

FEDERAL WAGE AND LABOR LAW INSTITUTE



MONTANA'S MINIMUM WAGE

(Current) **\$8.15*** (Effective 1/1/2018) **\$8.30***

*The minimum wage is subject to a cost-of-living adjustment based on the Consumer Price Index no later than September 30th of each year. Montana's minimum wage is to be the greater of the federal or current state minimum wage.

Exception: A business not covered by the Fair Labor Standards Act whose gross annual sales are \$110,000 or less may pay \$4.00 per hour, **however**, if an individual employee is producing or moving goods between states or otherwise covered by the Fair Labor Standards Act, that employee must be paid the greater of either the federal minimum wage or Montana's minimum wage.

NO TIP CREDIT, TRAINING WAGE OR MEAL CREDIT IS ALLOWED IN THE STATE OF MONTANA

OVERTIME PAY

Employees who work in excess of 40 hours in a workweek must receive overtime compensation at a rate of at least 1½ times their regular hourly rate for those hours worked over 40. There are exclusions from overtime pay. This information can be obtained by calling the Wage & Hour Unit at (406) 444-5600.

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 employer has a preexisting, written policy that extends the time for payment. The wages cannot be delayed beyond the next pay day for the period in which the separation occurred, or 15 calendar days, whichever occurs first.

FOR ADDITIONAL INFORMATION PLEASE CONTACT:

DEPARTMENT OF LABOR & INDUSTRY
LABOR STANDARDS BUREAU
WAGE & HOUR UNIT
PO BOX 201503
HELENA, MT 59620-1503
PHONE (406) 444-5600

Please visit us on the web at:
www.mtwagehourbopa.com



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JOB SAFETY AND HEALTH PROTECTION

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
- must maintain a log of occupational injuries and illnesses occurring at that workplace (the Montana Form 200 or Montana Form 300)

EMPLOYEES:

- must comply with all occupational safety and health standards applicable to their jobs

DEPARTMENT OF LABOR AND INDUSTRY, OCCUPATIONAL SAFETY AND HEALTH BUREAU:

- administers the Montana Safety Act (Title 50, Chapter 71, MCA), the Montana Occupational Health Act (Title 50, Chapter 70, MCA), and the Montana Safety Culture Act (Title 39, Chapter 71, Section 1501, MCA)
- conducts periodic workplace safety and health inspections
- supports public agencies for all occupational safety and health concerns

RIGHTS

EMPLOYERS:

- right to consult with the Department for advice and assistance in complying with provisions of the Montana Safety Act
- right to appeal any order, rule or decision if aggrieved directly or indirectly by that order, rule or decision

EMPLOYEES:

- right to meet privately with the Department representative during the workplace visit
- right to file complaints with the Department
- right to report workplace hazards to the employer, and then to the Department if the hazards are not abated

POSTING INSTRUCTIONS:

UNDER PROVISIONS OF ARM 24.30.104(2), EMPLOYERS MUST POST THIS NOTICE OR FACSIMILE IN A CONSPICUOUS PLACE OR PLACES WHERE NOTICES ARE CUSTOMARILY POSTED.

FOR QUESTIONS INVOLVING OCCUPATIONAL SAFETY AND HEALTH, CALL THE SAFETY BUREAU,
MONTANA DEPARTMENT OF LABOR AND INDUSTRY
(406) 444-6401 [form ERD368w, 09/02]
<http://www.montanasafety.com/>

Discrimination is Against the Law!

Discrimination is against the law in:

Employment
Housing
Public Accommodations
Education or Training
Financing
Insurance (sex & marital status only)
Government Services

The law prohibits retaliation for filing a complaint, being a witness or opposing a discriminatory practice.

Discrimination is illegal if it is based on:

Age
Race, color, national origin
Religion, creed
Physical or mental disability
Marital status
Sex (includes maternity, pregnancy & sexual harassment)
Familial status (housing only)
Political belief (government employment or service)

State of Montana Human Rights Bureau

P.O. Box 1728
Helena, MT 59624-1728
(406) 444-2884 or 1-800-542-0807
www.montanadiscrimination.com
TTY (406) 444-9696 or Relay Service 711



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