



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

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.

Revised: 3.13.25



No Smoking

No Fumar

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

IOWA | Health and Human Services

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
- Carroll
- Cedar Rapids
- Council Bluffs
- Creston
- Davenport
- Decorah
- 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.