIGHTS**

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a

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 **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

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number

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 OF AMERICA** UNITED STATES DEPARTMENT OF LABOR

> Department of Labor PAID LEAVE

> > Effective January 1, 2026

Minnesota Paid Leave provides payments and job protections

when you need time off to care for yourself or your family.

What can I use Paid Leave for? Medical Leave: To care for your own serious health condition, including care related to

pregnancy, childbirth, and recovery Family Leave: **Bonding Leave** – to care for and bond with a new child welcomed through birth, adoption, or foster placement

Caring Leave – to care for a family member with a serious health condition

Military Family Leave – to support a family member called to active duty

Safety Leave – to respond to issues related to domestic violence, sexual

qualify for payments if you've been paid a minimum amount for work in Minnesota in

When you use Paid Leave, the state makes payments to you. Paid Leave will pay up to

90% of your wages, based on your income level, with a maximum weekly amount set at the state's average weekly wage. This amount changes each year, and is \$1,423 for

Generally, conditions must last more than seven days and be certified by a healthcare provider or other professional. Am I covered by Paid Leave? Most workers in Minnesota are covered by Paid Leave. You are covered no matter the

assault, or stalking for yourself or a family member

the last year (\$3,900 for the start of Paid Leave in 2026).

the start of Paid Leave in 2026

You may qualify to take up to 12 weeks of family or medical leave per benefit year. If you need both family and medical leave in the same benefit year, you may qualify for up to 20 weeks in total. How much will I get paid?

Job protections: Generally, you must be restored to your job or an equivalent position when returning from leave. Job protections take effect 90 days after **Health insurance continuation:** Generally, employers must continue to fund their portion of healthcare insurance premiums while you are on leave.

What are my employment protections?

your wages to fund your portion of the premium.

Who pays for Paid Leave?

For inquiries related to Paid Leave, please contact Minnesota Paid Leave at 651-556-7777 or visit our website If you think your employer is violating employment protections, contact the Labor Standards Division at the Minnesota Department of Labor and Industry

Paid Leave is funded by premiums paid by employees and employers. The initial

premium rate is 0.88% of covered wages. Your employer may deduct up to 0.44% of

SAINT PAUL, MN 55101

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

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

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.

Your employer must provide you with any exposure and medical records it has about you upon request.

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

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

TWO ways to verify poster compliance!

Go to: JJKeller.com/LLPverify

Enter this code: **69402-012026**

Free safety and health assistance

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

> J. J. Keller & Associates, Inc. JJKeller.com/laborlaw



REV. 08/2017

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No retaliation or interference: Employers must not interfere with or retaliate against you if you apply for or use Paid Leave. Employers cannot take your Paid Leave payments size of your employer, or the hours or days you work. Independent contractors and self-employed individuals are not automatically covered but may opt in. You may

LEARN MORE: paidleave.mn.gov

This information can be provided in alternative formats to people with disabilities or people needing $language\ assistance\ by\ calling\ the\ Paid\ Leave\ Contact\ Center\ at\ 651-556-7777\ or\ 844-556-0444\ (toll-free).$ MINNESOTA PAID LEAVE 180 E 5TH ST SUITE 1200

REV. 07/2025

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.

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

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

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

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

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

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. **OSHA**

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

To update your labor law posters contact 800-327-6868

FED-MN-ENG

Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or

Most private employers State and local governments (as employers)

Classification

charge, or participating in an investigation or proceeding

E-Mail info@eeoc.gov

based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires 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.

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 **Protected Veteran Status**

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 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

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the

mandate retirement age if the employer has more than 20 employees [29

Industry Phone: 651-539-1100 Phone: 651-284-5070

REV. 09/2017

QR CODE Scan with phone camera:

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