Montana Department of
LABOR & INDUSTRY

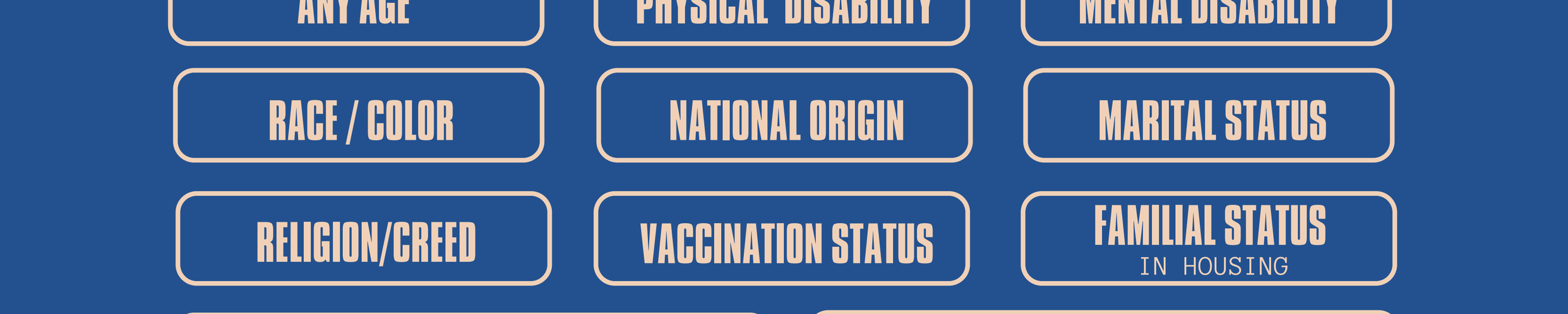
MONTANA LAW PROHIBITS DISCRIMINATION & RETALIATION

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 HOUSING
- SEX
  (INCLUDING PREGNANCY, SEXUAL ORIENTATION,& GENDER IDENTITY)
- POLITICAL BELIEFS
  IN GOVERNMENTAL SERIVCES 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

Montana Department of
LABOR & INDUSTRY

MONTANA'S MINIMUM WAGE

(Effective 1/1/2027)

$11.20*

*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 our office at (406) 444-6543.

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
PO BOX 201503
HELENA MT 59620-1503
PHONE (406) 444-6543
EMAIL: DLIERDWage@mt.gov

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

EMERGENCY

AMBULANCE 911 _____ FIRE – RESCUE 911 _____

HOSPITAL nearest hospital/urgent care _____ PHYSICIAN nearest hospital/urgent care _____

PHYSICIAN nearest hospital/urgent care _____ ALTERNATE nearest hospital/urgent care _____

CPR CONTACTS Angela Totora _____ 504-883-8711 _____
Name Ext.

_____ _____
Name Ext.

_____ _____
Name Ext.

Form UI-9

ATTENTION EMPLOYEES

Your Job Is Covered By Montana Unemployment Insurance

FOR WHICH CONTRIBUTIONS TO THE FUND ARE PAID BY YOUR EMPLOYER

If you become unemployed through no fault of your own, or you are working reduced hours, you may be eligible for unemployment insurance benefits.

You may file an Unemployment Insurance Claim online at uiclaimant.mt.gov.

To file a claim you will need:

- Dates of employment, the business name, address, and phone number of all employers you have worked for in the last 18 months.

If you wish to receive your benefits via Direct Deposit:

- You will need your account number and bank routing number.

If you are an ex-military member:

- You will need to provide a copy of your DD214, Member Copy 4.

If you are not a U.S. Citizen:

- Alien registration card number and expiration date.

If you obtain work through a union:

- The name and local number of your union hall.

If you are a federal employee or were employed by the federal government within the last 18 months:

- Your SF-8 or SF-50 may assist you in filing your claim.

Unemployment insurance claims may also be filed by contacting the Claims Processing Center at (406) 444-2545.

ANNA MARTIN
ADVANTAGE MEDICAL PROFESSIONAL
3340 SEVERN AVE STE 320
METAIRIE LA 70002-7410