

**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.

**OVERTIME PAY**  
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.

**TIP CREDIT**  
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  
1-866-487-9243  
[www.dol.gov/agencies/whd](http://www.dol.gov/agencies/whd)

REV. 04/2023

**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 particular employer;  
• you return to work or apply for reemployment in a timely manner after conclusion of service; and  
• you have not been separated from service with a disqualifying discharge or under other than "honorable conditions."

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 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;  
• 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 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/llaws/vets/usaera>.  
• 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 and the Office of Special Counsel, as applicable, for representation.  
• You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

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/usaera/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

REV. 05/2022

**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 I 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 exigency.

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 laws 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.

**Where can I find more information?**  
Call 1-866-487-9243 or visit [dol.gov/fmla](http://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  
UNITED STATES OF AMERICA  
WHD WAGE AND HOUR DIVISION  
UNITED STATES DEPARTMENT OF LABOR

SCAN ME  
WH1420

REV. 04/2023

**MN**

Department of Labor and Industry

### Minimum wage and other requirements

#### Minimum wage effective Jan. 1, 2025

State minimum wage — Applies to all employers in Minnesota.	<b>\$11.13</b> /hour
Training wage — May be paid to employees under the age of 20 during the first 90 consecutive days of employment.	<b>\$9.08</b> /hour

**OVERTIME**  
Overtime is the required payment of time and one-half an employee's regular rate of pay.

State-only covered employees and employers	Federally covered employees and employers
After <b>48</b> hours in a workweek	After <b>40</b> hours in a workweek

**WAGE THEFT**  
Wage theft occurs when an employer fails to pay wages earned by its employees, including minimum wage, overtime or other required rates of pay.

**SICK AND SAFE TIME**  
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 employer 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 year unless the employer agrees to a higher amount.

**RETALIATION PROHIBITED**  
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 an investigation.

**REPORT VIOLATIONS**  
To report violations of these and other labor laws, contact the Labor Standards Division at [dli.laborstandards@state.mn.us](mailto:dli.laborstandards@state.mn.us) or 651-284-5032.

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

REV. 10/2024

**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 may be able to help.

**Who is Protected?**  
• 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 status, on the bases of:  
• Race  
• Color  
• Religion  
• National origin  
• Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity)  
• Age (40 and older)  
• Disability  
• 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 pregnancy accommodation

**What Organizations are Covered?**  
• Most private employers  
• State and local governments (as employers)  
• Educational institutions (as employers)  
• Unions  
• Staffing agencies

**What Employment Practices can be Challenged as Discriminatory?**  
All aspects of employment, including:  
• Discharge, firing, or lay-off  
• Harassment (including unwelcome verbal or physical conduct)  
• Hiring or promotion  
• Assignment  
• 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  
• Benefits  
• Job training  
• Classification  
• Referral  
• 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 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 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>  
**Call** 1-800-669-4000 (toll free)  
1-800-669-6820 (TTY)  
1-844-234-5122 (ASL video phone)  
**Visit** an EEOC field office (information at [www.eeoc.gov/field-office](http://www.eeoc.gov/field-office))  
**E-Mail** [info@eeoc.gov](mailto:info@eeoc.gov)

Additional information about the EEOC, including information about filing a charge of discrimination, is available at [www.eeoc.gov](http://www.eeoc.gov).

REV. 05/2022

**FED**

### 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.

**PROHIBITIONS**  
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 Act.

**EXEMPTIONS**  
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 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 to lie detector tests.

**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  
UNITED STATES OF AMERICA  
WHD WAGE AND HOUR DIVISION  
UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243  
[www.dol.gov/agencies/whd](http://www.dol.gov/agencies/whd)

WH1462

REV. 02/2022

**MN**

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:

- 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)
- Legal services
- Minnesota GI Bill for license or certification, apprenticeships or higher education
- Minnesota Veteran driver's licenses and identification cards
- Preventing Veteran suicide
- State Veterans Cemeteries
- State Veterans Domiciliary Program
- State Veterans Homes (skilled nursing facilities)
- Tax benefits
- VA healthcare enrollment
- Veteran family assistance
- Women Veterans support

**FOR MORE INFORMATION**  
Visit [MinnesotaVeteran.org](http://MinnesotaVeteran.org)  
Call 1-888-LinkVet  
Connect with your County Veterans Service Officer at [MCVCSO.org](mailto:MCVCSO.org)

REV. 08/2017

**FED**

### 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**  
Executive Order 12816, 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 12146, 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.

**Disability**  
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 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 executive level.

**Protected Veteran Status**  
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 medal veterans.

**Retaliation**  
Retaliation is prohibited against a person who files a complaint of discrimination, participates in a charge of discrimination, or otherwise opposes discrimination by Federal contractors under these Federal laws.  
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, DC, 20210  
1-800-367-6251 (toll-free)

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://ofccp.dhs.gov/helpdesk/>, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and of 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 activity 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

**FED**

### 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 speak to a MNOSHA investigator inspecting your workplace.
- 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 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.
- 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.

#### Employers

You must provide your employees with a safe and healthful work environment free from any known hazards that can cause death, injury or illness and comply with all applicable MNOSHA standards. 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.
- You must **report to MNOSHA within eight hours** all accidents resulting in the death of an employee.
- You must **report to MNOSHA within 24 hours** all accidents resulting in any amputation, eye loss or inpatient hospitalization 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.

**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) 284-5066, 1-800-657-3776 or [osha.consultation@state.mn.us](mailto: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.

Employees, employers 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**  
DEPARTMENT OF LABOR AND INDUSTRY  
(651) 284-5050 • 1-877-470-6742 • [osha.compliance@state.mn.us](mailto:osha.compliance@state.mn.us) • [www.dli.mn.gov](http://www.dli.mn.gov)

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

REV. 08/2017

**MN**

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 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.

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

**Insurer name and contact information**

**DEPARTMENT OF LABOR AND INDUSTRY**  
(651) 284-5032 • 1-800-342-5354 • [dli.workcomp@state.mn.us](mailto:dli.workcomp@state.mn.us) • [www.dli.mn.gov](http://www.dli.mn.gov)  
Posting required by law in a location where employees can easily see this notice.

REV. 08/2017

**MN**

Department of Labor and Industry

### UNEMPLOYED?

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

Apply online at: [www.uimn.org](http://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/Provider.  
DEED-50227 / 5/100

REV. 03/2022

**MN**

Department of Labor and Industry

### Age Discrimination

Know your rights under Minnesota laws prohibiting age discrimination

**It is unlawful for an employer to:**

- refuse to hire or employ a person on the basis of age;
- reduce in grade or position or demote a person on the basis of age;
- discharge or dismiss a person on the basis of age; or
- mandate retirement age if the employer has more than 20 employees [29 United States Code §630 (b)].

**Employers terminating employees 65 or older because they 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:  
Minnesota Department of Labor and Industry • Phone: 651-284-5070  
Minnesota Department of Human Rights • Phone: 651-539-1100

**DEPARTMENT OF LABOR AND INDUSTRY**  
651-284-5075 • 1-800-342-5354 • [dli.laborstandards@state.mn.us](mailto:dli.laborstandards@state.mn.us) • [www.dli.mn.gov](http://www.dli.mn.gov)

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

REV. 09/2017

**MN**

Department of Labor and Industry

### Employer-sponsored meetings

**Employer-sponsored meetings or communication**  
An employer or the employer's agent, representative or designee must not discharge, discipline or otherwise penalize or threaten to discharge, discipline or otherwise penalize or take any adverse employment action against an employee:  
1. 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;  
2. 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  
3. 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.

**Remedies**  
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 establishment of any employee benefits, reasonable attorney fees and costs.

**DEPARTMENT OF LABOR AND INDUSTRY**  
(651) 284-5075 • 800-342-5354 • [dli.laborstandards@state.mn.us](mailto:dli.laborstandards@state.mn.us) • [dli.mn.gov](http://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

**MN**

Department of Labor and Industry

### Age Discrimination

Know your rights under Minnesota laws prohibiting age discrimination

**It is unlawful for an employer to:**

- refuse to hire or employ a person on the basis of age;
- reduce in grade or position or demote a person on the basis of age;
- discharge or dismiss a person on the basis of age; or
- mandate retirement age if the employer has more than 20 employees [29 United States Code §630 (b)].

**Employers terminating employees 65 or older because they 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:  
Minnesota Department of Labor and Industry • Phone: 651-284-5070  
Minnesota Department of Human Rights • Phone: 651-539-1100

**DEPARTMENT OF LABOR AND INDUSTRY**  
651-284-5075 • 1-800-342-5354 • [dli.laborstandards@state.mn.us](mailto:dli.laborstandards@state.mn.us) • [www.dli.mn.gov](http://www.dli.mn.gov)

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

REV. 09/2017

**FED**

**TWO ways to verify poster compliance!**

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To update your labor law posters contact  
J. J. Keller & Associates, Inc.  
JKKeller.com/laborlaw  
800-327-6868

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