

# 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: 651-284-5070

Minnesota Department of Human Rights  
Phone: 651-539-1100



651-284-5075 • 1-800-342-5354 • [dli.laborstandards@state.mn.us](mailto:dli.laborstandards@state.mn.us) • [www.dli.mn.gov](http://www.dli.mn.gov)

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

# 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.

# Minimum wage and other requirements

## Minimum wage effective Jan. 1, 2026

**State minimum wage** – Applies to all employers in Minnesota.

**\$11.41/hour**

**Training wage** – May be paid to employees under the age of 20 during the first 90 consecutive days of employment.

**\$9.31/hour**



[dli.mn.gov/minwage](https://dli.mn.gov/minwage)

### OVERTIME

Overtime is the required payment of time-and-one-half an employee's regular rate of pay.

**State-only covered employers and employees**

After **48** hours in a workweek

**Federally covered employers and employees**

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](https://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](https://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.

### REPORT VIOLATIONS

To report violations of these and other labor laws, contact the Labor Standards Division at [dli.laborstandards@state.mn.us](mailto:dli.laborstandards@state.mn.us) or 651-284-5075.



[dli.mn.gov/laborlaw](https://dli.mn.gov/laborlaw)

**mn** DEPARTMENT OF  
LABOR AND INDUSTRY

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

October 2025

# 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](https://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

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

# 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](mailto: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](mailto:osha.compliance@state.mn.us) • [www.dli.mn.gov](http://www.dli.mn.gov)

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

August 2017

# UNEMPLOYED?

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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](http://www.uimn.org)

or by telephone:

651-296-3644 (Twin Cities)

Toll free 1-877-898-9090 (Greater Minnesota)

Teletypewriter (TTY) users: 1-866-814-1252

This information is available in an alternative (accessible) format by calling 651-259-7223.

DEED is an Equal Opportunity Employer/Provider

DEED-50227 / 5,000 / March 2022

# 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.

Some work-related psychological injuries may qualify you for benefits: if your injury is post-traumatic stress disorder with at least one month of persistent symptoms and diagnosed by a licensed psychologist or psychiatrist; or if the psychological injury is accompanied by a physical injury.

- 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 about 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 specific, written confirmation from your doctor about any authorization to be off work.

## 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 it believes 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 claim adjuster who is handling your claim. If you are not satisfied and still disagree with the denial, call the Department of Labor and Industry's Workers' Compensation Help Desk at 651-284-5005 or 800-342-5354.

## Fraud

Collecting workers' compensation benefits you are not entitled to is theft. Call 888-372-8366 to report workers' compensation fraud.

## Insurer name and contact information

Western National  
PO Box 1463  
Minneapolis, MN 55440  
952-835-5350  
800-862-4070

**mn** DEPARTMENT OF  
LABOR AND INDUSTRY

651-284-5032 • 800-342-5354 • dli.workcomp@state.mn.us • dli.mn.gov

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

January 2026

# 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

# Pregnant workers and new parents

## PREGNANCY AT WORK

If you are pregnant, you have the right to request the following accommodations without providing a doctor's note. 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

Minnesota's Paid Leave program provides paid time off and job protections for most workers during pregnancy, after childbirth or to bond with a child.

You may be able to take Paid Leave for:

- pregnancy-related health needs;
- childbirth and recovery;
- bonding time as a birthing or non-birthing parent; and
- bonding after adoption or foster care placement.

If you qualify, you can take up to 12 weeks for your own care and 12 weeks for bonding, with a combined total of up to 20 weeks. Bonding leave must be used within 12 months of the birth, adoption or foster placement. While on Paid Leave, you'll receive part of your normal pay from the state.

Paid Leave may overlap with federal Family and Medical Leave Act (FMLA) protections. If you do not qualify for Paid Leave or FMLA, Minnesota law still provides 12 weeks of job-protected unpaid parental leave. This leave is available regardless of your immigration status, how long you've worked for your employer or the size of your employer.

Learn more about eligibility, how to apply and employer requirements at [paidleave.mn.gov](http://paidleave.mn.gov).



## 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](mailto:dli.laborstandards@state.mn.us).



Labor Standards • 443 Lafayette Road N. • St. Paul, MN 55155  
651-284-5075 • [dli.mn.gov](http://dli.mn.gov) • [dli.laborstandards@state.mn.us](mailto: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.