

— **Know your rights** —
**under Minnesota laws
prohibiting age discrimination**

It is unlawful for an employer to:

- refuse to hire or employ
- reduce in grade or position or demote
- discharge or dismiss
- mandate retirement*

on the basis of age.

*For Minnesota employers with fewer than 20 employees there is not a prohibition against mandatory retirement at age 70 or older.

**Employers terminating employees 65 or older
because they can no longer meet the requirements
of the job must give 30 days notice of intention to terminate.**

This poster contains only a summary of Minnesota Statutes 181.81 and 363A.
There are exceptions to this law.

Detailed information or assistance may be obtained by writing or calling
the Minnesota Department of Labor and Industry.

For more information about Minnesota wage and hour requirements, contact:

Department of Labor and Industry
Labor Standards
443 Lafayette Road N.
St. Paul, MN 55155



MINNESOTA DEPARTMENT OF
LABOR & INDUSTRY

(651) 284-5005
1-800-DIAL-DLI (1-800-342-5354)
dli.laborstandards@state.mn.us
www.dli.mn.gov

Posting required by law.

April 2012

Minimum wage rates

Effective: Aug. 1, 2016

MINIMUM WAGE RATE	
<p>Large employer – Any enterprise with an annual gross dollar volume of sales made or business done of \$500,000 or more</p>	\$9.50 /hour
<p>Small employer – Any enterprise with an annual gross volume of sales made or business done of less than \$500,000</p> <p>Training wage – May be paid to employees younger than 20 years of age for the first 90 consecutive days of employment</p> <p>Youth wage – May be paid to employees younger than 18 years of age</p>	\$7.75 /hour
<p>J-1 Visa – Applies to employees of hotels, motels, lodging establishments and resorts working under the authority of a summer work, travel Exchange Visitor (J) non-immigrant visa</p>	\$7.75 /hour

OVERTIME	Time-and-one-half the employee's regular rate of pay	Small or state-covered employers	Large and federally covered employers
		After 48 hours	After 40 hours

EMPLOYEE RIGHTS
An employer may not discharge, discipline, threaten, discriminate or penalize an employee regarding the employee's compensation, 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.

View complete wage rate information at www.dli.mn.gov/MinWage.

For more information about Minnesota wage and hour requirements, contact:

Labor Standards
443 Lafayette Road N.
St. Paul, MN 55155



(651) 284-5005 or 1-800-342-5354
dli.laborstandards@state.mn.us
www.dli.mn.gov/MinWage

Posting required by law.

July 2016

This material can be provided to you in different formats (Braille, large print or audio) if you call (651) 284-5005 or 1-800-342-5354.

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) 284-5060, 1-800-657-3776 or osha.consultation@state.mn.us.

Contact MNOSHA for a copy of the Act, for specific safety and health standards or to file a complaint about workplace hazards.

Department of Labor and Industry
Occupational Safety and Health Division
443 Lafayette Road N.
St. Paul, MN 55155-4307



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

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**

or by telephone:

651-296-3644 (Twin Cities) or

toll free 1-877-898-9090 (Greater Minnesota)

TTY (for the deaf and hearing impaired) 1-866-814-1252

This information is available in an alternative format by calling 651-259-7223.

DEED is an Equal Opportunity Employer/Provider.

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

— What the insurer must do —

- 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 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 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

Collecting workers' compensation benefits you are not entitled to is theft. If you have reason to suspect someone is committing workers' compensation fraud, call 1-888-FRAUD MN (1-888-372-8366).

For more information about workers' compensation or if you need assistance with a claim, contact:

Department of Labor and Industry
Workers' Compensation
443 Lafayette Road N.
St. Paul, MN 55155

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

Insurer name

Phone number

Posting required by law in a conspicuous location wherever the employer is engaged in business.