

IDAHO



IDAHO LAW PROHIBITS DISCRIMINATION IN EMPLOYMENT

based on religion, race, color, sex, age (40+), disability and national origin. The law also prohibits retaliation against individuals who exercise their rights under Idaho's antidiscrimination laws.

The Commission also offers educational programs for businesses, human resource organizations and other agencies free of charge.



IDAHO HUMAN RIGHTS COMMISSION
317 W. Main St. Boise, ID 83735
t: 208.334.2873 f: 208.334.2664 w: humanrights.idaho.gov

An equal opportunity employer and service provider.
Reasonable accommodations are available upon request.
Dial 711 for Idaho Relay service.

October 2024

NOTICE: ALL EMPLOYEES



UNEMPLOYMENT INSURANCE BENEFITS

This firm is subject to the Employment Security Law of the state of Idaho.

All employees, except those specifically exempt, are insured for compensation during periods of involuntary unemployment.

Unemployment insurance

- An **INSURANCE** paid from the Employment Security Trust Fund, a fund derived from taxation against the company or employer.
- **NO PORTION OF THE COST OF THIS PROGRAM IS DEDUCTIBLE FROM YOUR EARNINGS.**
- Claims for unemployment insurance must be filed online at labor.idaho.gov/claimantportal.
- Navigators are available to help understand and correctly file for unemployment insurance in person at any of the department's offices. Find locations at labor.idaho.gov/officedirectory.
- Don't delay or you could lose your benefits.
- Claims should be filed immediately after separation.

Idaho Department of Labor
317 W. Main St., Boise, ID 83735-0910
(208) 332-8942
labor.idaho.gov

labor.idaho.gov



November 2024

The Idaho Department of Labor's unemployment insurance programs are funded by the U.S. Department of Labor for SFY25 as part of the Employment and Training Administration grants (93%) and state/nonfederal (7%) totaling \$22,800,000. The Idaho Department of Labor is an equal opportunity employer and service provider. Reasonable accommodations are available upon request. Dial 711 for Idaho Relay Service.

WORKERS' COMPENSATION

Notice to Employers/Employees

This is not intended to represent the law, nor does it replace any Workers' Compensation posting requirements within your state.

Employers: Place your notice of compliance/certificate of insurance with Workers' Compensation Laws from your insurance carrier next to this poster.

Employees: Refer to notice of compliance/certificate of insurance from your Employer's Insurance Carrier. If you have any further inquiries, please contact your personnel office.

This Posting is for
Informational Purposes Only

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.

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Informational Purposes Only

IDAHO MINIMUM WAGE LAW



STATE OF IDAHO
Idaho Department of Labor
317 W. Main St.
Boise, Idaho 83735-0910

SECTION 44-1502, IDAHO CODE: Except as hereinafter otherwise provided, no employer shall pay to any of his employees any wages computed at a rate of less than:

\$7.25 PER HOUR AS OF JULY 24, 2009

TIPPED EMPLOYEES: Any employee engaged in an occupation in which he customarily and regularly receives more than thirty dollars (\$30.00) a month in tips will be paid a minimum of \$3.35 per hour. If an employee's tips combined with the employer's cash wage do not equal the minimum hourly wage, the employer must make up the difference.

OPPORTUNITY WAGE: Employees under 20 years of age may be paid \$4.25 per hour during their first 90 consecutive calendar days of employment with an employer.

SECTION 44-1504, IDAHO CODE, EXEMPTIONS FROM MINIMUM WAGE:

The provisions of this act shall not apply to any employee employed in a bona fide executive, administrative, or professional capacity; to anyone engaged in domestic service; to any individual employed as an outside salesperson; to seasonal employees of a non-profit camping program; or to any child under the age of sixteen (16) years working part-time or at odd jobs not exceeding a total of four (4) hours per day with any one (1) employer; or any individual employed in agriculture if; such employee is the parent, spouse, child or other member of his employer's immediate family; or such employee is older than sixteen (16) years of age and is employed as a harvest laborer and is paid on a piece-rate basis in an operation which has been, and is customarily and generally recognized as having been paid on a piece-rate basis in the region of employment, and commutes daily from his permanent residence to the farm on which he is so employed, and has been employed in agriculture less than thirteen (13) weeks during the preceding calendar year; or such employee is sixteen (16) years of age or under and; is employed as a harvest laborer, is paid on a piece-rate basis in an operation which has been, and is customarily and generally recognized as having been paid on a piece-rate basis in the region of employment, and is employed on the same farm as his parent or person standing in the place of his parent, and is paid at the same piece-rate basis as employees over the age of sixteen (16) years are paid on the same farm; or such employee is principally engaged in the range production of livestock.

SECTION 45-606, IDAHO CODE: All wages due to a separated employee must be paid the earlier of the next regularly scheduled payday or within 10 days of separation, weekends and holidays excluded. If the separated employee makes a written request for earlier payment, all wages then due must be paid within 48 hours, weekends and holidays excluded.

The Wage and Hour Section of the Idaho Department of Labor is responsible for the administration of the Idaho Minimum Wage and the Wage Payment Act.

For more information, view the department's "Guide to Idaho labor laws" available online in English and Spanish, or at any local office; otherwise, call Post Falls (208) 457-8789; Boise (208) 332-3575; Pocatello (208) 236-6710; or Burley (208) 678-5518. Dial 711 for Idaho Relay Service.

NOTICE TO EMPLOYERS:

THIS OFFICIAL NOTICE MUST BE POSTED IN A CONSPICUOUS PLACE, IN OR ABOUT THE PREMISES WHERE ANY PERSON SUBJECT TO THE ACT IS EMPLOYED, OR IN A PLACE ACCESSIBLE TO EMPLOYEES (SECTION 44-1507, IDAHO CODE).

EMPLOYMENT OF WORKERS WITH DISABILITIES OR APPRENTICES MUST BE IN CONFORMANCE WITH SECTION 44-1505 AND 44-1506, IDAHO CODE.

FOR ADDITIONAL POSTERS OR INFORMATION, PLEASE CONTACT THE ADDRESS STATED ON THIS BULLETIN OR LABOR.IDAHO.GOV.

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October 2024



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For additional information on our services, search for your local area associate at www.adp.com

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