



LABOR LAW COMPLIANCE CENTER



Your Rights Under The Iowa Minimum Wage Law

Hourly Minimum Wage

\$7.25

The minimum wage applies to most hourly wage earners employed in Iowa. Most small retail and service establishments grossing less than \$300,000 annually are not required to pay the minimum wage. The majority of supervisory and administrative employees paid a salary are not covered by the law. Employers may pay an initial employment rate of \$6.35 for the first 90 calendar days of employment.

TIP CREDIT—The employer's share for tipped employees who customarily and regularly receive more than \$30.00 a month in tips must be at least \$4.35 an hour.

Enforcement

The Iowa Division of Labor may bring action against employers who violate the state's minimum wage law. Courts may order payment of back wages. No employer can discriminate against or discharge an employee for filing a complaint or participating in a proceeding under this law.

Contact Information

Iowa Division of Labor
1000 East Grand Avenue
Des Moines, IA 50319-0209
515-281-3606 or 800-JOB-IOWA
www.iowaworkforce.org/labor

Federal Minimum Wage and Overtime Pay

Applications of the minimum wage rates under federal law differ from those under Iowa law. Iowa employers must comply with the more stringent applicable law. Overtime is covered by the federal Fair Labor Standards Act. Questions concerning federal law should be directed to:

U.S. Department of Labor
Wage & Hour Division
210 Walnut Street
Des Moines, IA 50309
515-284-4625
www.dol.gov

The law requires displaying this poster where it can easily be seen by all employees.

Iowa Workforce Development

Equal Opportunity Employer/Program
Auxiliary aids and services are available upon request to individuals with disabilities. For deaf and hard of hearing, use Relay 711. 70-8035 (01-09)

Job Safety and Health IT'S THE LAW!

EMPLOYEES:

- You have the right to notify your employer or Iowa OSHA about workplace hazards. You may ask Iowa OSHA to keep your name confidential.
- You have the right to request an Iowa OSHA inspection if you believe that there are unsafe and unhealthful conditions in your workplace. You or your representative may participate in that inspection.
- You can file a complaint with Iowa OSHA within 30 days if your employer retaliates against you for exercising your rights.
- You have a right to see Iowa OSHA citations issued to your employer. Your employer must post the citations at or near the place of the alleged violation for at least 3 working days.
- Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
- You have the right to copies of your medical records and records of your exposure to hazardous substances or conditions.
- Your employer must post this notice in your workplace.
- You must comply with all occupational safety and health standards that apply to your job.

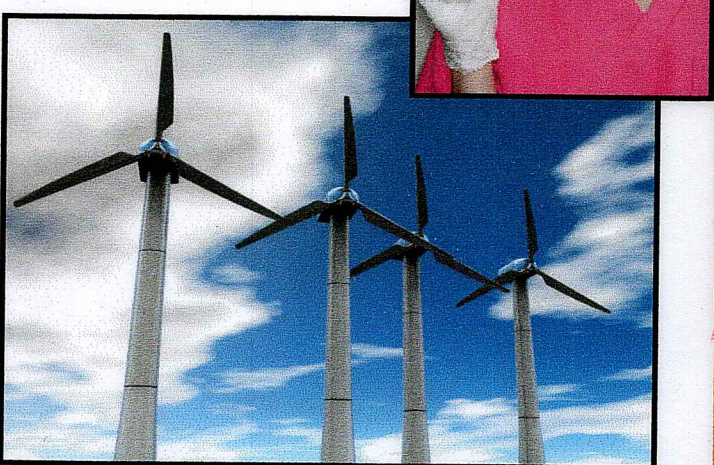
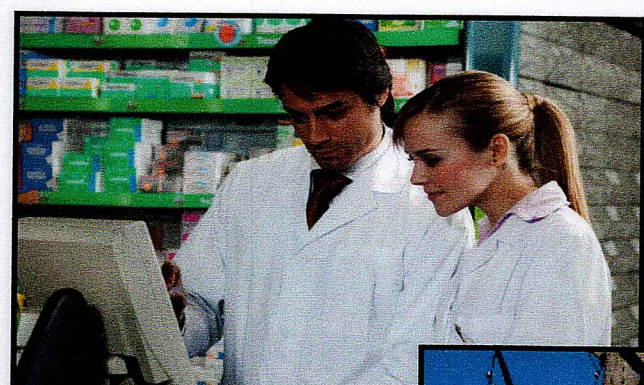
EMPLOYERS:

- You must furnish your employees a place of employment free from recognized hazards.
- You must comply with the occupational safety and health standards.
- Iowa OSHA Consultation can help you identify and correct hazards without citation or penalty.

To report a workplace fatality, hospitalization, amputation or the loss of an eye, visit www.iowaosha.gov or call 877-242-6742.

For assistance and information contact:
Iowa OSHA
1000 East Grand Avenue
Des Moines, Iowa 50319-0209
Phone: (515) 242-5870 or (800) JOB-IOWA
Email: iowaosha@wd.iowa.gov
www.iowaosha.gov

IOWA
WORKFORCE
DEVELOPMENT



Complaints About the Iowa OSHA Program

You may file a complaint about Iowa OSHA by contacting:

OSHA Regional Office
2300 Main Street, Suite 1010
Kansas City, MO 64108-2447
Phone: (816) 283-8745

Michael A. Mauro
Michael A. Mauro, Labor Commissioner

NO HATE CRIMES IN IOWA

Iowa's Hate Crime Laws:

- Prohibit public offenses of assault, criminal mischief, trespass, arson or intimidation by threat of violence committed BECAUSE OF protected characteristics:
 - race
 - color
 - religion
 - ancestry
 - national origin
 - political affiliation
 - sex
 - sexual orientation
 - age
 - physical/mental disability
- or because of the person's association with people of these traits

- Define Hate Crimes
- Provide victims civil relief against offenders
- Provide enforceable penalties one degree higher than underlying offense
- Require sensitivity and Hate Crime In-service training for law enforcement
- Require monitoring of Hate Crime violations
- Allow for local ordinances

Follow these steps if you are a Victim of a Hate Crime or Helping a Victim:

- Call local law enforcement
- Preserve all physical evidence
- Call Iowa Civil Rights Commission 515-281-4121 or 1-800-457-4416
- If Hate Crime occurs in areas of housing, employment, credit, public accommodations, or education, it may also be a discriminatory act under Iowa Code §216. Complaint must be filed within 180 days (300 days as of July 1, 2008).
- Call U.S. Dept. of Housing and Urban Development (HUD) Washington DC
- Natl Housing Discrimination Hotline 1-800-669-9777, TDD 1-800-927-9275
- If Hate Crime occurs in housing because of race, color, religion, national origin, sex, familial status or handicap, victim may be able to file complaint under Federal Fair Housing Law, Title VIII.

Iowa Civil Rights Commission

400 E. 14th Street
Des Moines, Iowa 50319
Call 515-281-4121 or Toll Free In Iowa 1-800-457-4416, FAX 515-242-5840

For More Detailed Information Reference The Code of Iowa
§729A, §708, §716, §712, §802, §803

FAIR HOUSING OPPORTUNITY

Iowa ensures all people the lawful right to be considered:
For the house of their choice,
In the neighborhood of their choice,
In the price range they can afford;
And to receive fair, legal and equal treatment and services
in the terms and conditions of buying, renting or borrowing.

The Iowa Civil Rights Act, Chapter 216 of the Code of Iowa, as amended,
Prohibits discrimination in housing BECAUSE OF a person's
NATIONAL ORIGIN
RACE
COLOR
CREED
SEX
RELIGION
MENTAL or PHYSICAL DISABILITY
FAMILIAL STATUS (presence of children)
SEXUAL ORIENTATION
GENDER IDENTITY

There is NO CHARGE for services of the Commission.
COMPLAINTS MUST BE FILED WITHIN 180 DAYS OF THE ALLEGED INCIDENT.

People who believe they or someone they know might be victims of housing discrimination
should file a complaint immediately by contacting:

Iowa Civil Rights Commission
Grimes State Office Bldg, 400 E. 14th St., Des Moines, Iowa 50319
515-281-4121 1-800-457-4416 (toll free in Iowa) FAX 515-242-5840

Victims of housing discrimination may also contact: City human or civil rights, or human relations
agencies which enforce local community ordinances; and HUD, a federal agency, which enforces
Title VIII of the Civil Rights Act of 1968.

Federal law, Title VIII, prohibits housing discrimination BECAUSE OF a person's:
Race, color, religion, sex, national origin, handicap, or familial status.

U.S. Department of Housing & Urban Development (HUD)

Fair Housing Enforcement Center, 400 State Avenue, Kansas City, Kansas 66101-2406
913-551-6983
National Housing Discrimination HOTLINE 1-800-669-9777, TDD 1-800-927-9275

Notice for Housing Applicants and Providers:
The Civil Rights Act of 1968 prohibits discrimination in housing
BECAUSE OF a person's RACE or SKIN color in all circumstances.

IOWA WORKFORCE DEVELOPMENT

Unemployment Insurance

If you become unemployed, you may be eligible for unemployment insurance benefits. If you are still employed but working fewer hours than your regular full-time work week and are earning less than your regular full-time wages, you may be entitled to partial benefits.

Unemployment insurance benefits are made possible by taxes paid by this employer. No deductions are made from your paycheck for unemployment insurance.

As soon as you become unemployed, you may file a new unemployment insurance claim using one of the following methods:

- Go online at www.iowaworkforce.org, click the Online Services pull-down menu, then click File an Unemployment Insurance Claim. This option is available 24 hours a day, seven days a week.
- Visit the nearest IowaWORKS Center.
- Visit and IowaWORKS Access Point.
- Some employers participate in an Iowa Workforce program which enables employers to file an initial claim for a recently separated employee. Check with your employer to determine if they are participating in this program.

Delay in filing an unemployment insurance claim can result in the loss of all or part of the benefits you may be entitled to receive.

For complete information about your unemployment insurance rights and responsibilities, or to register for work and learn more about available work in your area, go to www.iowaworkforce.org or visit your nearest IowaWORKS Center or an IowaWORKS Access Point.

For the location of the IowaWORKS Center nearest you, call: (800) 562-4692 (Job-Iowa).

Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. For deaf and hard of hearing, use Relay 711. 70-8010 (05/15)

IowaWORKS Center Locations:

Burlington
Carroll
Cedar Rapids
Council Bluffs
Creston
Davenport
Decorah
Des Moines
Dubuque
Fort Dodge
Fort Madison
Iowa City
Marshalltown
Mason City
Ottumwa
Sioux City
Spencer
Waterloo
Webster City

*IowaWORKS Centers as of May 2015.

For location information regarding the IowaWORKS Center nearest you, call 866-239-0843. www.iowaworkforce.org

Law requires displaying this poster where it can easily be seen by all employees.

Equal Employment Opportunity is the LAW

What Does Equal Employment Opportunity Mean?

It guarantees the right of all persons to apply and be considered for job opportunities on the basis of the person's ability to do the job. While employed, you should not be treated unfairly because of any of the protected characteristics.

What Does the Law Cover?

Chapter 216 of the Code of Iowa, as amended, (The Iowa Civil Rights Act), prohibits discrimination in employment because of a person's:

Race	Age (18 and older)
Creed	National Origin
Color	Genetic Identity
Sex	Sexual Orientation
Pregnancy	Disability
Religion	

To Whom Does the Law Apply?

- Persons who apply for employment with, or employees of, private employers, state and local governments, and public and private educational institutions with four or more employees.
- Employment agencies, labor unions, contractors, and sub-contractors, and apprenticeship programs.

What Other Resources Are Available to Help with a Discrimination Problem?

You may also contact the local human rights, civil rights or human relations agency in your area, or the U.S. Equal Employment Opportunity Commission (EEOC), a federal agency. The EEOC District Office is located at:
310 West Wisconsin Ave., Suite 800
Milwaukee, WI 53203-2292
414-297-1111

EEOC enforces Title VII of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, religion, sex, or national origin; the Age Discrimination in Employment Act (ADEA), which protects persons age 40 or older; and the Americans with Disabilities Act (ADA).

What Action Will an Agency Take?

The Commission's staff can answer questions about your rights under the Act and help you take the necessary steps to file a complaint if you decide to pursue a claim. Once a complaint is filed, the Commission will take all appropriate actions to process the complaint. There is no charge to file a complaint and you do not need an attorney to file a complaint with the Commission.

What Should I Do If I Believe I've Been Discriminated Against?

You should immediately contact:

Iowa Civil Rights Commission
400 E. 14th Street, Grimes Building
Des Moines, Iowa 50319
515-281-4121, 1-800-457-4416
515-242-5840 (FAX)
<http://www.state.ia.us/government/crc>

You may contact the Commission by telephone or mail for information, or assistance in filing a complaint. The Commission's office hours are 8:00 a.m. to 4:30 p.m., Monday through Friday. You may leave a message at 515-281-4121 after hours for a return call. Your complaint must be filed within 300 days of the discriminatory act.

"Injustice anywhere is a threat to justice everywhere." — Martin Luther King, Jr.



NO SMOKING

This is a smoke-free establishment.

To Reorder Posters Contact:

Labor Law Compliance Center
23855 Gosling Rd.
Spring, TX. 77386
www.laborlawcc.com
Posters@laborlawcc.com
800-801-0597

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