



MONTANA'S MINIMUM WAGE

(Effective 1/1/2024)

\$10.30*

*The minimum wage is subject to a cost-of-living adjustment based on the Consumer Price Index no later than September 30th of each year. Montana's minimum wage is to be the greater of the federal or current state minimum wage.

Exception: A business not covered by the Fair Labor Standards Act whose gross annual sales are \$110,000 or less may pay \$4.00 per hour. **However**, if an individual employee is producing or moving goods between states or otherwise covered by the Fair Labor Standards Act, that employee must be paid the greater of either the federal minimum wage or Montana's minimum wage.

NO TIP CREDIT, TRAINING WAGE OR MEAL CREDIT IS ALLOWED IN THE STATE OF MONTANA

OVERTIME PAY

Employees who work in excess of 40 hours in a workweek must receive overtime compensation at a rate of at least 1½ times their regular hourly rate for those hours worked over 40. There are exclusions from overtime pay. This information can be obtained by calling our office at (406) 444-6543.

PAYMENT OF WAGES

WHILE STILL EMPLOYED: An employee must be paid within 10 business days after the end of the pay period.

WHEN SEPARATED FROM EMPLOYMENT: When an employee quits, wages are due on the next scheduled pay day for the period in which the employee was separated, or 15 calendar days, whichever occurs first.

TERMINATED FOR CAUSE: When an employee is laid off or discharged, all wages are due immediately (within four hours or end of the business day, whichever occurs first), unless the employer has a preexisting, written policy that extends the time for payment. The wages cannot be delayed beyond the next pay day for the period in which the separation occurred, or 15 calendar days, whichever occurs first.

FOR ADDITIONAL INFORMATION PLEASE CONTACT:

DEPARTMENT OF LABOR & INDUSTRY
PO BOX 201503
HELENA MT 59620-1503
PHONE (406) 444-6543
EMAIL: DLIERDWage@mt.gov

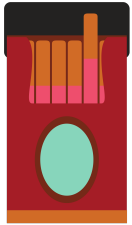
Please visit us on the web at:
www.mtwagehourbopa.com

Montana's Smokefree Indoor Air Law

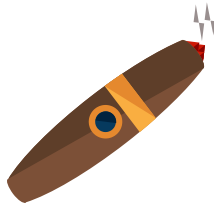
The *Montana Clean Indoor Air Act* has protected children and adults from the negative health effects of secondhand smoke since 2005. The State of Montana recognizes that the need to breathe smokefree air has priority over the desire to smoke.



THE MONTANA CLEAN INDOOR AIR ACT PROHIBITS USING SMOKABLE PRODUCTS INDOORS, INCLUDING:



Cigarettes



Cigars/little cigars/cigarillos



Hookah



Marijuana



Pipes

MONTANA LAW PROHIBITS SMOKING IN INDOOR PUBLIC SPACES & WORKPLACES, SUCH AS:

Indoor Spaces

- K-12 public and private schools, universities, colleges, community colleges and trade schools in respect to MCA 20-1-220
- Trains, buses, and other forms of public transportation
- Health care facilities
- Auditoriums, arenas, and assembly facilities
- Meeting rooms open to the public
- Family day-care homes/group day-care homes
- Foster and group homes
- Retirement homes
- 65% of hotel or motel rooms

Indoor Workspaces

- Public and private offices and office buildings
- Non-tribal member owned public facilities operating on non-tribal lands within reservations
- Small businesses
- Government buildings
- Work vehicles
- Restaurants, stores, bars, taverns, nightclubs, cocktail lounges, and casinos
- Social organizations such as Elks Lodges or Veterans Clubs
- Malls, movie theatres, and gyms
- Private residences serving as a day-care, foster care, and health care facility

MONTANA ALLOWS SMOKING IN:

- Private residences if not serving as a day-care, adult foster care home, or health care facility
- Private vehicles
- 35% of hotel or motel rooms
- Sites used in connection with the practice of cultural activities by American Indians in accordance with the American Indian Religious Freedom Act
- Public facilities owned and operated by Tribal governments or Tribal members within their reservation of enrollment



LOCAL LAWS MAY BE STRONGER:

Local jurisdictions have and continue to adopt smokefree laws that are stronger than state law by prohibiting the use of e-cigarettes and establishing a smoking distance provision. Contact your local Tobacco Education Specialist to learn more about your local smokefree laws or to report smoking violations. For more information, visit tobaccofree.mt.gov.



MONTANA
TOBACCO USE
PREVENTION PROGRAM