

Labor Law Compliance Center

LLCC MINNESOTA

Labor Law Compliance Center
posters@laborlawcc.com
www.laborlawcc.com
(800) 801-0597

Minnesota Labor Law Posters

English

Posting Name & ID	Posting Requirements	Published Date
Age Discrimination MN01	All employers	09/17
Minimum Wage MN02	All employers	10/23
MNOSHA MN03	All employers	08/17
Unemployment Insurance MN04	All employers	09/15
Workers' Compensation MN05	All employers	08/17
Pregnant Workers MN06	Recommended	06/23
Captive Audience Meetings MN07	All employers	08/23
Earned Sick & Safe Time (Paid Sick Leave) MN08	Recommended	11/23
Veterans Benefits & Services MN09	All employers with more than 50 full-time employees	01/24
Minneapolis Minimum Wage & Paid Sick Leave MN10	Employers in the city of Minneapolis	01/24



Minnesota Labor Law Posters

English

Posting Name & ID	Posting Requirements	Published Date
Saint Paul Minimum Wage & Paid Sick Leave MN11	Employers in the city of Saint Paul	01/24
Saint Paul Youth Wage MN12	Employers in the city of Saint Paul with employees under the age of 20	07/20
Duluth Earned Sick and Safe Time MN13	Employers in the city of Duluth	01/20
Bloomington Earned Sick and Safe Leave MN14	Employers in the city of Bloomington	07/23



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.

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

m DEPARTMENT OF
LABOR AND INDUSTRY

(651) 284-5070 • 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. September 2017

MN01E




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Minimum wage rates

Effective: Jan. 1, 2024

	WAGE RATE
Large employer – Any enterprise with annual gross revenues of \$500,000 or more	\$10.85 /hour
Small employer – Any enterprise with annual gross revenues of less than \$500,000	\$8.85 /hour
Training wage – May be paid to employees aged 18 and 19 the first 90 consecutive days of employment	 dli.mn.gov/minwage
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	

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

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 employee or their family member has experienced domestic abuse.

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.



dli.mn.gov/sick-leave

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.

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

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October 2023

MN02E



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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) 284-5060, 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.

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.



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

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

August 2017

MN03E



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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.

DEED-50227 / 15,000 / Sep 2015

MN04E



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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.
- 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. Call 1-888-372-8366 to report workers' compensation fraud.

Insurer name and contact information

mn DEPARTMENT OF
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(651) 284-5032 • 1-800-342-5354 • dli.workcomp@state.mn.us • www.dli.mn.gov

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August 2017

MN05E



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Pregnant workers and new parents

PREGNANCY AT WORK

If you are pregnant, it is your right to request and your employer must provide:

- more frequent or longer restroom, food and water breaks;
- seating; and
- limits on lifting more than 20 pounds.

You have the right to request other workplace changes when you have been given advice from a health care provider or doula. Your employer cannot require you to adjust your working conditions because you are pregnant.

PREGNANCY AND PARENTAL LEAVE FROM WORK

Employees may request and take up to 12 weeks of unpaid leave during pregnancy or upon the birth or adoption of their child. Employees are eligible for this leave regardless of the size of their employer or the amount of time for which they have worked for their employer.

Pregnancy and parental leave may be taken for:

- prenatal care;
- incapacity due to pregnancy or related health conditions;
- childbirth or adoption; or
- bonding time by a birthing or non-birthing parent after the birth or adoption of the child.

Employers can adopt reasonable policies about when requests for leave must be made and leave must be taken within 12 months of the birth or adoption.

You may be able to use employer-provided benefits, such as sick leave or disability leave, if you are sick during pregnancy or to recover after childbirth.

Minnesota's paid family and medical leave law, which provides paid time off during or following a pregnancy, goes into effect Jan. 1, 2026.

EXPRESSING MILK AT WORK

If you decide to express milk at work, your employer, regardless of size, must provide:

- break times to express milk without you losing compensation; and
- a clean, private and secure area to express milk that:
 - is not a bathroom;
 - is shielded from view;
 - is free of intrusion from coworkers and the public;
 - is in close proximity to the work area; and
 - has access to an electrical outlet.

There may be limited exceptions to this requirement.

You can choose when to express milk based on your needs, whether that means expressing milk during an existing paid break, during an existing unpaid break, such as a meal break, or during some other time.

It is against the law for your employer to retaliate, or take negative action, against you for requesting or taking a leave, pregnancy accommodation or break to express milk at work.

CONTACT US

Contact Labor Standards at 651-284-5075 or dli.laborstandards@state.mn.us.



Labor Standards • 443 Lafayette Road N. • St. Paul, MN 55155
651-284-5075 • 800-342-5354 • dli.mn.gov • dli.laborstandards@state.mn.us

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.

Version 0623

MN06E



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SUPPORT
WORKER
FREEDOM



END CAPTIVE
AUDIENCE
MEETINGS

WHAT ARE CAPTIVE AUDIENCE MEETINGS?

Captive audience meetings are meetings/communications that employees are required to attend during work time **for the purpose of conveying the employers' opinion on religious or political matters.**

Captive audience meetings are **used to compel employees to listen to the employers' position on Union organizing, politics, or religion.**

Captive audience **often use threats about** job closures, wage cuts, layoffs, immigration status, or working conditions to coerce workers out of acting in their own best interests.

H.F. 2442 will ban captive audience meetings and create civil remedy for employees who are coerced or disciplined in relation to captive audience meetings.

WHAT CAN WE DO?



Earned sick and safe time (ESST)

Effective: Jan. 1, 2024

What is ESST?

ESST 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.

ESST must be paid at the same hourly rate an employee earns when they are working.

Who is eligible for ESST?

An employee is eligible for ESST if they:

- work at least 80 hours in a year for an employer in Minnesota; and
- are not an independent contractor.

Temporary and part-time employees are eligible for ESST.

Retaliation is against the law.

An employer may not retaliate, or take negative action, against an employee for asserting their legal rights under the ESST law.

How do you accrue and use ESST?

- Employees accrue at least one hour of ESST for every 30 hours worked, unless an employer front loads ESST hours as allowed by law.
- ESST begins accruing on the first day of work and employees are allowed to use ESST as it accrues.
- Employers must allow an employee to accrue at least 48 hours of ESST every year and to roll over unused ESST to the next year up to a maximum accrual of at least 80 ESST hours.
- Employers can require documentation from employees when ESST is used for more than three consecutive days.

What can you use ESST for?

ESST can be used for reasons that include:

- the mental or physical illness, treatment or preventive care of an employee or their family member;
- absence due to domestic abuse, sexual assault or stalking of an employee or their family member; and
- closure of an employee's workplace due to weather or public emergency or closure of their family member's school or care facility due to weather or public emergency.



Sick time

For mental or physical illness, treatment or preventive care



Safe time

To address domestic abuse, sexual assault or stalking

mn DEPARTMENT OF
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November 2023

651-284-5075 • 800 342 5354 • dli.laborstandards@state.mn.us • dli.mn.gov/sick-leave

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MN08E



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VETERANS BENEFITS AND SERVICES

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 Veteran support

FOR MORE INFORMATION

Visit MinnesotaVeteran.org

Call 1-888-LinkVet

Connect with your County Veterans Service Officer at MACVSO.org



MN09E



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CITY OF MINNEAPOLIS NOTICE TO EMPLOYEES

Minneapolis Labor and Employment Rights

Wage Theft Prevention

All employees have a legal right to receive:

- Timely and full payment of all earnings.
- Written notice (at start of employment) of certain terms, such as pay rate(s), pay schedule, and sick and safe time (or equivalent leave).
- Earning statements (e.g. paystubs) documenting payments and sick and safe time (or equivalent leave).

Minimum Wage Scheduled Increases

	100 or Fewer Employees	More than 100 Employees**
	Small Business	Large Business
July 1, 2021	\$12.50	\$14.25
July 1, 2022	\$13.50	\$15.00
Jan. 1, 2023	—	\$15.19
July 1, 2023	\$14.50	—
Jan. 1, 2024	—	\$15.57
July 1, 2024	\$15.57	

*Future years will include slight increase every Jan. 1st **Franchise locations covered regardless of size.

Sick and Safe Time (access to certain time off work)

- Employers **must pay** (unless they employ fewer than six people) employees for use of covered leave at employee's base rate.
- A minimum of one hour of access to covered leave accrues for every 30 hours worked, may be capped at 48 per year and 80 overall.
- Hours begin accruing on first day of work and may be used 90 calendar days later (or earlier if employer allows.) Part-time and temporary workers are included.



Sick Time

Medical or mental health condition, illness or injury



Safe Time

To address domestic abuse, sexual assault or stalking



Sick or Safe

Care for ill family member or during emergency closure of their school or place of care



Working. Thriving. Together.

Help make Minneapolis a healthier, more secure, and more productive community.

➤ Report Violations

- Call 311.
- File a report online at minneapolismn.gov/laborenforcement
- File a report in person at City Hall, room 239, 350 S. Fifth St.

➤ Retaliation Prohibited

Interference with the exercise of any right protected under the minimum wage, sick and safe time or wage theft prevention ordinances is punishable by fine(s) up to \$3,000 per employee.





NOTICE TO EMPLOYEES

Minimum Wage and Earned Sick and Safe Time (ESST) ordinances apply to employees performing work within the geographical boundaries of Saint Paul

EARNED SICK AND SAFE TIME

What can you use ESST for?



For yourself or a family member's mental or physical illness, including preventative medical care



Reasons related to domestic violence, sexual assault, or stalking



School or work closure because of exposure to an infectious agent



Care for a family member whose daycare closed unexpectedly

How do you accrue and use ESST?

- Employees accrue 1 hour of ESST for every 30 hours worked
- ESST begins accruing on the 1st day of work and employees are allowed to use earned ESST after their first 90 days of work (unless their Employer has a more generous ESST policy).
- Employers must allow an employee to accrue at least forty-eight (48) hours of earned sick and safe time every year and roll over unused sick and safe time up to 80 hours after the employee's first year.
- Documentation may be requested for absences of longer than 3 days

Retaliation is Illegal

MINIMUM WAGE INCREASES

The Saint Paul Minimum Wage is updated annually

Business Size	2023 Minimum Wage	2024 Minimum Wage
Macro (10,001+ employees)	\$15.19 Effective January 1	\$15.57 Effective January 1
Large (101-10,000 employees)	\$15.00 Effective July 1	\$15.57 Effective July 1
Small (6-100 employees)	\$13.00 Effective July 1	\$14.00 Effective July 1
Micro (5 or fewer employees)	\$11.50 Effective July 1	\$12.25 Effective July 1

REPORT A VIOLATION

If you believe your right to ESST or Minimum Wage has been violated, you can file a complaint with HREEO using any of these methods:



651-266-8966



LaborStandards@stpaul.gov



stpaul.gov/laborstandards



15 W Kellogg Blvd, Suite 280, Saint Paul, MN 55102

Employees also have a right to bring a civil action if they believe their right to ESST or Minimum Wage has been violated.



Under the age of 20 and earning less than the City of Saint Paul minimum wage?

You may be earning an adjusted youth or training wage.

Date Effective	Adjusted Youth Wage/Training Wage
July 1, 2020	\$8.50
July 1, 2021	\$9.35
July 1, 2022	\$10.20
July 1, 2023	\$11.05
July 1, 2024	\$11.90
July 1, 2025	\$12.75
After July 1, 2025	85% of the City minimum wage, rounded to the nearest nickel

Youth Wage:

If you are between the ages of 14 and 17, your employer can pay you the adjusted wage shown above for the first 90 calendar days of your employment. The time starts on your first day and ends exactly 90 days later. It does not matter how many days in that period that you work. When you turn 18 or the 90 days is over, whichever happens first, your employer must pay you at least the full City minimum wage.

Youth Training Program:

If you are under the age of twenty (20) and enrolled in a City-approved Youth Training Program, your employer can pay you the applicable adjusted minimum wage shown above.

Call us if you have any questions or to report a violation:



City of Saint Paul


Department of Human Rights and Equal Economic Opportunity
Division of Labor Standards Enforcement and Education

www.stpaul.gov/minimumwage
laborstandards@ci.stpaul.mn.us

651-266-8966

MN12E




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(800) 801-0597
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CITY OF DULUTH

NOTICE TO EMPLOYEES

EARNED SICK AND SAFE TIME

By law, employers with five or more workers must provide paid time off to all part-time and full-time employees working within the city limits of Duluth.

This paid time off is earned by employees whenever they work in Duluth – for every 50 hours worked, employees earn one hour of paid leave.

Employees can use Earned Sick and Safe Time (ESST) for:

- Caring for themselves or a family member due to a physical or mental health condition or illness.
- Attending a doctor's appointment or seeking preventative care.
- Caring for themselves, a family member, or a roommate for reasons related to domestic violence, sexual assault, or stalking.
- Lost hours due to closure of their place of employment for public health reasons.

Employers cannot retaliate against employees for:

- Asserting their right to ESST/requesting to use ESST
- Filing a complaint with the City of Duluth
- Telling others about their rights

EMPLOYERS MUST PROVIDE ESST. RETALIATION IS ILLEGAL.

If you believe your right to ESST has been violated, you can file a complaint:

218-730-5500 • sicktimeinfo@duluthmn.gov
www.duluthmn.gov/city-clerk/earned-sick-safe-time



Posting this notice where employees can easily see it satisfies notice requirements under Duluth City Code §29E-6. If an employer maintains an employee handbook, a copy of the employer's ESST-compliant paid leave policy must also be included in the handbook.

MN13E



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EARNED SICK AND SAFE LEAVE

NOTICE OF EMPLOYEE RIGHTS

EFFECTIVE JULY 1, 2023



The Earned Sick and Safe Leave (ESSL) Ordinance requires employers with five or more employees to provide PAID sick and safe leave to employees working in Bloomington.

YOU HAVE A RIGHT TO SICK AND SAFE LEAVE THAT YOU CAN USE FOR THE CARE, TREATMENT OR SAFETY OF YOU OR A FAMILY MEMBER.

WHO QUALIFIES?

Employees working in Bloomington for 80+ hours in a year. Employees can be full-time, part-time, temporary, or seasonal.

HOW IS IT PAID?

If an employer has five or more employees, ESSL must be paid on the same schedule and at the same rate as regular wages.

HOW DO I EARN LEAVE TIME?

ONE hour of ESSL for every 30 hours worked.
Employees can earn up to 48 hours/year.
Unused ESSL carries over to the next year.

CHECK YOUR PAY STUB

Employers must list the amount of earned sick and safe leave on your pay check stub.

WHEN AND HOW CAN LEAVE BE USED?

Employees can use leave time (a) for medical, physical, mental or health needs, (b) for school or workplace closures, and (c) when they or a family member is a victim of domestic violence, sexual assault, or stalking.

Retaliation against an employee trying to use ESSL is prohibited. An employee can file a complaint against an employer who retaliates against the employee or fails to provide ESSL.

If you believe your right to ESSL has been violated, you can file a complaint at:

Email: ESSL@bloomingtonmn.gov • Website: blm.mn/essl • Call: 952-563-8753

Mail/In-person: City of Bloomington, Legal Department, Compliance Division, 1800 W. Old Shakopee Road, Bloomington, MN 55431

For more information scan the QR below.

