

South Dakota & Federal Employment Notices

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, or report a work-related injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

Contact OSHA. We can help. 1-800-368-5884 • www.osha.gov

Family Medical Leave Act
EMPLOYER RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT
What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons.

IRS Withholding
Your itemized deductions
Do you have itemized deductions? If so, you may be able to deduct them from your federal income tax.

Polygraph Protection
The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests before or after pre-employment screening or during the course of employment.

USERRA
FOR USE BY PRIVATE SECTOR AND STATE GOVERNMENT EMPLOYERS - YOUR RIGHTS UNDER USERRA
USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military or certain types of service in the National Guard or Reserves.

Youth Employment
South Dakota has a complex set of youth employment laws. Children younger than 16 years may not be employed.
Furthermore, children younger than 14 years may not be employed - During school hours - Later than 7 p.m.

Sexual Harassment
South Dakota Division of Human Rights
Sexual Harassment: Sexual harassment on the job is becoming more unacceptable to victims and liability management.

Reporting Accidents
REPORTING ACCIDENTS AND NEAR MISSES
A safe workplace starts with you. Immediately report accidents and near misses in which you or others are involved.

Unemployment Insurance Benefits
What are unemployment insurance benefits?
Unemployment insurance benefits are paid to eligible workers who are unemployed through no fault of their own.

Disability
Disability: The Rehabilitation Act of 1973, as amended, prohibits qualified individuals with disabilities from being discriminated against on the basis of their disability.

Retaliation
Retaliation: It is prohibited against a person who files a complaint of discrimination, participates in an OCPFC proceeding, or otherwise opposes discrimination by federal contractors under these Federal laws.

Programs or Activities Receiving Federal Financial Assistance
Race, Color, National Origin, Sex, Age, Disability, and Genetic Information
The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action requirements of federal contractors.

Reemployment Assistance Law
Notice of Employees: Availability of Unemployment Compensation
Employees in the establishment are covered under the South Dakota Unemployment Assistance (UA) law.

Safety Notice
Safety's Intention is ACCIDENT PREVENTION. Together everyone achieves more. Be part of the safety team.

Payday Notice
PAYDAY ON: MONDAY, TUESDAY, WEDNESDAY, THURSDAY, FRIDAY, SATURDAY, SUNDAY
PAYCHECKS ARE ISSUED ON THE 1ST AND 15TH OF THE MONTH

Emergency Notice
AMBULANCE: FIRE-RESCUE: PHYSICIAN: POLICE: HAZARDOUS MATERIAL:
If you are unable to report your injury or illness, you should call the South Dakota Center for Occupational Safety and Health (SD-COSH) at 605-773-3681.

State Minimum Wage
2024 South Dakota Minimum Wage Requirement
\$11.20/HOUR effective January 1, 2024
MINIMUM WAGE: See SDCL 60-11-3 and 60-11-3.2. Employees with tipped employees must pay a cash wage of no less than \$5.60 per hour, which is no less than 50% of the state minimum wage. See SDCL 60-11-3.1. South Dakota state minimum requirements apply to all employees; however, no minimum wage requirements apply to independent contractors.

Workers Compensation
What is workers' compensation?
Workers' compensation is an insurance program that pays medical and disability benefits for work-related injuries and diseases.

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