

MINNESOTA



LABOR LAW POSTINGS

English and Spanish

Minnesota Labor Law Postings (English and Spanish)

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

Posting ID	Name of Posting	Posting Requirements
LMN01	Workers' Compensation	Required for all employers
LMN08	Workers' Compensation (Spanish)	Optional for all employers with Spanish-speaking employees
LMN02	Unemployment Insurance	Required for all employers
LMN09	Unemployment Insurance (Spanish)	Optional for all employers with Spanish-speaking employees
LMN03	Minimum Wage	Required for all employers
LMN10	Minimum Wage (Spanish)	Optional for all employers with Spanish-speaking employees
LMN04	Safety and Health Protection on the Job	Required for all employers
LMN11	Safety and Health Protection on the Job (Spanish)	Optional for all employers with Spanish-speaking employees
LMN05	Age Discrimination	Required for all employers
LMN12	Age Discrimination (Spanish)	Optional for all employers with Spanish-speaking employees
LMN14	No Smoking	Required for all employers
LMN15	E-Verify	Required for state contractors or subcontractors with a contract in excess of \$50,000
LMN17	Right to Work	Required for state contractors or subcontractors with a contract in excess of \$50,000
LMN18	Right to Work (Spanish)	Required for state contractors or subcontractors with a contract in excess of \$50,000
LMN19	Child Labor Law	Optional for all employers with employees under age 18
LMN74	Child Labor Law (Spanish)	Optional for employers
LMN60	Pregnant Workers and New Parents	Optional for all employers
LMN61	Pregnant Workers and New Parents (Spanish)	Optional for all employers
LMN63	Employer-sponsored meetings or communications (Captive Audience)	Required for all employers
LMN75	Employer-Sponsored Meetings or Communications (Captive Audience)(Spanish)	Optional for employers
LMN65	Veterans' Benefits and Services	Required for employers with 50 or more employees
LMN66	Earned Sick and Safe Time	Optional for all employers
LMN68	Earned Sick and Safe Time (Spanish)	Optional for all employers
LMN67	Whistleblower	Required for all employers
LMN69	Contractor Non-Discrimination is the Law	Required for all contractors
LMN70	Contractor Non-Discrimination is the Law (Spanish)	Required for all contractors
LMN71	Nursing Home Holiday Pay	Required for Nursing Home employers
LMN72	Metropolitan Airports Commission Minimum Wage	Required for airport employers who provide services that affect the traveling public utilizing passenger terminals at MSP.
LMN73	Metropolitan Airports Commission Minimum Wage (Spanish)	Required for airport employers who provide services that affect the traveling public utilizing passenger terminals at MSP.
LMN76	Paid Leave	Required for employers who are providing paid family and medical leave through the state plan
LMN77	Paid Leave Equivalent Plan	Required for employers who are providing paid family and medical leave through a state equivalent plan
LMN79	Drug, Alcohol, and Cannabis Testing Policy	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.

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 accepts your claim for wage-loss benefits and you have been disabled for more than three calendar-days:** The insurer will notify you and must start paying wage-loss benefits within the 14 days noted above. The insurer must pay benefits on time. Wage-loss benefits are paid at the same intervals as your work paychecks.
- **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



(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

Compensación laboral

Si usted se lesiona

- Informe cualquier lesión a su supervisor tan pronto le sea posible; no importa qué tan leve le pueda parecer. Usted podría perder el derecho a los beneficios de compensación laboral si no presenta a tiempo un informe de la lesión a su empleador. El tiempo límite puede ser tan corto como 14 días.
- Provea a su empleador la mayor cantidad de información posible sobre su lesión.
- Obtenga el tratamiento médico que necesite lo más pronto posible. Si no está cubierto por una organización de atención médica certificada (CMCO), usted puede recibir tratamiento con el doctor que usted elija. Su empleador debe notificarle por escrito si tiene cobertura con una CMCO.
- Colabore con todas las solicitudes de información relacionadas con su reclamo.
La ley permite que la aseguradora de compensación laboral obtenga la información médica relacionada con su lesión sin su autorización, pero le debe enviar una notificación por escrito cuando solicite la información.
La compañía aseguradora no puede obtener otros expedientes médicos a menos que usted firme una autorización por escrito.
- Obtenga una confirmación por escrito de su médico sobre cualquier autorización para ausentarse del trabajo. La nota debe ser lo más específica posible.

Compensación laboral paga por lo siguiente

- Atención médica para su lesión ocurrida en el trabajo, siempre que sea razonable y necesaria.
- Beneficios por salario perdido para cubrir parte de los ingresos no recibidos.
- Compensación por daños permanentes o por pérdida de la función de una parte del cuerpo.
- Servicios de rehabilitación vocacional si usted no puede regresar al trabajo o a su empleador previo al accidente, debido a su lesión en el trabajo.
- Beneficios para su cónyuge o dependientes si usted fallece como consecuencia de una lesión laboral.

Lo que la aseguradora debe hacer

- La compañía aseguradora deberá investigar su reclamo con prontitud. Si usted ha estado incapacitado por más de tres días calendario, la aseguradora debe iniciar el pago de beneficios o enviarle un aviso de negación de responsabilidades dentro de los 14 días después que su empleador se enteró de su ausencia laboral o había perdido parte de su salario debido a su reclamo por lesión.
- **Si la compañía aseguradora acepta su reclamo de beneficios por pérdida de salario y usted ha estado incapacitado por más de tres días calendario:** La aseguradora le notificará y deberá iniciar el pago de los beneficios por pérdida de salario dentro de los 14 días mencionados anteriormente. La aseguradora deberá pagar los beneficios puntualmente. Los beneficios por pérdida de salario se pagan en los mismos intervalos que sus cheques de nómina.
- **Si la compañía aseguradora deniega su reclamo de beneficios por pérdida de salario y usted ha estado incapacitado por más de tres días calendario:** La aseguradora le enviará una notificación dentro de los 14 días. La notificación debe explicar claramente los hechos y motivos por los cuales ellos consideran que su lesión o enfermedad no fue resultado de su trabajo o por qué los beneficios por pérdida de salarios que reclama no están relacionados con su lesión.
- Si usted no está de acuerdo con la denegación, hable con el ajustador de reclamos de la aseguradora a cargo de su reclamo. Si usted no está satisfecho y aún está en desacuerdo con la denegación, **comuníquese con el teléfono gratuito para Compensación para Trabajadores del Departamento de Trabajo e Industria de Minnesota (Minnesota Department of Labor and Industry) al 1-800-342-5354**

Fraude

Cobrar beneficios de compensación laboral a los cuales no tiene derecho, se considera robo. Llame al 1-888-FRAUD MN (1-888-372-8366) para reportar fraude de compensación laboral.

Nombre e información de contacto de la compañía aseguradora



(651) 284-5032 • 1-800-342-5354 • dli.laborstandards@state.mn.us • www.dli.mn.gov

Se requiere la publicación de este aviso por ley en un lugar donde los empleados puedan verlo fácilmente.

Agosto de 2017

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 alternative (accessible) formats by calling 651-259-7223.
DEED is an Equal Opportunity Employer/Provider.

DEED-50227 / 15,000 / March 2022

¿Está Desempleado?

¿Ha perdido su empleo o le han reducido sus horas de trabajo?

**Tiene derecho a solicitar beneficios
de seguro de desempleo.**

**Llene su solicitud en línea en:
www.uimn.org**

o por teléfono al:

651-296-3644 (Área de Minneapolis y St. Paul)

Línea gratuita 1-877-898-9090 (Resto del de MN)

Usuarios de Teletipo (TTY): 1-866-814-1252

Esta información está disponible en un formato alternativo (accesible) llamando al 651-259-7223.

DEED is an Equal Opportunity Employer/Provider.

DEED-50227 Spanish / Rev. March 2022

Minimum wage and other requirements

Minimum wage effective Jan. 1, 2026

State minimum wage – Applies to all employers in Minnesota.	\$11.41 /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.	\$9.31 /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	Federally covered employers and employees
After 48 hours in a workweek	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.

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.



sickleave.mn.gov

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 or 651-284-5075.



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

October 2025

Salario mínimo y otros requisitos

Salario mínimo en vigor el 1 de enero de 2026

Salario mínimo estatal – Aplica a todos los empleadores de Minnesota.	\$11.41/hora	 dli.mn.gov/minwage
Salario de capacitación – Puede pagarse a los empleados menores de 20 años durante los primeros 90 días consecutivos de empleo.	\$9.31/hora	

HORAS EXTRAS

Las horas extraordinarias son el pago obligatorio de tiempo y medio del salario normal de un empleado.

Empleadores y empleados con cobertura estatal	Empleadores y empleados con cobertura federal
A partir de 48 horas semanales	A partir de 40 horas semanales

ROBO DE SALARIO

El robo de salario se produce cuando un empresario no paga los salarios de sus empleados, incluido el salario mínimo, las horas extras u otras prestaciones obligatorias.



dli.mn.gov/wagetheft

TIEMPO DE ENFERMEDAD Y SEGURIDAD

El tiempo de enfermedad y seguridad es una licencia remunerada que las empresas deben proporcionar a sus empleados en Minnesota y que puede utilizarse por determinados motivos, como cuando un empleado está enfermo, para cuidar a un familiar enfermo o para buscar ayuda si un empleado o un familiar ha sufrido abuso doméstico, agresión sexual o acoso.

Un empleado gana una hora de tiempo de enfermedad y seguridad por cada 30 horas trabajadas y puede ganar un máximo de 48 horas cada año, a menos que el empresario acuerde una cantidad superior.



sickleave.mn.gov

SE PROHÍBEN LAS REPRESALIAS

Un empleador no debe despedir, disciplinar, penalizar, interferir, amenazar, restringir, coaccionar o tomar represalias o discriminar de otro modo a un empleado por ejercer sus derechos conforme a la ley, incluida la denuncia de una infracción o la participación en una investigación.



dli.mn.gov/laborlaw

DENUNCIAR INCUMPLIMIENTOS

Para denunciar infracciones de estas y otras leyes laborales, comuníquese con la División de Normas Laborales en dli.laborstandards@state.mn.us o en el 651-284-5075.

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

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 • www.dli.mn.gov

Posting required by law in a location where employees can easily see this notice.

August 2017

Seguridad y protección de la salud en el trabajo

Empleados

La Ley de Seguridad y Salud Ocupacional de Minnesota (la Ley) exige que su empleador le brinde un lugar de trabajo libre de peligros conocidas que puedan causar la muerte, lesiones o enfermedades. Usted tiene también los siguientes derechos y responsabilidades en el lugar de trabajo.

- Su empleador debe proporcionarle información sobre los productos químicos peligrosos, agentes físicos dañinos y agentes infecciosos a los que usted se encuentra expuesto en el trabajo.
- Usted tiene el derecho de hablar con su empleador o con MNOSHA acerca de la seguridad en su lugar de trabajo y de sus inquietudes relacionadas con la salud.
- Usted tiene el derecho a rehusar llevar a cabo una tarea laboral si cree que esa tarea o el equipo lo pondrá inmediatamente a riesgo de muerte o de una lesión física grave. Sin embargo, usted debe realizar cualquier otra tarea que le asigne su empleador. Usted no puede simplemente dejar su lugar de trabajo.
- Usted tiene el derecho a que se le notifique y comentar si su empleador solicita cualquier variación de los requisitos estándar de MNOSHA.
- Usted tiene el derecho de hablar con un investigador de MNOSHA que esté inspeccionando su lugar de trabajo.
- Usted tiene el derecho de presentar a MNOSHA una queja sobre la seguridad y los peligros de salud y solicitar se lleve a cabo una inspección. MNOSHA no revelará su nombre al empleador.
- Usted tiene el derecho de ver todas las citaciones, multas y fechas de disminución que MNOSHA ha emitido a su empleador.
- Su empleador no puede discriminar contra usted por ejercer cualquiera de sus derechos bajo la Ley. No obstante, su empleador puede disciplinarlo por no cumplir con las reglas de seguridad y salud. Si cree que su empleador ha discriminado contra usted por ejercer sus derechos bajo la Ley, usted tiene 30 días para presentar una queja ante MNOSHA.
- Su empleador debe proporcionarle, si usted los solicita, todos los registros de exposición y médicos que tiene sobre usted.
- Usted tiene el derecho de participar en el desarrollo de las normas de MNOSHA.

Empleadores

Usted deberá proporcionar a sus empleados un entorno laboral seguro y saludable, libre de cualquier peligro conocido que pueda ocasionar la muerte, lesiones o enfermedades y debe cumplir con todas las normas de MNOSHA correspondientes. Usted también tiene los siguientes derechos y responsabilidades.

- **Fijar una copia de este afiche** y otros documentos de MNOSHA en el lugar donde se fijan los otros avisos para los empleados.
- **Informar a MNOSHA dentro de un periodo de ocho horas sobre** cualquier accidente que haya resultado en la muerte de un empleado.
- **Informar a MNOSHA dentro de un periodo de 24 horas** sobre cualquier accidente que haya resultado en amputación, pérdida de un ojo u hospitalización de cualquier empleado.
- Permitir que los investigadores de MNOSHA lleven a cabo inspecciones, entrevisten a los empleados y revisen los archivos.
- Proveer y cubrir los costos de los equipos de protección personal y capacitación necesarios.
- Usted tiene el derecho de participar en el desarrollo de las normas elaboradas por MNOSHA.

Seguridad y asistencia de salud gratuita

Hay disponible para los empleadores asistencia gratuita para identificar y corregir peligros, sin citaciones ni multas, mediante la oficina de Consultas de seguridad en el lugar de trabajo de MNOSHA (Workplace Safety Consultation), llamando al (651) 284-5060, 1-800-657-3776 o por correo electrónico a: osha.consultation@state.mn.us.

Comuníquese con MNOSHA para recibir una copia de la Ley, para seguridad específica y normas de salud o para presentar una queja sobre peligros en el lugar de trabajo.

Los empleadores, empleados y miembros del público en general que deseen presentar una queja relacionada con el programa de MNOSHA, pueden escribir a la oficina federal de la Región 5 de OSHA al: 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 • www.dli.mn.gov

Se requiere la publicación de este aviso por ley en un lugar donde los empleados puedan verlo fácilmente.

Agosto de 2017

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



(651) 284-5075 • 1-877-470-6742 • osha.compliance@state.mn.us • www.dli.mn.gov

Posting required by law in a location where employees can easily see this notice. September 2017

Discriminación por edad

Conozca sus derechos que prohíben la discriminación por edad según las leyes de Minnesota

Es ilegal que un empleador:

- se niegue a contratar o emplear a una persona tomando como base la edad;
- reduzca en grado o posición, o rebaje el rango de una persona tomando como base la edad;
- despida o destituya a una persona tomando como base la edad; o
- establezca la edad de jubilación si el empleador tiene más de 20 empleados [29 United States Code §630 (b)].

Los empleadores que despiden a empleados de 65 años o más porque ya no pueden cumplir con los requisitos del trabajo, deben proveer un aviso de 30 días de la intención de despido.

Este póster contiene solo un resumen de la ley de Minnesota.
Para obtener más información, comuníquese con:

Departamento de Trabajo e Industria
de Minnesota
Teléfono: 651-284-5075

Departamento de Derechos Humanos
de Minnesota
Teléfono: 651-539-1100



651-284-5075 • 1-800-342-5354 • dli.laborstandards@state.mn.us • www.dli.mn.gov

Se requiere la publicación de este aviso por ley, en un lugar donde
los empleados puedan verlo fácilmente.

Septiembre 2017



THIS ENTIRE
ESTABLISHMENT IS
SMOKE FREE
INCLUDING
E-CIGARETTES

MINNESOTA STATUTE 144 411 144417

This Organization Participates in E-Verify

Esta Organización Participa en E-Verify



This employer participates in E-Verify and will provide the federal government with your Form I-9 information to confirm that you are authorized to work in the U.S.

If E-Verify cannot confirm that you are authorized to work, this employer is required to give you written instructions and an opportunity to contact Department of Homeland Security (DHS) or Social Security Administration (SSA) so you can begin to resolve the issue before the employer can take any action against you, including terminating your employment.

Employers can only use E-Verify once you have accepted a job offer and completed the Form I-9.

E-Verify Works for Everyone

For more information on E-Verify, or if you believe that your employer has violated its E-Verify responsibilities, please contact DHS.

Este empleador participa en E-Verify y proporcionará al gobierno federal la información de su Formulario I-9 para confirmar que usted está autorizado para trabajar en los EE.UU.

Si E-Verify no puede confirmar que usted está autorizado para trabajar, este empleador está requerido a darle instrucciones por escrito y una oportunidad de contactar al Departamento de Seguridad Nacional (DHS) o a la Administración del Seguro Social (SSA) para que pueda empezar a resolver el problema antes de que el empleador pueda tomar cualquier acción en su contra, incluyendo la terminación de su empleo.

Los empleadores sólo pueden utilizar E-Verify una vez que usted haya aceptado una oferta de trabajo y completado el Formulario I-9.

E-Verify Funciona Para Todos

Para más información sobre E-Verify, o si usted cree que su empleador ha violado sus responsabilidades de E-Verify, por favor contacte a DHS.

888-897-7781

E-Verify.gov



E-VERIFY IS A SERVICE OF DHS AND SSA

The E-Verify logo and mark are registered trademarks of Department of Homeland Security. Commercial sale of this poster is strictly prohibited.

IF YOU HAVE THE RIGHT TO WORK



DON'T LET ANYONE TAKE IT AWAY

If you have the skills, experience, and legal right to work, your citizenship or immigration status shouldn't get in the way. Neither should the place you were born or another aspect of your national origin. A part of U.S. immigration laws protects legally-authorized workers from discrimination based on their citizenship status and national origin. You can read this law at [8 U.S.C. § 1324b](#).

The Immigrant and Employee Rights Section (IER) may be able to help if an employer treats you unfairly in violation of this law.

The law that IER enforces is 8 U.S.C. § 1324b. The regulations for this law are at 28 C.F.R. Part 44.

Call IER if an employer:

Does not hire you or fires you because of your national origin or citizenship status (this may violate a part of the law at 8 U.S.C. § 1324b(a)(1))

Treats you unfairly while checking your right to work in the U.S., including while completing the [Form I-9](#) or using [E-Verify](#) (this may violate the law at 8 U.S.C. § 1324b(a)(1) or (a)(6))

Retaliates against you because you are speaking up for your right to work as protected by this law (the law prohibits retaliation at 8 U.S.C. § 1324b(a)(5))

The law can be complicated. Call IER to get more information on protections from discrimination based on citizenship status and national origin.

Immigrant and Employee Rights Section (IER)

1-800-255-7688

TTY 1-800-237-2515

www.justice.gov/ier

IER@usdoj.gov



U.S. Department of Justice, Civil Rights Division, Immigrant and Employee Rights Section, January 2019

This guidance document is not intended to be a final agency action, has no legally binding effect, and has no force or effect of law. The document may be rescinded or modified at the Department's discretion, in accordance with applicable laws. The Department's guidance documents, including this guidance, do not establish legally enforceable responsibilities beyond what is required by the terms of the applicable statutes, regulations, or binding judicial precedent. For more information, see "Memorandum for All Components: Prohibition of Improper Guidance Documents," from Attorney General Jefferson B. Sessions III, November 16, 2017.



SI USTED TIENE DERECHO A TRABAJAR



NO DEJE QUE NADIE SE LO QUITTE

Si usted dispone de las capacidades, experiencia y derecho legal a trabajar, su estatus migratorio o de ciudadanía no debe representar un obstáculo, ni tampoco lo debe ser el lugar en que usted nació o ningún otro aspecto de su nacionalidad de origen. Existe una parte de las leyes migratorias de los EE. UU. que protegen a los trabajadores que cuentan con la debida autorización legal para trabajar de la discriminación por motivos de su estatus de ciudadanía o nacionalidad de origen. Puede consultar esta ley contenida en la [Sección 1324b del Título 8 del Código de los EE. UU.](#)

Es posible que la [Sección de Derechos de Inmigrantes y Empleados \(IER, por sus siglas en inglés\)](#) pueda ayudar si un empleador lo trata de una forma injusta, en contra de esta ley.

La ley que hace cumplir la IER es la Sección 1324b del Título 8 del Código de los EE. UU. Los reglamentos de dicha ley se encuentran en la Parte 44 del Título 28 del Código de Reglamentos Federales.

Este documento de orientación no tiene como propósito ser una decisión definitiva por parte de la agencia, no tiene ningún efecto jurídicamente vinculante y puede ser rescindido o modificado a la discreción del Departamento, conforme a las leyes aplicables. Los documentos de orientación del Departamento, entre ellos este documento de orientación, no establecen responsabilidades jurídicamente vinculantes más allá de lo que se requiere en los términos de las leyes aplicables, los reglamentos o los precedentes jurídicamente vinculantes. Para más información, véase «Memorándum para Todos Los Componentes: La Prohibición contra Documentos de Orientación Impropias», del Fiscal General Jefferson B. Sessions III, 16 de noviembre del 2017.

Llame a la IER si un empleador:

No lo contrata o lo despide a causa de su nacionalidad de origen o estatus de ciudadanía (esto podría representar una vulneración de parte de la ley contenida en la Sección 1324b(a)(1) del Título 8 del Código de los EE. UU.)

Lo trata de una manera injusta a la forma de comprobar su derecho a trabajar en los EE. UU., incluyendo al completar el [Formulario I-9](#) o utilizar [E-Verify](#) (esto podría representar una vulneración de la ley contenida en la Sección 1324b(a)(1) o (a)(6) del Título 8 del Código de los EE. UU.)

Toma represalias en su contra por haber defendido su derecho a trabajar al amparo de esta ley (la ley prohíbe las represalias, según se indica en la Sección 1324b(a)(5) del Título 8 del Código de los EE. UU.)

Esta ley puede ser complicada. Llame a la IER para más información sobre las protecciones existentes contra la discriminación por motivos del estatus de ciudadanía o la nacionalidad de origen.

Sección de Derechos de Inmigrantes y Empleados (IER)

1-800-255-7688

TTY 1-800-237-2515

www.justice.gov/crt-espanol/ier

IER@usdoj.gov



Departamento de Justicia de los EE. UU., División de Derechos Civiles, Sección de Derechos de Inmigrantes y Empleados, enero del 2019



A guide to Minnesota's Child Labor Standards Act

MINORS UNDER 16 MAY NOT WORK

FEDERAL LAW (employers with annual sales or revenue of \$500,000 or more)

- During the school year:
 - later than 7 p.m.;
 - more than three hours a day; or
 - more than 18 hours a week.

STATE LAW (all employers)

- Before 7 a.m. or after 9 p.m., with the exception of a newspaper carrier
- For more than 40 hours a week or more than eight hours per 24-hour period, except in agricultural operations

16- AND 17-YEAR-OLDS MAY NOT WORK

STATE LAW (all employers)

- Later than 11 p.m. on evenings before school days or before 5 a.m. on school days. With written permission from a parent or guardian, these hours may be expanded to 11:30 p.m. and 4:30 a.m.

Note: If employers are covered by state and federal requirements, both laws must be followed.

MINIMUM AGE

A minor younger than 14 years of age **may not be employed**, except:

- as a newspaper carrier, if at least 11 years of age;
- in agriculture, if at least 12 years of age and with parent or guardian consent;
- as an actor or model; or
- as a youth athletic program referee, if at least 11 years of age and with parent or guardian consent.



PROOF OF AGE

A minor's proof of age must be maintained as part of the payroll records. Acceptable proof is one of the following: a copy of a birth certificate; a copy of a driver's license or permit; an age certificate issued by the school; or an I-9.



PROHIBITED OCCUPATIONS FOR MINORS

Minors cannot work in the following capacities:

- serving liquor;
- working with hazardous materials such as explosives;
- operating or assisting in the operation of power-driven machinery, such as forklifts, meat saws and grinders, milling machines, punch presses, press brakes and shears, and woodworking machinery; and
- on or about construction sites.

A detailed list of prohibited work for minors can be found in Minnesota Rules 5200.0910 and 5200.0920.

PENALTIES FOR VIOLATION OF CHILD LABOR STANDARDS ACT

An employer that fails to comply with provisions of the Minnesota Child Labor Standards Act will be subject to penalties under Minnesota Statutes §181A.12. Penalties range in amount from \$250 to \$5,000 for each for each employee, for each violation.



Labor Standards • 443 Lafayette Road N. • St. Paul, MN 55155
651-284-5075 • 800-342-5354 • dli.mn.gov

Notice: This flyer is a brief summary of Minnesota law. It is intended as a guide and is not to be considered a substitute for Minnesota Statutes regarding child labor laws.

Version 0323

Guía sobre la Ley de Normas Laborales Infantiles de Minnesota

MENORES DE 16 AÑOS NO PUEDEN TRABAJAR

LEY FEDERAL (aplica a empleadores con ventas o ingresos anuales de \$500,000 o más)

- Durante el año escolar, no pueden trabajar:
 - después de las 7 p.m.;
 - más de tres horas al día; o
 - más de 18 horas a la semana.

LEY ESTATAL (aplica a todos los empleadores)

- Antes de las 7 a.m. o después de las 9 p.m. (excepto repartidores de periódico)
- Más de 40 horas a la semana o más de ocho horas en un periodo de 24 horas (excepto en operaciones agrícolas)

MENORES DE 16 Y 17 AÑOS NO PUEDEN TRABAJAR

LEY ESTATAL (aplica a todos los empleadores)

- Después de las 11 p. m. en vísperas de días escolares, ni antes de las 5 a. m. en días escolares. Con un permiso por escrito del padre, madre o tutor(a), estos horarios pueden ampliarse hasta las 11:30 p. m. y las 4:30 a. m.

Nota: Si un empleador está sujeto tanto a las leyes estatales como federales, debe cumplir con ambas.

PRUEBA DE EDAD

La prueba de edad de un(a) menor debe conservarse como parte de los registros de nómina. Las pruebas aceptables incluyen: una copia del acta de nacimiento; una copia de la licencia o permiso de conducir; un certificado de edad emitido por la escuela; o un formulario I-9.



EDAD MÍNIMA

No se puede contratar a un(a) menor de 14 años, excepto en los siguientes casos:



- como repartidor de periódicos, si tiene al menos 11 años de edad;
- en agricultura, si tiene al menos 12 años y cuenta con el consentimiento del padre, madre o tutor(a);
- como actor, modelo; o
- como árbitro en programas deportivos juveniles, si tiene al menos 11 años y cuenta con el consentimiento del padre, madre o tutor(a).

OCUPACIONES PROHIBIDAS PARA MENORES

Los/las menores no pueden trabajar en las siguientes actividades:

- servir bebidas alcohólicas;
- manejar materiales peligrosos como explosivos;
- operar o ayudar a operar maquinaria motorizada, como montacargas, sierras para carne, esmeriles, fresadoras, prensas punzonadoras, dobladoras y cizallas, y maquinaria para trabajar la madera;
- en obras o sitios de construcción.

Una lista detallada de trabajos prohibidos para menores se encuentra en las Reglas de Minnesota 5200.0910 y 5200.0920.

SANCIONES POR INCUMPLIMIENTO DE LA LEY

Un(a) empleador(a) que no cumpla con las disposiciones de la Ley de Normas Laborales Infantiles de Minnesota está sujeto(a) a sanciones conforme al Estatuto de Minnesota §181A.12. Las multas oscilan entre \$250 y \$5,000 por empleado(a), por cada infracción.

LEYES ESTATALES Y FEDERALES SOBRE TRABAJO INFANTIL

Por lo general, los/las empleadores(as) deben cumplir tanto con las leyes estatales como con las federales sobre trabajo infantil, según la Ley Federal de Normas Laborales (FLSA, por sus siglas en inglés). Algunas leyes de Minnesota ofrecen más protección que la ley federal, y viceversa. En caso de estar cubierto por ambas, el/la empleador(a) debe cumplir con las disposiciones más protectoras para el/la trabajador(a) menor de edad. Para más información sobre la ley federal de trabajo infantil, visite: www.dol.gov/agencies/whd/child-labor



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651-284-5075 • 800-342-5354 • dli.mn.gov

Aviso: Este folleto es un resumen breve de la ley de Minnesota. Su propósito es servir como una guía y no debe considerarse un sustituto de los Estatutos de Minnesota sobre las leyes laborales infantiles.

Versión 0823

Pregnant workers and new parents

PREGNANCY AT WORK

If you are pregnant, it is your right to request and your employer must provide:

- more frequent or longer restroom, food and water breaks;
- seating; and
- limits on lifting more than 20 pounds.

You have the right to request other workplace changes when you have been given advice from a health care provider or doula. Your employer cannot require you to adjust your working conditions because you are pregnant.

PREGNANCY AND PARENTAL LEAVE FROM WORK

Employees may request and take up to 12 weeks of unpaid leave during pregnancy or upon the birth or adoption of their child. Employees are eligible for this leave regardless of the size of their employer or the amount of time for which they have worked for their employer.

Pregnancy and parental leave may be taken for:

- incapacity due to pregnancy or related health conditions;
- childbirth or adoption; or
- bonding time by a birthing or non-birthing parent after the birth or adoption of the child.

Employers can adopt reasonable policies about when requests for leave must be made and leave must be taken within 12 months of the birth or adoption.

You may be able to use employer-provided benefits, such as sick leave or disability leave, if you are sick during pregnancy or to recover after childbirth.

Minnesota's paid family and medical leave law, which provides paid time off during or following a pregnancy, goes into effect Jan. 1, 2026.

EXPRESSING MILK AT WORK

If you decide to express milk at work, your employer, regardless of size, must provide:

- break times to express milk without you losing compensation; and
- a clean, private and secure area to express milk that:
 - is not a bathroom;
 - is shielded from view;
 - is free of intrusion from coworkers and the public;
 - is in close proximity to the work area; and
 - has access to an electrical outlet.

There may be limited exceptions to this requirement.

You can choose when to express milk based on your needs, whether that means expressing milk during an existing paid break, during an existing unpaid break, such as a meal break, or during some other time.

It is against the law for your employer to retaliate, or take negative action, against you for requesting or taking a leave, pregnancy accommodation or break to express milk at work.

CONTACT US

Contact Labor Standards at 651-284-5075 or dli.laborstandards@state.mn.us.



Labor Standards • 443 Lafayette Road N. • St. Paul, MN 55155
651-284-5075 • dli.mn.gov • dli.laborstandards@state.mn.us

Notice: This is a brief summary of Minnesota law. It is intended as a guide and is not to be considered a substitute for related Minnesota Statutes.

Trabajadoras embarazadas y padres nuevos

EL EMBARAZO EN EL TRABAJO

Si usted está embarazada, tiene derecho de solicitar y su empleador debe proporcionarle:

- descansos más frecuentes o largos para ir al baño, comer o tomar agua;
- lugar donde sentarse; y
- límites de no levantar más de 20 libras de peso.

Usted tiene derecho a solicitar otros cambios en el lugar de trabajo cuando así se lo recomienda un proveedor de atención médica o una partera. Su empleador no puede exigirle que ajuste sus condiciones de trabajo porque está embarazada.

AUSENCIA CON PERMISO POR EMBARAZO Y PARA PADRES

Los empleados pueden solicitar y tomar hasta 12 semanas de ausencia con permiso sin goce de sueldo durante el embarazo o al nacer su hijo o adoptar a un niño. Los empleados son elegibles para esta ausencia con permiso sin importar cuántos empleados tenga el empleador ni la cantidad de tiempo que han trabajado para su empleador.

La ausencia con permiso por embarazo y parental se puede tomar por:

- discapacidad debida al embarazo o a un problema de salud relacionado al embarazo;
- parto o adopción; o
- para que la persona que pare al hijo o su pareja tomen tiempo para afianzar el vínculo con el niño después del parto o la adopción.

Los empleadores pueden adoptar políticas razonables sobre cuándo se deben presentar las solicitudes de ausencia con permiso, y la ausencia con permiso se debe tomar dentro de los 12 meses siguientes al nacimiento o la adopción del niño.

Es posible que usted pueda usar los beneficios proporcionados por su empleador, como la ausencia con permiso por enfermedad o discapacidad, si está enferma durante el embarazo o para recuperarse del parto.

La ley de ausencia con permiso familiar y médica con goce de sueldo de Minnesota, que provee tiempo libre durante o después de un embarazo, entrará en vigencia el 1 de enero de 2026.



EXTRACCIÓN DE LECHE MATERNA EN EL TRABAJO

Si usted decide extraerse leche materna en el trabajo, su empleador, sin importar cuántos empleados tenga, debe proporcionarle:

- tiempo de descanso para extraerse la leche materna sin que usted pierda remuneración salarial; y
- un área limpia, privada y segura para extraerse la leche materna que:
 - no sea un baño;
 - esté resguardada de la vista de los demás;
 - esté libre de interrupciones de compañeros de trabajo y del público;
 - esté cerca del área de trabajo; y
 - tenga acceso a un enchufe eléctrico.

Es posible que existan excepciones limitadas a este requisito.

Usted puede elegir cuándo extraerse leche materna según sus necesidades, ya sea extraérsela durante un período de descanso con goce de sueldo existente, durante un período de descanso existente sin goce de sueldo, como el período para comer, o en otro momento.

Es ilegal que el empleador tome represalias o medidas negativas contra usted por solicitar o tomar una ausencia con permiso, una adaptación por embarazo o un período de descanso para extraerse leche materna en el trabajo.

COMUNÍQUESE CON NOSOTROS

Comuníquese con la oficina de normas de trabajo llamando al 651-284-5075 o a dli.laborstandards@state.mn.us.



Labor Standards • 443 Lafayette Road N. • St. Paul, MN 55155
651-284-5075 • dli.mn.gov • dli.laborstandards@state.mn.us

Notificación: Este es un resumen breve de la ley de Minnesota. Su intención es servir como guía y no se debe considerar un sustituto de los estatutos relacionados de Minnesota.

Employer-sponsored meetings

Employer-sponsored meetings or communication

An employer or the employer's agent, representative or designee must not discharge, discipline or otherwise penalize or threaten to discharge, discipline or otherwise penalize or take any adverse employment action against an employee:

1. because the employee declines to attend or participate in an employer-sponsored meeting or declines to receive or listen to communications from the employer or the agent, representative or designee of the employer if the meeting or communication is to communicate the opinion of the employer about religious or political matters;
2. as a means of inducing an employee to attend or participate in meetings or receive or listen to communications described in number 1 above; or
3. because the employee, or a person acting on behalf of the employee, makes a good-faith report, orally or in writing, of a violation or a suspected violation of this section.

Remedies

An aggrieved employee may bring a civil action to enforce this section of the law no later than 90 days after the date of the alleged violation. The court may award all appropriate relief, including injunctive relief, reinstatement, back pay and reestablishment of any employee benefits, reasonable attorney fees and costs.

Scope

This section does not:

1. prohibit communications of information the employer is required by law to communicate, but only to the extent of the lawful requirement;
2. limit the rights of an employer or its agent, representative or designee to conduct meetings involving religious or political matters as long as attendance is wholly voluntary or to engage in communications as long as receipt or listening is wholly voluntary; or
3. limit the rights of an employer or its agent, representative or designee from communicating to its employees any information, or requiring employee attendance at meetings and other events, that is necessary for the employees to perform their lawfully required job duties.

Summary

This law does not prohibit or regulate employer speech. The law regulates when an employer may discipline or fire an employee who declines to attend meetings about religious or political matters.

To review this law in full, including definitions, notice requirements and additional information about remedies, see Minnesota Statutes § 181.531. The Department of Labor and Industry does not enforce this law.

For more information about this law, contact an attorney.

Reuniones patrocinadas por el empleador

Aviso sobre la ley de comunicaciones o reuniones patrocinadas por el empleador

Un empleador o su agente, representante o persona designada no debe amenazar con despedir, disciplinar o de otro modo penalizar o tomar cualquier acción laboral adversa contra un empleado:

1. porque el empleado se niega a asistir o participar en una reunión patrocinada por el empleador o se niega a recibir o escuchar comunicaciones del empleador o del agente, representante o designado del empleador si la reunión o comunicación es para comunicar la opinión del empleador sobre asuntos religiosos o políticos;
2. como medio para inducir a un empleado a asistir o participar en reuniones o recibir o escuchar las comunicaciones descritas en el apartado (1) anterior; o
3. porque el empleado, o una persona que actúa en nombre del empleado, presenta un informe escrito u oral de buena fe sobre una violación o una presunta violación de la ley de reuniones o comunicaciones patrocinadas por el empleador.

Reparación

Un empleado afectado puede iniciar una acción civil para hacer cumplir la ley sobre reuniones o comunicaciones patrocinadas por el empleador a más tardar 90 días después de la fecha de la supuesta infracción. La corte puede otorgar todas las medidas de reparación adecuadas, incluidas medidas cautelares, reincorporación, pago retroactivo y restablecimiento de los beneficios del empleado, así como honorarios y costos razonables de abogados.

Alcance

La ley sobre reuniones o comunicaciones patrocinadas por el empleador no:

1. prohíbe la comunicación de información que el empleador está obligado por ley a comunicar, pero sólo en la medida requerida por ley;
2. limita los derechos de un empleador o su agente, representante o persona designada a realizar reuniones que involucren asuntos religiosos o políticos siempre que la asistencia sea completamente voluntaria o a participar en comunicaciones siempre que la recepción o escucha sea completamente voluntaria; o
3. limita los derechos de un empleador o su agente, representante o designado de comunicar a sus empleados cualquier información, o requerir la asistencia de los empleados a reuniones y otros eventos, que sean necesarios para que los empleados desempeñen sus deberes laborales legalmente requeridos.

En resumen, esta ley no prohíbe ni regula la libertad de expresión de los empleadores. La ley regula cuándo un empleador puede disciplinar o despedir a un empleado que se niega a asistir a reuniones sobre temas religiosos o políticos.

Para revisar esta ley en su totalidad, incluidas las definiciones, los requisitos de notificación y la información adicional sobre los recursos, consulte el estatuto de Minnesota § 181.531. El Departamento de Labor e Industria no hace cumplir esta ley. Para obtener más información sobre la ley, comuníquese con un abogado.



October 2024

651-284-5075 • 800 342 5354 • dli.laborstandards@state.mn.us • dli.mn.gov

Notice: This is a brief summary of Minnesota law. It is intended as a guide and is not to be considered a substitute for related Minnesota Statutes.

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

Call 1-888-LinkVet

Connect with your County Veterans Service Officer at MACVSO.org



Earned sick and safe time (ESST)

Effective: Jan. 1, 2024

What is ESST?

ESST 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.

ESST must be paid at the same base rate an employee earns when they are working.

Who is eligible for ESST?

An employee is eligible for ESST if they:

- are anticipated to work at least 80 hours in a year for an employer in Minnesota; and
- are not an independent contractor.

Part-time, seasonal and temporary employees are eligible for ESST.

How do you accrue and use ESST?

- Employees accrue at least one hour of ESST for every 30 hours worked, unless an employer front loads ESST hours as allowed by law.
- ESST begins accruing on the first day of work and employees are allowed to use ESST as it accrues.
- Employers must allow an employee to accrue at least 48 hours of ESST every year and to roll over unused ESST to the next year up to a maximum accrual of at least 80 ESST hours.
- Employers can require documentation from employees when ESST is used for more than two consecutive scheduled workdays.

What can you use ESST for?

ESST can be used for reasons that include:

- the mental or physical illness, treatment or preventive care of an employee or their family member;
- absence due to domestic abuse, sexual assault or stalking of an employee or their family member;
- closure of an employee's workplace due to weather or public emergency or closure of their family member's school or care facility due to weather or public emergency; and
- making funeral arrangements, attending a funeral service or memorial or addressing financial or legal matters that arise after the death of a family member.

Retaliation is against the law.

An employer may not retaliate, or take negative action, against an employee for asserting their legal rights under the ESST law.



Sick time

For mental or physical illness, treatment or preventive care



Safe time

To address domestic abuse, sexual assault or stalking

Tiempo ganado de enfermedad y seguridad (ESST)

En vigor: 1 de enero de 2024

¿Qué es ESST?

ESST es una licencia remunerada que los empleadores deben proporcionar a los empleados en Minnesota y que puede usarse por ciertas razones, incluso cuando un empleado está enfermo, para cuidar a un familiar enfermo o para buscar ayuda si un empleado o un miembro de su familia ha experimentado abuso doméstico, agresión sexual o acoso.

ESST debe pagarse a la misma tarifa base que el empleado gana cuando está trabajando.

¿Quién es elegible para ESST?

Un empleado es elegible para ESST si:

- se ha previsto que trabaje al menos 80 horas al año para un empleador en Minnesota; y
- no es un contratista independiente.

Los empleados temporales, estacionales y a medio tiempo son elegibles para ESST.

¿Cómo se acumula y utiliza ESST?

- Los empleados acumulan al menos una hora de ESST por cada 30 horas trabajadas, a menos que un empleador agregue horas de ESST por adelantado según lo permite la ley.
- ESST comienza a acumularse el primer día de trabajo y los empleados pueden utilizar ESST a medida que se acumula.
- Los empleadores deben permitir que un empleado acumule al menos 48 horas de ESST cada año y transfiera el ESST no utilizado al año siguiente hasta una acumulación máxima de al menos 80 horas de ESST.
- Los empleadores pueden requerir documentación de los empleados cuando se use ESST por más de dos días laborables consecutivos programados.

¿Para qué se puede utilizar ESST?

ESST se puede utilizar por motivos que incluyen:

- la enfermedad física o mental, el tratamiento o atención preventiva de un empleado o su familiar;
- ausencia debido a abuso doméstico, agresión sexual o acoso a un empleado o su familiar;
- cierre del lugar de trabajo de un empleado debido al clima o emergencia pública, o cierre de la escuela o centro de cuidado de su familiar debido al clima o emergencia pública; y
- hacer los preparativos de un funeral, asistir a un servicio fúnebre o un servicio en memoria de un familiar fallecido, u ocuparse de asuntos financieros o legales que surgen tras la muerte de un familiar.

Las represalias son ilegales.

Un empleador no puede tomar represalias ni tomar medidas negativas contra un empleado por hacer valer sus derechos legales al amparo de la ley ESST.



Tiempo de enfermedad

Para la enfermedad física o mental, el tratamiento o cuidado preventivo



Tiempo de seguridad

Para abordar el abuso doméstico y la agresión sexual o el acoso

m DEPARTMENT OF
LABOR AND INDUSTRY

651-284-5075 • 800-342-5354 • esst.dli@state.mn.us • sickleave.mn.gov

Aviso: Este es un breve resumen de la ley de Minnesota. Su objetivo es ser una guía y no debe considerarse un sustituto de las Leyes de Minnesota relacionadas.

Julio de 2025

Whistleblower Notice of Termination (§§ 181.931 — 181.937)

181.931 DEFINITIONS

Subdivision 1. Generally. — For the purpose of sections 181.931 to 181.935 the terms defined in this section have the meanings given them.

Subd. 2. Employee. — “Employee” means a person who performs services for hire in Minnesota for an employer. Employee does not include an independent contractor.

Subd. 3. Employer. — “Employer” means any person having one or more employees in Minnesota and includes the state and any political subdivision of the state.

Subd. 3a. Fraud. — “Fraud” means an intentional or deceptive act, or failure to act, to gain an unlawful benefit.

Subd. 4. Good faith. — “Good faith” means conduct that does not violate section 181.932, subdivision 3.

Subd. 4a. Misuse. — “Misuse” means the improper use of authority or position for personal gain or to cause harm to others, including the improper use of public resources or programs contrary to their intended purpose.

Subd. 5. Penalize. — “Penalize” means conduct that might dissuade a reasonable employee from making or supporting a report, including post-termination conduct by an employer or conduct by an employer for the benefit of a third party.

Subd. 5a. Personal gain. — “Personal gain” means a benefit to a person; a person’s spouse, parent, child, or other legal dependent; or an in-law of the person or the person’s child.

Subd. 6. Report. — “Report” means a verbal, written, or electronic communication by an employee about an actual, suspected, or planned violation of a statute, regulation, or common law, whether committed by an employer or a third party.

181.932 DISCLOSURE OF INFORMATION BY EMPLOYEES

Subdivision 1. Prohibited action. — An employer shall not discharge, discipline, penalize, interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate against an employee regarding the employee’s compensation, terms, conditions, location, or privileges of employment because:

- (1) the employee, or a person acting on behalf of an employee, in good faith, reports a violation, suspected violation, or planned violation of any federal or state law or common law or rule adopted pursuant to law to an employer or to any governmental body or law enforcement official;
- (2) the employee is requested by a public body or office to participate in an investigation, hearing, inquiry;
- (3) the employee refuses an employer’s order to perform an action that the employee has an objective basis in fact to believe violates any state or federal law or rule or regulation adopted pursuant to law, and the employee informs the employer that the order is being refused for that reason;
- (4) the employee, in good faith, reports a situation in which the quality of health care services provided by a health care facility, organization, or health care provider violates a standard established by federal or state law or a professionally recognized national clinical or ethical standard and potentially places the public at risk of harm;
- (5) a public employee communicates the findings of a scientific or technical study that the employee, in good faith, believes to be truthful and accurate, including reports to a governmental body or law enforcement official; or
- (6) an employee in the classified service of state government communicates information that the employee, in good faith, believes to be truthful and accurate, and that relates to state services, including the financing of state services, to:
 - (i) a legislator or the legislative auditor; or
 - (ii) a constitutional officer.
 - (iii) an employer;
 - (iv) any governmental body; or
 - (v) a law enforcement official.

The disclosures protected pursuant to this section do not authorize the disclosure of data otherwise protected by law.

Subd. 2. Disclosure of identity. — The identity of any employee making a report to a governmental body or law enforcement official under subdivision 1,

clause (1) or (4), is private data on individuals as defined in section 13.02. The identity of an employee providing information under subdivision 1, clause (2), is private data on individuals if:

(1) the employee would not have provided the information without an assurance that the employee’s identity would remain private, because of a concern that the employer would commit an action prohibited under subdivision 1 or that the employee would be subject to some other form of retaliation; or

(2) the state agency, statewide system, or political subdivision reasonably believes that the employee would not have provided the data because of that concern.

If the disclosure is necessary for prosecution, the identity of the employee may be disclosed but the employee shall be informed prior to the disclosure.

Subd. 3. False disclosures. — This section does not permit an employee to make statements or disclosures knowing that they are false or that they are in reckless disregard of the truth.

Subd. 4. Collective bargaining rights. — This section does not diminish or impair the rights of a person under any collective bargaining agreement.

Subd. 5. Confidential information. — This section does not permit disclosures that would violate federal or state law or diminish or impair the rights of any person to the continued protection of confidentiality of communications provided by common law.

181.933 NOTICE OF TERMINATION

Subdivision 1. Notice required. — An employee who has been involuntarily terminated may, within 15 working days following such termination, request in writing that the employer inform the employee of the reason for the termination. Within ten working days following receipt of such request, an employer shall inform the terminated employee in writing of the truthful reason for the termination.

Subd. 2. Defamation action prohibited. — No communication of the statement furnished by the employer to the employee under subdivision 1 may be made the subject of any action for libel, slander, or defamation by the employee against the employer.

181.934 EMPLOYEE NOTICE

The Department of Labor and Industry shall promulgate rules for notification of employees by employers of an employee’s rights under sections 181.931 to 181.935.

181.935 INDIVIDUAL REMEDIES; PENALTY

(a) In addition to any remedies otherwise provided by law, an employee injured by a violation of section 181.932 may bring a civil action to recover any and all damages recoverable at law, together with costs and disbursements, including reasonable attorney’s fees, and may receive such injunctive and other equitable relief as determined by the court.

(b) An employer who failed to notify, as required under section 181.933 or 181.934, an employee injured by a violation of section 181.932 is subject to a civil penalty of \$ 25 per day per injured employee not to exceed \$ 750 per injured employee.

(c) If the district court determines that a violation of section 181.932 occurred, the court may order any appropriate relief, including but not limited to reinstatement, back pay, restoration of lost service credit, if appropriate, compensatory damages, and the expungement of any adverse records of an employee who was the subject of the alleged acts of misconduct.

181.937 REPRISALS FOR FAILURE TO CONTRIBUTE; CIVIL ACTION

No employer shall engage in any reprisal against an employee for declining to participate in contributions or donations to charities or community organizations, including contributions to the employer itself. “Employer” means any person having one or more employees in Minnesota and includes the state, the University of Minnesota, and any political subdivisions of the state. An employee injured by a violation of this section may bring an action for compensatory damages, injunctive or other equitable relief, attorney’s fees and costs. For purposes of this section “reprisal” means any discipline; any form of intimidation, harassment, or threat; or any penalty regarding the employee’s compensation, terms, conditions, location, or privileges of employment.



Our Commitment to a Workplace Free from Discrimination

We will not unlawfully discriminate against any employee or job applicant because of:

- Race
- Color
- Creed
- Religion
- National origin
- Sex
- Disability
- Sexual orientation
- Gender identity
- Age
- Marital status
- Familial status
- Status with regard to public assistance
- Local human rights commission activity

Discrimination is prohibited in the following areas:

- Hiring
- Promotion
- Demotion
- Transfer
- Recruitment or recruitment advertising
- Layoff
- Termination
- Rates of pay or other forms of compensation
- Selection for training, including apprenticeship
- Any other employment decisions or terms and conditions of employment

Our Compliance Plan is available for all employees and job applicants upon request.

Any persons who believe they or others have been discriminated against in employment should call or write:

Minnesota Department of Human Rights
540 Fairview Avenue North, Suite 201
Saint Paul, MN 55104

651.539.1100
711/ 1.800.627.3529 (MN Relay)
1.800.657.3704 (Toll Free)
info.mdhr@state.mn.us (Email)
mn.gov/mdhr

The information provided on this poster is a summary of Minn. Statutes 363A.36 and 363A.37 and Minn. Rule 5000.3535 to 5000.3600.

To request this poster in an alternative format, contact the Minnesota Department of Human Rights.



Nuestro Compromiso con un Lugar de Trabajo Libre de Discriminación

No discriminaremos ilegalmente a ningún miembro del personal o solicitante de empleo por motivos de:

- Raza
- Color
- Credo
- Religión
- Origen nacional
- Sexo
- Discapacidad
- Orientación sexual
- Identidad de género
- Edad
- Estado civil
- Estado familiar
- Recepción de asistencia pública
- Participación en una comisión local de derechos humanos

La discriminación está prohibida en las siguientes áreas:

- Contratación
- Ascensos
- Descensos
- Transferencias
- Reclutamiento o publicidad de reclutamiento
- Despidos
- Terminación
- Tasas salariales u otras formas de compensación
- Selección para capacitación, incluyendo aprendizaje
- Cualquier otra decisión laboral o términos y condiciones de empleo

Nuestro Plan de Cumplimiento está disponible para todos los empleados y solicitantes de empleo bajo solicitud.

Cualquier persona que crea haber sido discriminada en el empleo, o que otros han sido discriminados, debe llamar o escribir a:

Minnesota Department of Human Rights
540 Fairview Avenue North, Suite 201
Saint Paul, MN 55104

651.539.1100
711/ 1.800.627.3529 (Servicio de retransmisión de MN)
1.800.657.3704 (Llamada gratuita)
info.mdhr@state.mn.us (Correo electrónico)
mn.gov/mdhr

La información proporcionada en este cartel es un resumen de los Estatutos de Minnesota 363A.36 y 363A.37 y las Reglas de Minnesota 5000.3535 a 5000.3600.

Para solicitar este cartel en un formato alternativo, comuníquese con Minnesota Department of Human Rights.

2025

About this notice

Nursing home employers are required to provide notice informing nursing home workers of the rights and obligations provided under the Nursing Home Workforce Standards Board Act or established by the Nursing Home Workforce Standards Board (board). A nursing home employer must provide notice using the same means the nursing home employer uses to provide other legally required work-related notices to nursing home workers. For instance, if an employer typically emails a notice of similar importance, this notice will need to be sent in an email message to all workers who fall under the act.

The minimum a nursing home employer must do is one of the following.

1. Post a copy of the notice at each site where nursing home workers work and in a location where the notice is readily seen and reviewed by nursing home workers working at the site, and take steps to ensure the notice is not altered, defaced or covered by other materials.
2. Provide a paper or electronic copy of the notice to all nursing home workers and applicants for employment as a nursing home worker.

Under the act, "nursing home worker" means any worker who provides services in a nursing home in Minnesota, including direct care staff, non-direct care staff and contractors, but excluding administrative staff, medical directors, nursing directors, physicians and individuals employed by a supplemental nursing services agency.

Holiday pay minimum standards for nursing home workers

Minnesota Rules 5200.2000 through 5200.2010 determine nursing home workers who work on 11 state holidays are paid at least time and a half their regular hourly wage for all hours worked during a holiday.

The 11 state holidays are:

- New Year's Day, Jan. 1;
- Martin Luther King Jr. Day, the third Monday in January;
- Washington's and Lincoln's Birthday, the third Monday in February;
- Memorial Day, the last Monday in May;
- Juneteenth, June 19;
- Independence Day, July 4;
- Labor Day, the first Monday in September;
- Indigenous Peoples Day, the second Monday in October;
- Veterans Day, Nov. 11;
- Thanksgiving Day, the fourth Thursday in November; and
- Christmas Day, Dec. 25.

Each holiday begins at midnight and lasts 24 hours, ending at the next midnight.

Up to four holidays from the list may be exchanged for alternative days if a majority of affected workers, or their exclusive representative if the workers are part of a union, agree with the employer to do so. The start and stop times of the holidays may also be modified if a majority of affected workers (or their representative) agree with the employer to do so.

Additional information for nursing home workers

- A. It is unlawful for a nursing home employer to discharge, discipline, penalize, interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate against a nursing home worker because the person has exercised or attempted to: exercise rights granted under the Nursing Home Workforce Standards Board Act; participated in any process or proceeding under the act, including but not limited to board hearings, board or department investigations or other related proceedings; or attended or participated in training under Minnesota Statutes section 181.214.
 - B. It is unlawful for a nursing home employer to:
 1. inform another employer a nursing home worker or former nursing home worker has engaged in activities protected under the act; or
 2. report or threaten to report the actual or suspected citizenship or immigration status of a nursing home worker, former nursing home worker or family member of a nursing home worker to a federal, state or local agency for exercising or attempting to exercise any right protected under the act.
 - C. A nursing home worker found to have experienced retaliation is entitled to back pay and reinstatement to the worker's previous position, wages, benefits, hours and other conditions of employment.
 - D. A nursing home worker may individually or as part of a class action bring a civil action against a nursing home employer in district court for violations of the act or of any applicable minimum nursing home employment standards or local minimum nursing home employment standards. The civil action must be filed in the district court of the county where the violation or violations are alleged to have been committed or where the nursing home employer resides, or in any other court of competent jurisdiction.
- E. In an action against nursing home employers for violations of the act, nursing home workers may seek damages and other appropriate relief provided by Minn. Stat. section 177.27, subdivision 7, or otherwise provided by law, including reasonable costs, disbursements, witness fees and attorney fees. A court may also issue an order requiring compliance with the act or with the applicable minimum nursing home employment standards or local minimum nursing home employment standards.
 - F. An agreement between a nursing home employer and nursing home worker or labor union that fails to meet the minimum standards and requirements under Minn. R. 5200.2000 through 5200.2050 and the act is not a defense to an action brought under the act.
 - G. A nursing home worker seeking information or assistance may contact the Department of Labor and Industry at for further information regarding their rights, protections and obligations. Contact information for the Department of Labor and Industry must be included in the notice. To contact the Department of Labor and Industry, either email dli.laborstandards@state.mn.us or call 651-284-5075.
 - H. Nursing home workers are required to attend training regarding their rights and obligations under the act. The training must, at a minimum, cover the following topics:
 1. applicable compensation and working conditions standards;
 2. anti-retaliation protections in place;
 3. information about how to enforce the rights and protections under Minn. R. 5200.2000 through 5200.2050 and the act and how to report violations, and the remedies available for violations of those rights, protections and standards;
 4. contact information for the Department of Labor and Industry, the board and any local enforcement agencies;
 5. the purposes and functions of the board and information about coming hearings, investigations or other opportunities for nursing home workers to become involved in board proceedings;
 6. other rights, duties and obligations under the act;
 7. any updated standards or changes to the information provided since the most recent training session;
 8. any other information appropriate to facilitate compliance with the act; and
 9. information about labor standards in other applicable local, state and federal laws, rules and ordinances regarding nursing home working conditions or nursing home worker health and safety.
 - I. A nursing home employer must compensate its nursing home workers for training completed as required by law and reimburse any reasonable travel expenses associated with attending training sessions not held on the premises of the nursing home.
 - J. The nursing home employer shall provide the notices required under this part in the chosen language of a nursing home worker upon the nursing home worker's request.



Metropolitan Airports Commission

NOTICE TO EMPLOYEES

The Minneapolis-St. Paul International Airport (MSP) Minimum Wage Ordinance sets a new hourly minimum wage for work performed in MSP.

Beginning January 1, 2026, Employers shall pay Employees covered by the MSP Airport Minimum Wage Ordinance an hourly rate of \$16.37, excluding benefits, tips, and/or gratuities.

This Notice is also available in Spanish, French, Russian, Telugu, Chinese, Vietnamese, Arabic, Somali, Hmong, Oromo, and Amharic.

Minimum Wage Scheduled Increases

Hourly Wage	Effective Date
\$16.37.....	January 1, 2026

Annual cost of living adjustments every January 1.

*More information is available on mymspconnect.com.

Who is Covered

Airport employees who provide services that affect the travelling public utilizing passenger terminals at MSP. See Metropolitan Airports Commission (MAC) Ordinance for more information.

Report a Violation

The Metropolitan Airports Commission needs everyone to ensure compliance with MSP Airport Minimum Wage Ordinance. Please report any suspected violations of the MSP Minimum Wage Ordinance to MAC's Human Resources and Labor Relations Department.

 Call: **612-726-8196**

 Email: **minimumwage@mspmac.org**

 Send a letter to: **6040 28th Avenue South, Minneapolis 55450**

Retaliation Prohibited

It is unlawful for an employer to interfere with, restrain, or deny the exercise of any right protected under the MSP Airport Minimum Wage Ordinance.



Comisión de Aeropuertos Metropolitanos

AVISO PARA EL PERSONAL

La Ordenanza de salario mínimo del Aeropuerto Internacional de Minneapolis-St. Paul (MSP) establece un nuevo salario mínimo por hora para el trabajo realizado en MSP.

A partir del 1 de enero de 2026, los empleadores pagarán al personal cubierto por la Ordenanza de salario mínimo del Aeropuerto MSP una tarifa por hora de \$16.37, excluyendo beneficios, propinas y/o gratificaciones.

Este aviso también está disponible en español, francés, ruso, télegu chino, vietnamita, árabe, somalí, hmong, oromo y amárico.

Aumentos programados del salario mínimo

Salario por hora	Fecha de vigencia
------------------	-------------------

\$16.37.....	1 de enero de 2026
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Ajustes anuales de costo de vida cada 1 de enero.

* Hay más información disponible en mymspconnect.com.

Quién está cubierto

Miembros del personal aeroportuario que prestan servicios que afectan al público viajante que utiliza terminales de pasajeros en MSP. Consulte la Ordenanza de la Comisión de Aeropuertos Metropolitanos (MAC) para obtener más información.

Denunciar una violación

La Comisión de Aeropuertos Metropolitanos necesita que todas las personas garanticen el cumplimiento de la Ordenanza de salario mínimo del Aeropuerto MSP. Por favor, denuncie cualquier sospecha de violación de la Ordenanza de salario mínimo del Aeropuerto MSP al Departamento de Recursos Humanos y Relaciones Laborales de MAC.

 Llame: **612-726-8196**

 Envíe un correo electrónico: **minimumwage@mspmac.org**

 Envíe una carta: **6040 28th Avenue South, Minneapolis 55450**

Se prohíben las represalias

Es ilegal que un empleador interfiera, restrinja o niegue el ejercicio de cualquier derecho protegido por la Ordenanza de salario mínimo del Aeropuerto MSP.

MINNESOTA PAID LEAVE

Effective January 1, 2026

Minnesota Paid Leave provides payments and job protections when you need time off to care for yourself or your family.

What can I use Paid Leave for?

Medical Leave:

- To care for your own serious health condition, including care related to pregnancy, childbirth, and recovery

Family Leave:

- **Bonding Leave** – to care for and bond with a new child welcomed through birth, adoption, or foster placement
- **Caring Leave** – to care for a family member with a serious health condition
- **Military Family Leave** – to support a family member called to active duty
- **Safety Leave** – to respond to issues related to domestic violence, sexual assault, or stalking for yourself or a family member

Generally, conditions must last more than seven days and be certified by a healthcare provider or other professional.

Am I covered by Paid Leave?

Most workers in Minnesota are covered by Paid Leave. You are covered no matter the size of your employer, or the hours or days you work. Independent contractors and self-employed individuals are not automatically covered but may opt in. You may qualify for payments if you've been paid a minimum amount for work in Minnesota in the last year (\$3,900 for the start of Paid Leave in 2026).

How long can I take leave?

You may qualify to take up to 12 weeks of family or medical leave per benefit year. If you need both family and medical leave in the same benefit year, you may qualify for up to 20 weeks in total.

How much will I get paid?

When you use Paid Leave, the state makes payments to you. Paid Leave will pay up to 90% of your wages, based on your income level, with a maximum weekly amount set at the state's average weekly wage. This amount changes each year, and is \$1,423 for the start of Paid Leave in 2026.

Who pays for Paid Leave?

Paid Leave is funded by premiums paid by employees and employers. The initial premium rate is 0.88% of covered wages. Your employer may deduct up to 0.44% of your wages to fund your portion of the premium.

What are my employment protections?

- **Job protections:** Generally, you must be restored to your job or an equivalent position when returning from leave. Job protections take effect 90 days after your date of hire.
- **Health insurance continuation:** Generally, employers must continue to fund their portion of healthcare insurance premiums while you are on leave.
- **No retaliation or interference:** Employers must not interfere with or retaliate against you if you apply for or use Paid Leave. Employers cannot take your Paid Leave payments.

For inquiries related to Paid Leave, please contact Minnesota Paid Leave at 651-556-7777 or visit our website.

If you think your employer is violating employment protections, contact the Labor Standards Division at the Minnesota Department of Labor and Industry.



LEARN MORE: paidleave.mn.gov

This information can be provided in alternative formats to people with disabilities or people needing language assistance by calling the Paid Leave Contact Center at 651-556-7777 or 844-556-0444 (toll-free).

m MINNESOTA
PAID LEAVE

7/2025

Minnesota Paid Leave | 180 E 5th St Suite 1200 | Saint Paul, MN 55101

MINNESOTA PAID LEAVE

Effective January 1, 2026

Minnesota Paid Leave provides payments and job protections when you need time off to care for yourself or your family.

Equivalent Plan

Your employer provides Paid Leave through an approved equivalent plan instead of through the state of Minnesota. This plan provides time off, payments, and job protections that are equal to or greater than those offered under Minnesota Paid Leave.

Name of insurer: _____

Equivalent plan covers: Family Leave Medical Leave Both

Website: _____ Phone: _____

What can I use Paid Leave for?

Medical Leave:

- To care for your own serious health condition, including care related to pregnancy, childbirth, and recovery

Family Leave:

- **Bonding Leave** – to care for and bond with a new child welcomed through birth, adoption, or foster placement
- **Caring Leave** – to care for a family member with a serious health condition
- **Military Family Leave** – to support a family member called to active duty
- **Safety Leave** – to respond to issues related to domestic violence, sexual assault, or stalking for yourself or a family member

Generally, conditions must last more than seven days and be certified by a healthcare provider or other professional.

Am I covered by Paid Leave?

Most workers in Minnesota are covered by Paid Leave. You are covered no matter the size of your employer, or the hours or days you work. Independent contractors and self-employed individuals are not automatically covered but may opt in. You may qualify for payments if you've been paid a minimum amount for work in Minnesota in the last year (\$3,900 for the start of Paid Leave in 2026).

How long can I take leave?

An equivalent plan must offer leave time that is equal to or greater than what is offered under the state plan. Under the state plan, you may qualify to take up to 12 weeks of family or medical leave per benefit year. If you need both family and medical leave in the same benefit year, you may qualify for up to 20 weeks in total.

How much will I get paid?

An equivalent plan must offer payments that are equal to or greater than what is offered under the state plan. Under the state plan, you will be paid up to 90% of your wages, based on your income level, with a maximum weekly amount set at the state's average weekly wage. This amount changes each year and is \$1,423 for the start of Paid Leave in 2026.

Who pays for this coverage?

Minnesota Paid Leave is funded by premiums paid by employees and employers. Your employer may not charge you more than 0.44% of your wages to fund your portion of the Equivalent Plan premium.

What are my employment protections?

- **Job protections:** Generally, you must be restored to your job or an equivalent position when returning from leave. Job protections take effect 90 days after your date of hire.
- **Health insurance continuation:** Generally, employers must continue to fund their portion of healthcare insurance premiums while you are on leave.
- **No retaliation or interference:** Employers must not interfere with or retaliate against you if you apply for or use Paid Leave. Employers cannot take your Paid Leave payments.

For inquiries related to Paid Leave, please contact Minnesota Paid Leave at 651-556-7777 or visit our website.

If you think your employer is violating employment protections, contact the Labor Standards Division at the Minnesota Department of Labor and Industry.



LEARN MORE: paidleave.mn.gov

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m MINNESOTA
PAID LEAVE

9/2025

Minnesota Paid Leave | 180 E 5th St Suite 1200 | Saint Paul, MN 55101

Drug, Alcohol, and Cannabis Testing Policy (Minn. Stat. § 181.952)

The employer has adopted a drug and alcohol testing and cannabis testing policy.

Copies of the policy are available for inspection during regular business hours by its employees or job applicants in the employer's personnel office or other suitable locations.