

IOWA



LABOR LAW POSTINGS

Iowa Labor Law Postings

Thank you for using GovDocs! This file contains the following state postings:

Posting ID	Name of Posting	Posting Requirements
LIA01	Unemployment Insurance	Required for all employers
LIA02	Your Rights Under Iowa's Minimum Wage	Required for all employers
LIA03	Safety & Health Protection on the Job	Required for all employers
LIA04	Equal Employment Opportunity is the Law	Required for all employers
LIA13	No Smoking	Required for all employers

Print and Display Guidelines

If needed, the postings in this file can be printed and displayed:

- Postings are formatted according to the issuing agency's size requirements. See the Posting Requirements column (above) for those that require a specific paper size and/or colored printing
- Each posting is set up to print on 8.5" x 11" paper; some are formatted to print on multiple pages
- Review each posting and respective requirements to ensure it's applicable to your company. Contact your HR representative for details
- Display postings in employee common areas, such as a breakroom, cafeteria, employee lounge, etc.

UNEMPLOYMENT INSURANCE

If you become unemployed, you may be eligible for unemployment insurance benefits. If you are still employed but working fewer hours than your regular full-time work week and are earning less than your regular full-time wages, you may be entitled to partial benefits. Unemployment insurance benefits are made possible by taxes paid by this employer. No deductions are made from your paycheck for unemployment insurance.

The same week you become unemployed, you may file a new unemployment insurance claim online or in-person.



ONLINE

Go to www.workforce.iowa.gov and click on the *Apply for Unemployment Benefits* link.

You should file an initial claim the same week you are unemployed or working reduced hours. Your unemployment insurance claim DOES NOT begin on the date your job ended or your hours were reduced. Your claim is effective the Sunday of the week you apply.



IN-PERSON

If you do not have access to a computer, visit the nearest **IowaWORKS Center**.

Delay in filing an unemployment insurance claim can result in the loss of all or part of the benefits you may be entitled to receive.



INFORMATION

For complete information about your unemployment insurance rights and responsibilities, review the Unemployment Handbook at www.workforce.iowa.gov.

To register for work and learn more about available work in your area, go to www.iowaworks.gov or visit your nearest **IowaWORKS Center**.

IOWAWORKS CENTER LOCATIONS

IowaWORKS



IowaWORKS Centers are located in 17 cities.

- Burlington
- Cedar Rapids
- Council Bluffs
- Creston
- Davenport
- Decorah
- Denison
- Des Moines
- Dubuque

- Fort Dodge
- Iowa City
- Marshalltown
- Mason City
- Ottumwa
- Sioux City
- Spencer
- Waterloo

For the location of the IowaWORKS Center nearest you, call: 866-239-0843 or visit www.workforce.iowa.gov.

Your Rights Under The Iowa Minimum Wage Law

Hourly Minimum Wage

\$7.25

The minimum wage applies to most hourly wage earners employed in Iowa. Most small retail and service establishments grossing less than \$300,000 annually are not required to pay the minimum wage. The majority of supervisory and administrative employees paid a salary are not covered by the law. Employers may pay an initial employment rate of \$6.35 for the first 90 calendar days of employment.

TIP CREDIT - The employer's share for tipped employees who customarily and regularly receive more than \$30 per month in tips must be at least \$4.35 an hour.

Enforcement

The Iowa Department of Inspections, Appeals, and Licensing Wage and Child Labor Unit may bring action against employers who violate the state's minimum wage law. Courts may order payment of back wages. No employer can discriminate against or discharge an employee for filing a complaint or participating in a proceeding under this law.

Contact Information

Iowa Department of Inspections, Appeals, and Licensing
Investigations Division | Wage and Child Labor Unit
6200 Park Ave., Suite 100 | Des Moines, IA 50321
Phone: 515.631.8901 | Fax: 515.242.6507
dial.iowa.gov

Federal Minimum Wage and Overtime Pay

Applications of the minimum wage rates under federal law differ from those under Iowa law. Iowa employers must comply with the more stringent applicable law. Overtime is covered by the federal Fair Labor Standards Act. Questions concerning federal law should be directed to:

U.S. Department of Labor
Wage & Hour Division
210 Walnut Street
Des Moines, IA 50309
Phone: 515-284-4625
dol.gov

The law requires displaying this poster where it can easily be seen by all employees.

Equal Opportunity Employer/Program: Auxiliary aids and services are available upon request to individuals with disabilities. For deaf and hard of hearing, use Relay 711.

Revised: 3.13.25

Job Safety and Health: It's the law!



EMPLOYEES:

- You have the right to notify your employer or IOSHA about workplace hazards. You may ask IOSHA to keep your name confidential.
- You have the right to request an OSHA inspection if you believe that there are unsafe and unhealthful conditions in your workplace. You or your representative may participate in that inspection.
- You can file a complaint with OSHA within 30 days of retaliation or discrimination by your employer for making safety and health complaints or for exercising your rights under the OSH Act.
- You have a right to see OSHA citations issued to your employer. Your employer must post the

citations at or near the place of the alleged violation for at least 3 working days.

- Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
- You have the right to copies of your medical records or records of your exposure to toxic and harmful substances or conditions.
- Your employer must post this notice in your workplace.
- You must comply with all occupational safety and health standards issued under the OSH Act that apply to your own actions and conduct on the job.

EMPLOYERS:

- You must furnish your employees a place of employment free from recognized hazards.
- You must comply with the occupational safety and health standards issued under the OSH Act.
- Iowa OSHA consultation can help you identify and correct hazards without citation or penalty.

To report a workplace fatality, hospitalization, amputation, or the loss of an eye, visit iowaosha.gov or call 877.242.6742.

For assistance and information contact:

Iowa Department of Inspections, Appeals, and Licensing,
IOSHA 6200 Park Ave. | Suite 100 | Des Moines, IA 50321
Phone: 515.350.7842
osha@dia.iowa.gov | iowaosha.gov

To file a complaint about the IOSHA program, contact:

OSHA Regional Office
2300 Main Street, Suite 1010
Kansas City, MO 64108-2447
Phone: 816.283.8745

Equal Employment Opportunity is the

LAW

What Does Equal Employment Opportunity Mean?

It guarantees the right of all persons to apply and be considered for job opportunities on the basis of the person's ability to do the job. While employed, you should not be treated unfairly because of any of the protected characteristics.

What Does the Law Cover?

Chapter 216 of the *Code of Iowa*, as amended, (The Iowa Civil Rights Act), prohibits discrimination in employment because of a person's:

Race	Age (18 and older)
Creed	National Origin
Color	Religion
Sex	Disability

To Whom Does the Law Apply?

- Persons who apply for employment with, or employees of, private employers, state and local governments, and public and private educational institutions.
- Employment agencies, labor unions, contractors, and sub-contractors, and apprenticeship programs.

What Other Resources Are Available to Help with a Discrimination Problem?

You may also contact the local human rights, civil rights or human relations agency in your area, or the U.S. Equal Employment Opportunity Commission (EEOC), a federal agency. The EEOC District Office is located at:

310 West Wisconsin Ave., Suite 800
Milwaukee, WI 53203-2292
414-297-1111

EEOC enforces Title VII of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, religion, sex, or national origin; the Age Discrimination in Employment Act (ADEA) which protects persons age 40 or older, and the Americans with Disabilities Act (ADA).

What Action Will an Agency Take?

The agency's professional staff will provide you with information on your rights and will assist you in taking the necessary steps to get your complaint legally filed. The staff will then take appropriate action in handling the complaint. There is no charge to file a complaint.

What Should I Do If I Believe I've Been Discriminated Against?

You should immediately contact:

Iowa Civil Rights Commission
Grimes State Office Building, 400 E. 14th Street
Des Moines, Iowa 50319
515-281-4121, 1-800-457-4416
515-242-5840 (FAX)
<http://www.state.ia.us/government/crc>

You may contact the Commission by telephone or mail for information, or assistance in filing a complaint. The Commission's office hours are 8:00 a.m. to 4:30 p.m., Monday through Friday. You may leave a message at 515-281-4121 after hours for a return call.

Your complaint must be filed within 180 days of the discriminatory act.

"Our liberties we prize and our rights we will maintain."



No Smoking

No Fumar

hhs.iowa.gov/smokefreeair

888-944-2247