Iowa State Postings

Always Designing for People®

IOWA

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.

Job Safety and Health

IT'S THE LAW!

IOWA WORKFORCE DEVELOPMENT

EMPLOYEES:

- You have the right to notify your employer or Iowa OSHA about workplace hazards. You may ask Iowa OSHA 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 www.iowaosha.gov or call 877-242-6742.

For assistance and information contact:

Iowa Division of Labor Services
150 Des Moines Street
Des Moines, Iowa 50309-1836
Phone: 515-242-5870
www.iowaosha.gov

Bob A. Bolkcom

Complaints About the Iowa OSHA Program

You may file a complaint about the Iowa Division of Labor's operations or administration of the OSH Act by contacting:

OSHA Regional Office
2300 Main Street, Suite 1010
Kansas City, MO 64108-2447
816-283-8745

(01.22)

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 $300,000.00 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 $30.00 a month in tips must be at least $4.35 an hour.

Enforcement

The Iowa Division of Labor 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 Division of Labor
150 Des Moines Street
Des Moines, IA 50309-1836
Phone: 515-725-5619
Fax: 515-725-4123
www.iowadivisionoflabor.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 Street
Des Moines, IA 50309
Phone: 515-284-4625
www.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 01.20.21

Notice to Employers / Employees

Your state has its own minimum wage law which requires posting a notice regarding the aspects of that law. Employers are still required to post the Federal Minimum Wage notice from the U.S. Dept. of Labor Fair Labor Standards Act in addition to this state posting. According to the Dept. of Labor; where Federal and state law have different minimum wage rates, the higher standard applies.

This Posting is for Informational Purposes Only

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.iowaworkforcedevelopment.gov
and click on the Apply for Unemployment 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 **Iowa*WORKS* 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.iowaworkforcedevelopment.gov.**

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

IOWA*WORKS* CENTER LOCATIONS

IowaWORKS

Iowa*WORKS* Centers are located in 17 cities.

For the location of the Iowa*WORKS* Center nearest you, call: 866-239-0843 or visit **www.iowaworkforcedevelopment.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. (08/18)

IOWA

C0818

© 2022 ALLC

130 131 134 135 SP-IA-E

Always Designing for People®

Employers:
For additional information on our services, speak to your local sales associate or visit us at: www.adp.com

The ADP Logo is a registered trademark of ADP, Inc. All other products and marks are the property of their respective owners.

C0818 • 0322 • v17

Copyright © 2022 ADP, LLC. ALL RIGHTS RESERVED.
The ADP Logo, ADP, ADP Always Designing for People, and RUN Powered by ADP are registered trademarks of ADP, LLC.

20220909 ALLC

Compliance Date August 2018

Always Designing for People®