

OSHA Job Safety and Health IT'S THE LAW! Occupational Safety and Health Administration. All workers have the right to: A safe workplace. Raise a safety or health concern with your employer or OSHA...

Family Medical Leave Act EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION. What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave...

Equal Employment Opportunity. Know Your Rights: Workplace Discrimination is Illegal. The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment...

Contact OSHA. We can help. 1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov. Illustration of workers in various roles.

USERRA - FOR USE BY PRIVATE SECTOR AND STATE GOVERNMENT EMPLOYERS. YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT. USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service...

What Employment Practices can be Challenged as Discriminatory? All aspects of employment, including: Discharge, firing, or lay-off; Harassment (including unwelcome verbal or physical conduct)...

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

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Child Labor Law. Introductory... This summary on the Montana Child Labor Standard laws provides general information only and should not be considered as an official document. Official statements of policy and procedure are contained in the regulations formally adopted by the Wage and Hour Unit of the Montana Department of Labor and Industry...

Pregnant Workers Fairness Act (PWFA). What is the PWFA? The Pregnant Workers Fairness Act (PWFA) is a federal law that, starting June 27, 2023, requires covered employers to provide "reasonable accommodations" to a qualified worker's labor when limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an "undue hardship"...

Polygraph Protection. The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment. Prohibitions: Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test...

General Provisions of the Child Labor Laws... The Montana Child Labor Standards Act of 1993 establishes the hours children may work and hazardous occupations in which they may not work - unless specifically exempted. The Montana Child Labor Laws apply to all children, migrant as well as resident children. These laws parallel, but do not supersede the federal child labor laws...

State Minimum Wage. MONTANA'S MINIMUM WAGE will increase from \$9.95 to \$10.30\* (Effective 11/2024). WHILE STILL EMPLOYED: An employee must be paid within 10 business days after the end of the pay period. WHEN SEPARATED FROM EMPLOYMENT: When an employee quits, wages are due on the next scheduled pay day for the period in which the employee was separated, or 15 calendar days, whichever occurs first.

MONTANA LAW Prohibits smoking, including the use of marijuana in this establishment. Montana Clean Indoor Air Act, Title 50, Chapter 40. For more information or to report a violation call or visit us online. 1.866.787.5247 tobaccofree.mt.gov

Unemployment Compensation. Notice To Employers - Unemployment Insurance. Every employer must post and maintain a printed notice provided by the Department showing that the employer is subject to Montana unemployment insurance law and has been registered by the department. This notice must be posted in conspicuous places near the locations where services are performed.

IRS Withholding. YOU MAY NEED TO CHECK YOUR WITHHOLDING. Since you last filed Form W-4 with your employer did you... If you can answer "yes"... You may need to file a new Form W-4. See your employer for a copy of Form W-4 or call the IRS at 1-800-829-3676. Now is the time to check your withholding. For more details, get Publication 919, How Do I Adjust My Tax Withholding?, or use the Withholding Calculator at www.irs.gov/individuals on the IRS website.

State OSHA. PUBLIC EMPLOYMENT IN MONTANA DUTIES EMPLOYERS: must furnish a safe place of employment for all employees; must protect the life and safety of all employees; must post notices of safety hazards identified by Department of Labor and Industry personnel at the location of the hazard or at a location where employees routinely congregate...

Lawn Care and Residential Chores... Lawn care and residential chores performed by minors on a casual basis for the owners of private residences is not subject to Montana child labor provisions. Lawn care performed other than in this limited capacity is subject to the law. Minors age 14 and 15 cannot operate power driven equipment such as lawn mowers and power driven string trimmers. They can perform other domestic garden and lawn care using hand operated devices such as shovels, rakes, hoses etc. Minors 16 and 17 years of age can use power mowers and string trimmers. They cannot use chain saws and string trimmers equipped with brush and wood cutting blades?

Workers' Compensation. IF YOU ARE INJURED. You should report any on-the-job injury to your supervisor, employer, or insurer as soon as possible. You must report the accident within 30 days. A sole proprietor, partner, manager of a manager-managed limited liability company, member of a member-managed limited liability company, or corporate officer covered under the Montana Workers' Compensation Act must report an accident to the insurer within 30 days. Report minor injuries to your employer whether or not you receive medical treatment. After you report the injury, your employer has 6 days to notify their insurer. You must submit a written First Report of Injury within 12 months from the date of the accident. You can submit this form to your employer, insurer, or the Department of Labor and Industry. All employees sustaining a compensable work-related injury or occupational disease, other than those who are exempted by statute (Sections 39-71-401, MCA), are covered for medical and wage-loss benefits.

Payday Notice. PAYDAY IS ON MONDAY □ TUESDAY □ WEDNESDAY □ THURSDAY □ FRIDAY □ SATURDAY □ SUNDAY. PAY SCHEDULE IS □ WEEKLY □ BI-WEEKLY □ SEMI-MONTHLY □ MONTHLY □. PAYCHECKS ARE ISSUED ON THE \_\_\_\_\_ AND \_\_\_\_\_ OF THE MONTH. AT \_\_\_\_\_ TIME: \_\_\_\_\_

Exemptions... All Minors, regardless of age, may be employed: By their parents or guardians (except in manufacturing, mining and hazardous occupations); In agriculture or farming with written consent of their parents or guardians or on a farm or in a home owned by their parents or guardians or on a farm where the parent or guardian is also employed. In the delivery or collection of newspapers, periodicals or circulars. In casual, community, non-revenue raising, uncompensated activity, (such as religious and charitable volunteer work).

Discrimination. MONTANA LAW PROHIBITS DISCRIMINATION & RETALIATION in employment, housing, education, public accommodations, credit, finance, insurance, & state / local government. Discrimination is unlawful if based on one of these protected classes: ANY AGE, RACE/COLOR, RELIGION/CREED, SEX (INCLUDING PREGNANCY, SEXUAL ORIENTATION, & GENDER IDENTITY), PHYSICAL DISABILITY NATIONAL ORIGIN, VACCINATION STATUS, MENTAL DISABILITY, MARITAL STATUS, FAMILIAL STATUS, IN HOUSING.

Emergency Notice. AMBULANCE: \_\_\_\_\_ FIRE-RESCUE: \_\_\_\_\_ HOSPITAL: \_\_\_\_\_ PHYSICIAN: \_\_\_\_\_ ALTERNATE: \_\_\_\_\_ POLICE: \_\_\_\_\_ OSHA: \_\_\_\_\_ HAZARDOUS MATERIAL: \_\_\_\_\_

Penalties... An employer who violates any of the provisions of this part is guilty of a misdemeanor and is punishable as provided in 46-18-212 MCA. PROHIBITED EMPLOYMENT OF MINORS UNDER 14 YEARS OF AGE... Exemptions from some of the hazardous occupations apply for 14 and 15 year old student learners enrolled in vocational agriculture programs when certain requirements are met.

ProService HAWAII. HR that powers your business. MADE IN USA. 1-888-488-7678. WORKPLACE WILL RESULT IN A \$50 FINE AGAINST THE EMPLOYER!

Discrimination. FOR MORE INFO CONTACT THE MONTANA HUMAN RIGHTS BUREAU. P.O. BOX 1728, HELENA, MT 59624-1728. (406) 444-2884 OR 1 (800) 542-9807 (RELAY SERVICE 711) MONTANADISCRIMINATION.COM

Working Hours For Minors... Working Hours For Minors... Unless otherwise exempt, a minor who is 14 or 15 years of age may not be employed: during school hours, except as provided for in Work Experience and Career Exploration Programs approved by the department or the office of public instruction; before 7 a.m. or after 7 p.m., except that the minor may be employed until 9 p.m. during the periods outside the school year (June 1 through Labor Day, depending on local standards); or employed more than 3 hours on a school day; 18 hours in a school week; 8 hours on a non-school day; or 40 hours in a week in a non-school week.