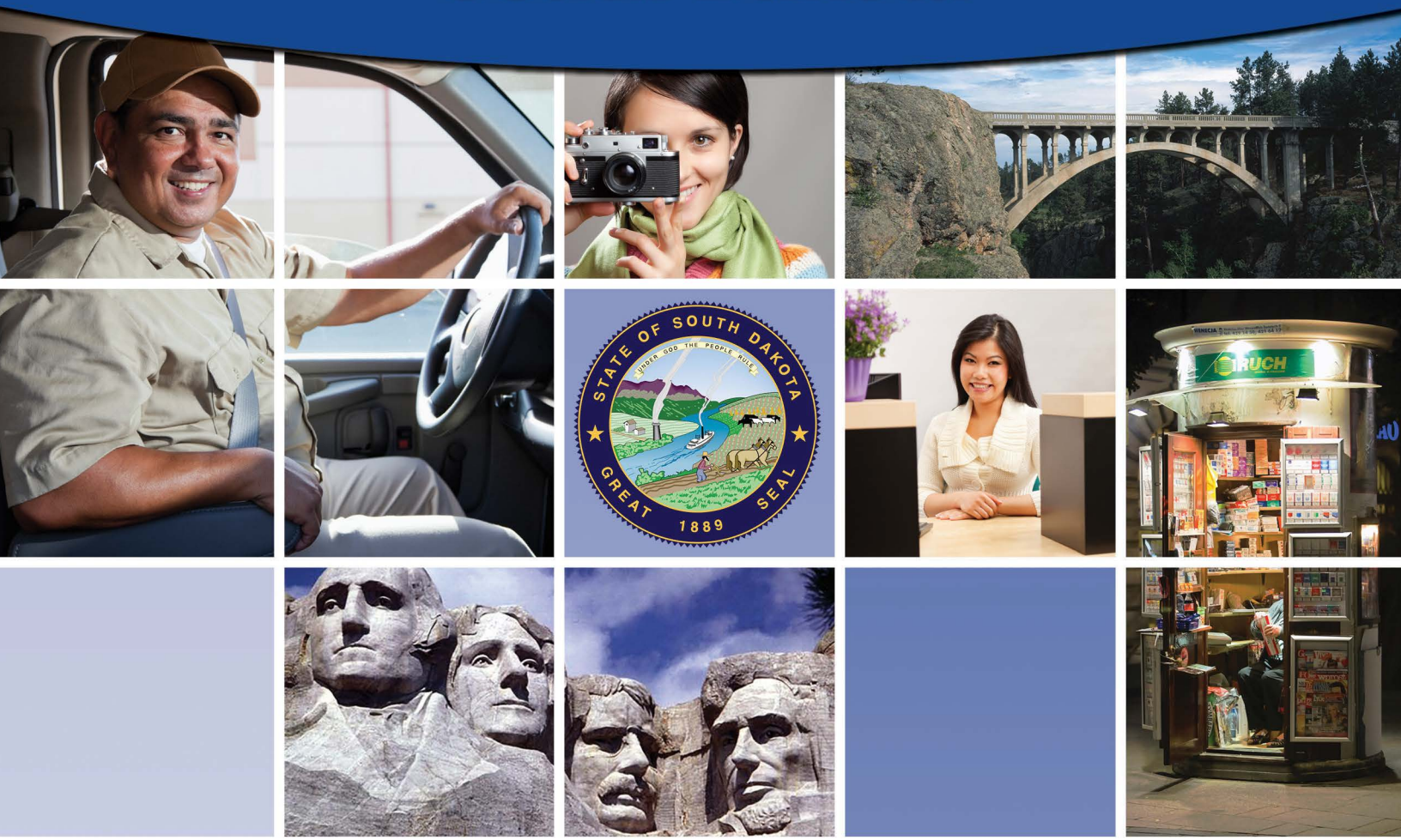


South Dakota



Comply Anywhere Poster Pack

*A digital compliance solution for all of
your state labor law postings.*

Employee Notice – Your Rights Are Protected

The State of South Dakota has established laws and regulations that protect the rights of employees. As your employer, we are conspicuously posting the information that is required by the State of South Dakota to better inform you of your rights as an employee of our company. If you should have any questions regarding these postings, please contact the personnel office or your immediate supervisor.

Note: *The Comply Anywhere Poster (CAP) Pack is designed to provide accurate and authoritative information in regard to the subject matter covered. Businesses with one or more employees are required to comply with federal, state and/or local law notification and posting requirements. CAP will not satisfy all labor law posting and notification requirements that must be posted conspicuously in a location frequented by employees at a business. CAPs should be used only as a supplementary product when space is limited.*

State Panels

- 3 Minimum Wage Requirements
- 4 Job Safety
- 5 Unemployment Insurance Law

Conditional Notices

- 6 Additional Notices

The Federal Government has additional laws and regulations that protect the rights of employees. These federal posters and notices, including federal contractor postings, can be found in our Federal Comply Anywhere Poster Pack at the following link:

[<< CLICK HERE >>](#)

Item #SD-CAP-DF
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2024 South Dakota Minimum Wage Requirement

\$11.20/Hour

MINIMUM WAGE

See SDCL 60-11-3 and 60-11-3.2. Employers with tipped employees must pay a cash wage of no less than \$5.60 per hour, which is no less than 50% of the state minimum wage. *See SDCL 60-11-3.1.* **South Dakota state minimum requirements apply to all employees;** however, no minimum wage requirements apply to independent contractors.

CONTACT

For questions or to report a violation, contact the DLR Division of Labor and Management, Wage and Hour Office at: 123 W. Missouri Ave.

Pierre, SD 57501

Phone: 605.773.3681

Fax: 605.773.4211

Additional information from the South Dakota Department of Labor and Regulation available at dlr.sd.gov/employment_laws.

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BE PART OF THE
SAFETY TEAM



Notice to Employees: Availability of Unemployment Compensation

Employees in this establishment are covered under the South Dakota Reemployment Assistance (RA) law. Benefits are available to workers who become unemployed or whose working hours are reduced to less than full time, if they are:

- Able to work,
- Available for full-time work, and
- Meet certain eligibility requirements.

Employees who voluntarily quit without good cause, are discharged or suspended for misconduct, or refuse to accept suitable work may be denied benefits.

You may file an RA claim in the first week employment ends or hours are reduced.

Employees working less than full time or who become totally unemployed, if available for work, should register for work at one of the Job Service offices listed below. View an office directory at www.sdjobs.org.

- | | | | | |
|-------------|--------------|---------------|------------------------|-----------|
| • Aberdeen | • Lake Andes | • Pierre | • Spearfish | • Winner |
| • Brookings | • Madison | • Rapid City | • Vermillion | • Yankton |
| • Huron | • Mitchell | • Sioux Falls | • Watertown (Sisseton) | |

If you have questions about the status of your RA claim, you can call the Customer Service Center at 605.626.2452, email DLRRADivision@state.sd.us, or log in to your account.

To file a claim online, visit RAclaims.sd.gov 24 hours a day, seven days a week.

To file a claim by phone, call the Claims Call Center at 605.626.3179, Monday through Friday, 8 a.m. to 4:20 p.m. (Central Time). Applicants with speech or hearing impairments can call 711 or 800.877.1113.

You will need to provide the following information for DLR to process your claim:

- Full legal name
- Social Security Number
- Driver's license number or State ID number
- Employment history for the last 18 months
- Authorization to work (if you are not a U.S. citizen or resident)

PLEASE POST THIS NOTICE IN A VISIBLE PLACE.



Reemployment Assistance Division
420 S Roosevelt St | PO Box 4730
Aberdeen, SD 57402-4730

REV 10/2022

Additional Notices

With the purchase of your **South Dakota Digital Comply Anywhere Poster Pack**, you are entitled to **free downloads** of conditionally required industry-specific and municipal postings.

See instructions below to review and download additionally required materials.

- 1) **Review** all conditional notices required in the state of South Dakota.
- 2) **Download**, print, and post any notices that pertain to your business type, demographic, and/or location.

To download these materials, please visit:
www.personnelconcepts.com/downloads/sdcn

When prompted, enter the **ACCESS CODE: PCSDCN**