

John Hoeven
Governor

Lisa K. Fair McEvers
Commissioner



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nd.gov/labor
nd.gov/humanrights

Dear Business Owner:

Businesses are not required to register with or regularly report to the North Dakota Department of Labor. However, there are a few things you should know if you employ workers in the state.

- There are nine posters issued by various state and federal agencies that most North Dakota employers are required to clearly post in their places of business, including:
 - ✓ North Dakota Minimum Wage & Work Conditions Summary Poster
 - ✓ Workforce Safety & Insurance Important Notice to Employees Poster
 - ✓ Job Service North Dakota Unemployment Insurance Poster
 - ✓ Fair Labor Standards Act (FLSA) Minimum Wage Poster
 - ✓ NOTICE – Employee Polygraph Protection Act Poster
 - ✓ Your Rights Under the Family Medical Leave Act of 1993 Poster
 - ✓ The Uniformed Services Employment and Reemployment Rights Act (USERRA) Poster
 - ✓ You Have a Right to a Safe and Healthful Workplace Poster
 - ✓ Equal Employment Opportunity is THE LAW Poster


The posters are available free of charge from the issuing agencies and may be obtained electronically via links on our web site. Alternatively, a copy of the North Dakota Minimum Wage & Work Conditions Summary Poster can be mailed to you along with information on how to obtain the other posters.

- The Department of Labor enforces laws relating to working conditions and human rights issues in North Dakota. Among our areas of enforcement are:
 - ✓ Overtime, minimum wage, breaks and payment of wages
 - ✓ Child labor employment and the issuance of Employment and Age Certificates (work permits) for 14 & 15 year-old workers
 - ✓ Employment discrimination and retaliation
 - ✓ Discrimination in public accommodations, public services, and credit transactions
 - ✓ Housing discrimination

State labor and human rights (anti-discrimination) laws vary from state to state and may differ from federal laws. Therefore, it is important that you gain an understanding of your rights and responsibilities as an employer in North Dakota. For more information, please do not hesitate to contact us. Our address, telephone numbers, and web address are listed on this page.

Thank you for doing business in North Dakota. We welcome your interest in our great state!

Sincerely,


Lisa K. Fair McEvers
Commissioner of Labor