PAYMENT OF WAGES
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.
TERMINATED FOR CAUSE: When an employee is laid off or discharged, all wages are due immediately (within four hours or end of the business day, whichever occurs first), unless the employee has a preexisting, written policy that extends the time for payment. The wages to be delayed do not last pay day for the period in which the separation occurred, or 15 calendar days, whichever occurs first.

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

For additional information please contact:
DEPARTMENT OF LABOR & INDUSTRY COMPLAINTS INVESTIGATIONS BUREAU PO BOX 201503 HELENA MT 59620-1503 PHONE (406) 444-6543 EMAIL: DLER2011@mt.gov

Please visit us on the web at: www.mt WageHour.Bop.gov

PREGNANCY & BREASTFEEDING

Pregnant Employees Have These Rights

• The right to be free of retaliation or reprisal for requesting or taking any medical, disability, or other reasonable leave to be 6-8 weeks after delivery.
• The right to flexible hours and customized break schedules.
• The right to have co-workers and non-employees in the workplace, when the employer has knowledge or actual notice of the employee's pregnancy and has not engaged in intentional discrimination.
• The right to be provided with data on the date and facts of all sexual harassment and the names of any witnesses.
• The right to have the conduct that is unreasonably interfering with work performed be stopped.
• The right to the reimbursement of court costs and attorney fees.
• The right to be made whole.

For more information, contact the Bureau’s staff at 1-800-542-0807.

MONTANA LAWS PROHIBIT DISCRIMINATION & RETALIATION

in employment, housing, education, public accommodations, credit, finance, insurance, & state & local government.

Discrimination is unlawful if based on one of these protected classes:

ANY AGE
PHYSICAL DISABILITY
MENTAL DISABILITY
RACE/COLOR
NATIONAL ORIGIN
MARITAL STATUS
RELIGION/CREED
VACCINATION STATUS
FAMILIAL STATUS (IN HUSBANDING)

POLITICAL BELIEFS
(IN GOVERNMENTAL SERVICES OR GOVERNMENT EMPLOYMENT)

For more info contact the Montana Human Rights Bureau
P.O. BOX 1728, HELENA, MT 59624-1728
(406) 444-2884 or 1 (800) 542-0807 (RELAY SERVICE 711)
MONTANADISCRIMINATION.COM

The Human Rights Bureau is committed to making its services available to persons with disabilities in compliance with Title II of the Americans with Disabilities Act and relevant state law. The Bureau will not exclude persons with disabilities from participating in any meetings or otherwise deny them services, programs or activities.

To report a discrimination complaint, please contact the Montana Human Rights Bureau.

P.O. Box 1728
Helena, MT 59624-1728
Phone: (406) 444-2884 or 1-800-542-0807
RELAY SERVICE 711
Sue Saws 711
www.montanadiscrimination.com

Two ways to verify poster compliance! Scan with phone camera or QR code.

Go to: JJKeller.com/LPLverify
Enter this code: 62850-012202

To update your labor law poster contact J. J. Keller & Associates, Inc.
800-327-6868
800-327-6868
www.JJKeller.com/laborlaw

This poster is in compliance with state posting requirements.

JAN2022

Minimum Wage

$9.20*