

Division of Labor/Workforce Development

**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.

**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

**Contact Information**

**IOWA DIVISION OF LABOR**  
**1000 EAST GRAND AVENUE**  
**DES MOINES, IA 50319-0209**  
**PHONE: 515-242-5870**  
**FAX: 515-281-7995**

[www.iowadivisionoflabor.gov](http://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](http://www.dol.gov)

REV. 07/22/2015

**NOTICE:** This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

**THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.**

Workforce Development

**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.

As soon as you become unemployed, you may file a new unemployment insurance claim using one of the following methods:

1. Go online at [www.iowaworkforce.org](http://www.iowaworkforce.org), click the Online Services pull-down menu, then click File an Unemployment Insurance Claim. This option is available 24 hours a day, seven days a week.
2. Visit the nearest IowaWORKS Center.
3. Visit an IowaWORKS Access Point.
4. Some employers participate in an Iowa Workforce program which enables employers to file an initial claim for a recently separated employee. Check with your employer to determine if they are participating in this program.

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.

For complete information about your unemployment insurance rights and responsibilities, or to register for work and learn more about available work in your area, go to [www.iowaworkforce.org](http://www.iowaworkforce.org) or visit your nearest IowaWORKS Center or an IowaWORKS Access Point.

For the location of the IowaWORKS Center nearest you, call: (800) 562-4692 (Job-Iowa).

**IowaWORKS Center Locations:**

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

\*IowaWORKS Centers as of May 2015.

**For location information regarding the IowaWORKS Center nearest you, call 866-239-0843.**

[www.iowaworkforce.org](http://www.iowaworkforce.org)

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REV. 05/2015

Workforce Development  
**Job Safety and Health**

It's the Law!

**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 Iowa 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 Iowa OSHA within 30 days if your employer retaliates against you for exercising your rights.
- You have a right to see Iowa 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 and records of your exposure to hazardous substances or conditions.
- Your employer must post this notice in your workplace.
- You must comply with all occupational safety and health standards that apply to your 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.
- 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](http://www.iowaosha.gov) or call 877-242-6742.**

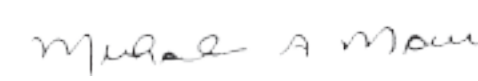
For assistance and information contact:

**IOWA OSHA**  
**1000 EAST GRAND AVENUE**  
**DES MOINES, IOWA 50319-0209**  
**PHONE: (515) 242-5870 OR (800) JOB-IOWA**  
**EMAIL: [iowaosha@iwd.iowa.gov](mailto:iowaosha@iwd.iowa.gov)**  
**[www.iowaosha.gov](http://www.iowaosha.gov)**

**Complaints About the Iowa OSHA Program**

You may file a complaint about Iowa OSHA by contacting:

**OSHA REGIONAL OFFICE**  
**2300 MAIN STREET, SUITE 1010**  
**KANSAS CITY, MO 64108-2447**  
**PHONE: (816) 283-8745**

  
 Michael A. Mauro, Labor Commissioner

