

# MINNESOTA LABOR LAW POSTINGS



## UNEMPLOYMENT INSURANCE

# 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)**

**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 651-250-7223.  
DEED is an Equal Opportunity Employer/Provider.

DEED-50227 / 5,000 / March 2022

## WORKERS' COMPENSATION

### 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 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

**m DEPARTMENT OF  
LABOR AND INDUSTRY**

(651) 284-5032 • 1-800-342-5354 • dli.workcomp@state.mn.us • www.dli.mn.gov  
Posting required by law in a location where employees can easily see this notice. August 2017

## VETERANS BENEFITS AND SERVICES

# 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](http://MinnesotaVeteran.org)  
Call 1-888-LinkVet

Connect with your County Veterans Service Officer at [MACVSO.org](http://MACVSO.org)



## MINIMUM WAGE

### Minimum wage and other requirements

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

State minimum wage – Applies to all employers in Minnesota.

**\$11.13/hour**



dli.mn.gov/minwage

Training wage – May be paid to employees under the age of 20 during the first 90 consecutive days of employment.

**\$9.08/hour**

#### OVERTIME

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

State-only covered  
employers and employees

After **48** hours in a workweek

Federally covered employers  
and employees

After **40** 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.



dli.mn.gov/wagetheft

#### 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, sexual assault or stalking.



sickleave.mn.gov

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.



dli.mn.gov/laborlaw

#### 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 651-284-5075.

**m DEPARTMENT OF  
LABOR AND INDUSTRY**

Minimum wage posting required by law in a location where employees can easily see the posting.

October 2024

## FAIR EMPLOYMENT

### 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: 651-284-5075

Minnesota Department of Human Rights  
Phone: 651-539-1100

**m 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. September 2017

## OSHA

# 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.
- 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.
- 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 see all citations, penalties and abatement dates issued to your employer by 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.
- 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.
- You have the right to be notified and comment if your employer requests any variance from MNOSHA standard requirements.
- Your employer must provide you with any exposure and medical records it has about you upon request.
- You have the right to speak to a MNOSHA investigator inspecting your workplace.
- 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 allow MNOSHA investigators to conduct inspections, interview employees and review records.
- You must **report to MNOSHA within eight hours** all accidents resulting in the death of an employee.
- You must provide all necessary personal protective equipment and training at your expense.
- You must **report to MNOSHA within 24 hours** all accidents resulting in any amputation, eye loss or inpatient hospitalization of any employee.
- 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](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.

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](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.

August 2017