

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 |



SMOKEFREE MONTANA



Montana law prohibits smoking, including the use of marijuana, in this establishment.

Montana Clean Indoor Air Act, Title 50, Chapter 40.

For more information or to report a violation call or visit us online.



MONTANA
TOBACCO USE
PREVENTION PROGRAM



1.866.787.5247
tobaccofree.mt.gov



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. **However**, 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 1½ 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




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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



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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.

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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:

ANY AGE

PHYSICAL DISABILITY

MENTAL DISABILITY

RACE / COLOR

NATIONAL ORIGIN

MARITAL STATUS

RELIGION/CREED

VACCINATION STATUS

FAMILIAL STATUS
IN HOUSING

SEX

(INCLUDING PREGNANCY, SEXUAL
ORIENTATION, & GENDER IDENTITY)

POLITICAL BELIEFS

IN GOVERNMENTAL SERVICES OR
GOVERNMENT EMPLOYMENT

FOR MORE INFO CONTACT THE MONTANA HUMAN RIGHTS BUREAU

P.O. BOX 1728, HELENA, MT 59624-1728

(406) 444-2884 OR 1 (800) 542-0807 (RELAY SERVICE 711)

MONTANADISCRIMINATION.COM

MT04E



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JOB SAFETY AND HEALTH PROTECTION

PUBLIC EMPLOYMENT IN MONTANA

DUTIES

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 occurring 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

RIGHTS

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 not 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/>

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