



MONTANA & FEDERAL LABOR LAW POSTER

EEOC - EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW
EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW
PRIVATE EMPLOYERS, STATE AND LOCAL GOVERNMENTS, EDUCATIONAL INSTITUTIONS, EMPLOYMENT AGENCIES AND LABOR ORGANIZATIONS

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS
Appllicants to and employees of companies with a Federal government contract or subcontract are protected under Federal law from discrimination on the following bases:

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE
RACE, COLOR, NATIONAL ORIGIN, SEX
In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance.

UNEMPLOYMENT INSURANCE
NOTICE TO EMPLOYERS
RE: UNEMPLOYMENT INSURANCE
Every employer must post and maintain a printed notice provided by the department showing that the employer is subject to Montana unemployment insurance law, and has been registered by the department.

MINIMUM WAGE
Montana Department of LABOR & INDUSTRY
Employment Relations Division
MONTANA'S MINIMUM WAGE (Effective 1/1/2022) \$9.20*

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.

EMPLOYEE POLYGRAPH PROTECTION ACT
EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT
The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

FEDERAL MINIMUM WAGE
EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT
FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009
The law requires employers to display this poster where employees can readily see it.

DISCRIMINATION
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, FAMILY STATUS IN HOUSING, SEX (INCLUDING PREGNANCY, SEXUAL ORIENTATION, & GENDER IDENTITY), POLITICAL BELIEFS IN GOVERNMENTAL SERVICES OR GOVERNMENT EMPLOYMENT.

PAYDAY NOTICE
Regular Paydays for Employees of
(Company Name)
Should be as follows: Weekly, Bi-Weekly, Monthly, Other.

WITHHOLDING STATUS
YOU MAY NEED TO CHECK YOUR WITHHOLDING
Since you last filed form W-4 with your employer... See your employer for a copy of Form W-4 or call the IRS at 1-800-829-3676.

WORKERS' COMPENSATION
NOTICE TO EMPLOYERS
RE: WORKERS' COMPENSATION
Each employer shall post a sign in the workplace at the locations where notices to employees are normally posted, informing employees about the employer's current provision of workers' compensation insurance.

DISABILITY PAID AT SPECIAL MINIMUM WAGE
NOTICE TO WORKERS WITH DISABILITIES
PAID AT SPECIAL MINIMUM WAGES
This establishment has a certificate authorizing the payment of special minimum wages to workers who are disabled for the work they are performing.

Workers With Disabilities
For purposes of payment of commensurate wage rates under a certificate, a worker with a disability is defined as: An individual whose earnings or productivity capacity is impaired by a physical or mental disability, including those related to age or injury, for the work to be performed.

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR
1-866-487-2365
TTY: 1-877-889-5627
WWW.DOL.GOV/WHD

FMLA - FAMILY AND MEDICAL LEAVE ACT
EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT
THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION
LEAVE ENTITLEMENTS Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

NO SMOKING NOTICE
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. 1.866.787.5247
tobaccofree.mt.gov

ANTI-DISCRIMINATION NOTICE
It is illegal to discriminate against work-authorized individuals. Employees CANNOT specify which document(s) they will accept from an employee.

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT
YOUR RIGHTS UNDER USERRA
THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT
USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT
Job Safety and Health IT'S THE LAW!
All workers have the right to: A safe workplace.

Contact OSHA. We can help.
1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov