

Labor Law Compliance Center

IOWA

Labor Law Compliance Center
posters@laborlawcc.com
www.laborlawcc.com
(800) 801-0597

Iowa Labor Law Posters

English

*Recently updated notices are highlighted

Posting Name & ID	Posting Requirements	Published Date
Minimum Wage IA01E	All employers	07/25*
Health Protection on the Job IA02E	All employers Designed on an 8.5 x 14 inch layout as per state posting regulations	03/25
Unemployment Insurance IA03E	All employers	04/25
Fair Housing IA04E	Employers involved in the Sale, Rental, and Financing of Housing	07/03
Equal Employment IA05E	Recommended	01/16
No Hate Crimes IA06E	Recommended	07/03



EMERGENCY

AMBULANCE: _____

FIRE - RESCUE: _____

HOSPITAL: _____

PHYSICIAN: _____

ALTERNATE: _____

POLICE: _____

PAYDAY NOTICE

REGULAR PAYDAYS FOR EMPLOYEES OF:

_____ (FIRM NAME)

SHALL BE AS FOLLOWS:

BY _____

TITLE _____

PLEASE POST





No Smoking

No Fumar

hhs.iowa.gov/smokefreeair • 888-944-2247

IOWA | Health and Human Services

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 per month in tips must be at least \$4.35 an hour.

Enforcement

The Iowa Department of Inspections, Appeals, and Licensing Wage and Child Labor Unit 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 Department of Inspections, Appeals, and Licensing
Investigations Division | Wage and Child Labor Unit
6200 Park Ave., Suite 100 | Des Moines, IA 50321
Phone: 515.631.8901 | Fax: 515.242.6507
dial.iowa.gov

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 St.
Des Moines, IA 50309
Phone: 515.284.4625
dol.gov

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

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.

IA01E



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Department of Inspections,
Appeals, & Licensing

Job Safety and Health: It's the law!



EMPLOYEES:

- You have the right to notify your employer or IOSHA about workplace hazards. You may ask IOSHA to keep your name confidential.
- You have the right to request an 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 OSHA within 30 days of retaliation or discrimination by your employer for making safety and health complaints or for exercising your rights under the OSH Act.
- You have a right to see 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 or records of your exposure to toxic and harmful substances or conditions.
- Your employer must post this notice in your workplace.
- You must comply with all occupational safety and health standards issued under the OSH Act that apply to your own actions and conduct on the 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 issued under the OSH Act.
- 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 iowaosha.gov or call 877.242.6742.

For assistance and information contact:

Iowa Department of Inspections, Appeals, and Licensing, IOSHA
6200 Park Ave. | Suite 100 | Des Moines, IA 50321
Phone: 515.350.7842
osha@dia.iowa.gov | iowaosha.gov

To file a complaint about the IOSHA program, contact:

OSHA Regional Office
2300 Main Street, Suite 1010
Kansas City, MO 64108-2447
Phone: 816.283.8745

IA02E



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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.

The same week you become unemployed,
you may file a new unemployment insurance claim online or in-person.



ONLINE

Go to www.workforce.iowa.gov and click on the *Apply for Unemployment Benefits* link.

You should file an initial claim the same week you are unemployed or working reduced hours. Your unemployment insurance claim DOES NOT begin on the date your job ended or your hours were reduced. Your claim is effective the Sunday of the week you apply.



IN-PERSON

If you do not have access to a computer, visit the nearest **IowaWORKS Center**.

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.



INFORMATION

For complete information about your unemployment insurance rights and responsibilities, review the Unemployment Handbook at www.workforce.iowa.gov.

To register for work and learn more about available work in your area, go to www.iowaworks.gov or visit your nearest **IowaWORKS Center**.



IOWAWORKS CENTER LOCATIONS



IowaWORKS Centers are located in 17 cities.

For the location of the IowaWORKS Center nearest you, call: 866-239-0843 or visit www.workforce.iowa.gov.

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



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.

LAW REQUIRES DISPLAYING THIS POSTER WHERE IT CAN EASILY BE SEEN BY ALL EMPLOYEES.

IA03E



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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

RACE
COLOR
CREED
SEX

RELIGION
NATIONAL ORIGIN
MENTAL or PHYSICAL DISABILITY
FAMILIAL STATUS (presence of children)

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 Building, 400 E. 14th Street, 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
913-551-6993
National Housing Discrimination HOTLINE 1-800-669-9777, TDD 1-800-927-9275

Notice for Housing Applicants and Providers:
The Civil Rights Act of 1866 prohibits discrimination in housing
BECAUSE OF a person's **RACE** or **SKIN COLOR** in all circumstances.

IA04E



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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	Gender 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 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.
- **Call U.S. Dept. of Housing and Urban Development (HUD) Washington DC**
- Nat'l 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 VII.

Iowa Civil Rights Commission

Grimes State office Building, 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, §902, §903

IA06E



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