Labor Law Compliance Center

MONTANA

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

Montana Labor Law Posters

English

Posting Name & ID	Posting Requirements	Published Date
Minimum Wage MT01	Recommended	01/24
Unemployment Insurance Notice NOTICE TO EMPLOYERS MT02	All employers This poster is available through the agency which provides your unemployment insurance coverage.	-
Workers' Compensation Notice NOTICE TO EMPLOYERS MT03	All employers This poster is available through the agency which provides your workers' compensation insurance coverage.	-
Discrimination MT04	All employers	08/21
State Public OSHA MT05	Public employers	09/02







MONTANA'S MINIMUM WAGE

(Effective 1/1/2024)

\$10.30*

*The minimum wage is subject to a cost-of-living adjustment based on the Consumer Price Index no later than September 30th of each year. Montana's minimum wage is to be the greater of the federal or current state minimum wage.

Exception: A business not covered by the Fair Labor Standards Act whose gross annual sales are \$110,000 or less may pay \$4.00 per hour. <u>However</u>, if an individual employee is producing or moving goods between states or otherwise covered by the Fair Labor Standards Act, that employee must be paid the greater of either the federal minimum wage or Montana's minimum wage.

NO TIP CREDIT, TRAINING WAGE OR MEAL CREDIT IS ALLOWED IN THE STATE OF MONTANA

OVERTIME PAY

Employees who work in excess of 40 hours in a workweek must receive overtime compensation at a rate of at least $1\frac{1}{2}$ times their regular hourly rate for those hours worked over 40. There are exclusions from overtime pay. This information can be obtained by calling our office at (406) 444-6543.

PAYMENT OF WAGES

WHILE STILL EMPLOYED: An employee must be paid within 10 business days after the end of the pay period.

WHEN SEPARATED FROM EMPLOYMENT: When an employee quits, wages are due on the next scheduled pay day for the period in which the employee was separated, or 15 calendar days, whichever occurs first.

TERMINATED FOR CAUSE: When an employee is laid off or discharged, all wages are due immediately (within four hours or end of the business day, whichever occurs first), unless the employer has a preexisting, written policy that extends the time for payment. The wages cannot be delayed beyond the next pay day for the period in which the separation occurred, or 15 calendar days, whichever occurs first.

FOR ADDITIONAL INFORMATION PLEASE CONTACT:

DEPARTMENT OF LABOR & INDUSTRY PO BOX 201503 HELENA MT 59620-1503 PHONE (406) 444-6543 EMAIL: DLIERDWage@mt.gov

Please visit us on the web at: www.mtwagehourbopa.com





MT01E

REQUIRED NOTICE!

Unemployment Insurance Coverage Notice:

This poster is available through the agency which provides your unemployment insurance coverage.

Call the Department of Labor & Industry, Unemployment Insurance Division, at 406-444-3834 to obtain a copy of Unemployment Insurance coverage specific to your business.



MT02E

REQUIRED NOTICE!

Workers' Compensation Coverage Notice:

This poster is available through the agency which provides your workers' compensation insurance coverage.

Contact your Workers' Compensation provider for the appropriate document.



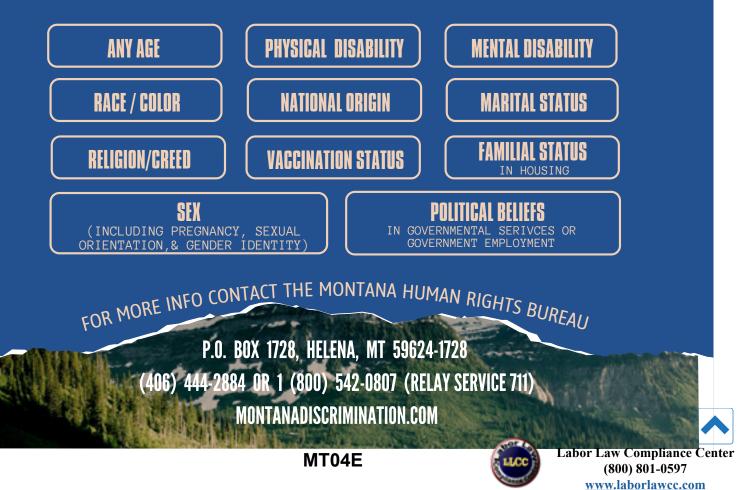
MT03E



MONTANA LAW PROHIBITS DISCRIMINATION & RETALIATION

in employment, housing, education, public accommodations, credit, finance, insurance, & state / local government.

Discrimination is unlawful if based on one of these protected classes:



JOB SAFETY AND HEALTH PROTECTION

PUBLIC EMPLOYMENT IN MONTANA

<u>DUTIES</u> EMPLOYERS:

- must furnish a safe place of employment for all employees
- must protect the life and safety of all employees
- must post notices of safety hazards identified by Department of Labor and Industry personnel at the location of the hazard or at a location where employees routinely congregate
- must maintain a log of occupational injuries and illnesses occuring at that workplace (the Montana Form 200 or Montana Form 300)

EMPLOYEES:

• must comply with all occupational safety and health standards applicable to their jobs

DEPARTMENT OF LABOR AND INDUSTRY, OCCUPATIONAL SAFETY AND HEALTH BUREAU:

- administers the Montana Safety Act (Title 50, Chapter 71, MCA), the Montana Occupational Health Act (Title 50, Chapter 70, MCA), and the Montana Safety Culture Act (Title 39, Chapter 71, Section 1501, MCA)
- conducts periodic workplace safety and health inspections
- supports public agencies for all occupational safety and health concerns

<u>RIGHTS</u> EMPLOYERS:

- right to consult with a Department for advice and assistance in complying with provisions of the Montana Safety Act
- right to appeal any order, rule of decision if aggrieved directly or indirectly by that order, rule decision

EMPLOYEES:

- right to meet privately with the Department representative during the workplace visit
- right to file complaints with the Department
- right to report work place hazards to the employer, and then to the Department if the hazards are no abated

POSTING INSTRUCTIONS:

UNDERPROVISIONS OF ARM 24.30.104(2), EMPLOYERS MUST POST THIS NOTICE OR FACSIMILE IN A CONSPICUOUS PLACE OR PLACES WHERE NOTICES ARE CUSTOMARILY POSTED.

FOR QUESTIONS INVOLVING OCCUPATIONAL SAFETY AND HEALTH, CALL THE SAFETY BUREAU, MONTANA DEPARTMENT OF LABOR AND INDUSTRY

(406-444-6401) [form ERD368w, 09/02] https://www.montanasafety.com/

MT05E



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