# **North Dakota State Postings**



### ND MINIMUM WAGE & **WORK CONDITIONS SUMMARY**

Salar Capetar out task posterval average (senance, no 5000-10-04)

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(701) 328-2680 1-800-932-8032 Fax − (701) 328-2031 TTY - 1-800-366-6888

e-most - beterthed get — web site – average and posteros

RIGHT TO WORK N.D.C.C. § 34-01-14

Restricted hears for youth one 14 & 12.

Hazardous job duties for youth age 14 & 15:

forkers ages 14 & 15 are prohibited from per b duties defined as lispandous in labor law.

Executive - an employee whose primary duties consists

Directing the work of two or more other employees therein; and

Administrative - an employee whose primary duties consists of

Who customathy and regularly exercises discretion and independent judgment.
Tholescoot: — an employee whose primary delies consists at

Work requiring the consistent exercise of discretion and judgment in its performance, and

An employee spending of least 51% of the employee's work-time growting direct care to clients of a sheltor, faster care, or other such related establishment.

An employee employed in domestic service who coulds in the hospitalid in which employed.

An employee employed as an amouncer, news editor, or chief segment by a radio or fallovision station.

Meter carrier as applied to covered employees of meter common, contract, and private content specified by the Mater Carriers Act (40 U.S.C. 31503).

N.D. Admin. Code § 46-02-07-02(4)

Employers may utilize a tip credit of 33% of the minimum usage for tipped employees. With the tip credit applied, the

using fir tipped employees. With the tip credit against, relativant direct vege possible to a tipped employee is \$4.66 per from effective July 24, 2000. The employer in maintain witten records verifying that tipped employer receive at least the fail relations was por all floors worked when the direct wage and tips are combined.

## OVERTIME N.D. Asimin. Code § 48-02-07-02(4)

- Overfitte pay must be paid at one and one-half times the ample-pools regular rate of pay for heart worked over forty it any work week.
- A work week is a seven consecutive-day period defined by the employer.

- of the length of the pay poriod.

  Owntries is bound only an hours worked. Peld holdings, peld filter oil; or such issue made not be consider in competing exertine hours.

  Compressed by their is not legal in sphrels ensployment for non-exercit employees—workers hours, consider a filter may not be "basked" and saved for time of in unreflare work week.
- Employees working more than one jub under the control of the same employer must have all hours worked counted toward overfiers.

Exercations from marking are keled below. Exercates for calculating overtime are available in N.O. Admin. Code Section 40-50-01.

# MEAL PERIODS N.D. Admin. Code § 46-02-07-02(5)

- Employees do not here to be paid for must periods if they are completely relieved of their duties and the mail period is at least thiny missake in high. Employees are not completely relieved if they are required to perform any duties during the must

# PAID TIME OFF N.O. Admin. Code § 46-62-07-02(12) Applies unless a limitation below is met

- If an employee separates from employment voluntarily, a private employer may withhold payment for accrued paid time off if the following three conditions are all east.

- The ongloyee gans the employer less than five days' written or vertal notice.

- Before awarding the gold time off, the entployer provided the entployer written notice of the limitation on payment of ansarded paid time off.

- Employees must be paid at least once each calendar month on the regular payday(s) does in advance by the employer.
- Every employer must have in to an employee each gay penied a check stub or voucher indicating hear worked, rate of pay, supplied state and federal declaration, and any nativatind deductions.
- When an entity his strength of the understands. When an entity his strength of the understands have supply the supported form work on the result of an industrial focus or any designation above the supported form work on the result of an industrial focus, usually support or compression becomes down and apposition at the regular portality of an industrial form of the regular portality of the regular portality of the foreign of the personal of the regular portality of t

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### \$7.25

# MINIMUM WAGE RATE:

## per hour on 7/24/09

Effective Date: August 1, 2015

- A service employee is any amplique who is providing direct service to the customer and to when that septeme shows approached for the travele by tiggs that employee for the direct services. The employee must regularly and customerly provide perioral face to the certain or in third and customerly which the customer would recognize to the perioral face to the certain or the perior to the period of the complete of the complete or the complete or the period of the service section of the complete or the complet

Absolution of loctures, meetings, training programs and similar activities need not be counted as weeking time if all the following criteria are met:

- The employee does not perform any productive work during such attendance.

- needs. The following types of treed it in a considered need to the breaking types of treed it in a considered need to be within a replayer need to composite the 11 threed fairning confer work factor. Shows if come cannot be a trought work factor, as those by pickagily worked by a replayer own with a trought work factor, as in those bytes also within a service year. The treed to be picked to pick of the treed of the service in the service of the service

- A commission is a fee or percentage given for compensation to an individual fee compeletion of a sale, service, or transaction. Upon separation from employment, the part transaction. Upon separation from employment feel discharing will be used to obtamize if the commission is earned and compensation.

### UNIFORMS N.D. Admin, Code § 46-02-07-02(11)

employer may require an employee to parchase smillores if cost of such smillorms does not bring that employee's wage set the housty reinimum wage for all hours worked during any

- tody, or inn enforcement of this.).

  The employee is requested by a public body or official to participate in an investigation, a hearing, or an inspaly.

  The employee inflames an employer or ceiter to partition an adorte that the or enjoyee before we indeed so cut, ottor, or ledwarf law, entire ence, rute, or regulation. The employees have on objective base in too for the table of an of-shall list the employee that the order is a bring nature of the order in the order in the order of shall fire employees that the order is a bring nature of for that reases

o employees should also see N.D.C.C. ch. 34-11.1 Public loyees Robitions Act for further information.

# POSTING REQUIRED

# **IMPORTANT NOTICE TO WORKERS**

## In Case of Injury at Work

# Seek first aid or medical treatment immediately

may see any medical provider.

NORTH DAKOTA

- If your employer does have a DMP, you are required to see that DMP unless you selected your own DMP before the injury occurred
- If it is an emergency, you can treat with any medical provider.

### Tell your employer about the injury as soon as you become aware of the injury

- · Workforce Safety & Insurance (WSI) may not accept your claim if you fail to tell y employer with 7 days.
- Even if you do not receive medical treatment, report your injury so your employer is aware of a potential hazard.

### Your Employer's DMP is:

### **Employers**

The DMP selection must be visible to workers at all locations, including at mobile worksites. Failure to give notice, post notice, or to inform employees of the DMP voids the selection.

### Filing a Workers' Compensation Claim

File a claim with WSI within 24 hours after a work injury occurs:

- · Complete the First Report of Injury (FROI) with your employer, if
- Submit the FROI online at mywsi.workforcesafety.com, or
- Complete the FROI and send it to

### What happens after a claim is filed?

- · A claim number is assigned.
- Information is gathered, facts are reviewed, and a decision is made

# You and your employer are notified of the decision.

### Your Responsibilities

- · Tell medical provider(s) your claim
- Stay in tough with your employer and update them on your condition.
- · Notify WSI immediately:
- of any work activity, whether you are paid or not,
- if you change your address or telephone number,
- if you apply for Social Security disability or retirement benefits, or are found to be eligible for these

If you suspect someone is committing fraud, report it immediately to WSI at 800-243-3331.

For a detailed explanation of the information contained in this poster, contact WSI at the numbers listed below or visit our website at www.workforcesafety.com



1600 E Century Ave, Ste 1 - PO Box 5585 - Bismarck ND 58506-5585 Customer Bervice: S00-777-5033 or 701-338-3900

Hearing Impaired: 800-366-6888 Decision Review Office: 800-701-4932 or 701-328-9900

THIS POSTER MUST BE POSTED IN A CONSPICUOUS PLACE

# TO EMPLOYEES:

THIS EMPLOYER IS SUBJECT TO THE UNEMPLOYMENT COMPENSATION LAWS OF THE STATE OF NORTH DAKOTA

Employer Name:

YOU MAY BE ELIGIBLE FOR UNEMPLOYMENT COMPENSATION BENEFITS IF YOU MEET THE ELIGIBILITY REQUIREMENTS

### To file a claim for unemployment compensation ber online: www.jobsnd.com

click on the UI ICE logo or call: 1-701-328-4995

or TTY: RELAY ND 1-800-366-6888 (for hearing impaired only) The North Dekota Unemployment Compensation Law requires subject employers to post this notice near the location(s) where worker's services are performed. Employers are prohibited from posting this notice if they are not currently flable for coverage. NGCC 53-06-53 Mod 27-02-04-01.



Unemployment Insurance PO Box 5507 Bismarck ND 58506-5507

oe North Dakota is an Equal Opportunity Employes Program Provider and Services are Available Upon Request to Individuals with Disabili

### Notice to Employers / Employees





Poster \* Company

