**MONTANA Employment Laws**

**State of Montana Human Rights Bureau**

**P.O. Box 1728**

**Helena, MT 59624-1728**

**Phone (406) 444-2884 or 1-800-542-0807**

**www.montanadiscrimination.com**

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**Discrimination is illegal if it is based on: Age**

Sex (includes pregnancy, sexual orientation & gender identity)

Racial status (includes housing only)

Political belief (government employment or service)

**Disability**

The law prohibits retaliation for filing a complaint, being a witness or opposing a discriminatory practice.

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**MONTANA Minimum Wage**

**Effective 1/1/2021**

**$8.75**

**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.

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**Employment Discrimination**

**What is Illegal Discrimination?**

The following practices (if based on one or more of the above classes) are illegal:

- Refusing to hire, or to discriminate against a person with respect to compensation or privileges of employment.
- Discharging an employee.
- Refusing to accommodate an employee with reasonable accommodation.
- Making a commitment to an employee.
- Refusing to employ an applicant.
- Refusing to pay an employee.
- Refusing to current an employee.
- Refusing to promote an employee.
- Refusing to transfer an employee.
- Refusing to give an employee leave.
- Refusing to give an employee a raise.
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