

[**Employers:** This is a sample notice employers can use to inform workers about the Safe Workplaces for Meat and Poultry Processing Workers Act as well as the Packinghouse Workers Bill of Rights, as required under [Minnesota Statutes § 179.877.](#)]

## Your rights as a meatpacking or poultry processing worker

The Packinghouse Workers Bill of Rights (Minn. Stat. § 179.86) and the Safe Workplaces for Meat and Poultry Processing Workers Act (Minn. Stat. § 179.87 to 179.877) provide the following workplace protections to meat and poultry processing workers:

- **You have the right to be safe and healthy at work.** Your employer must have an ergonomics program created by a committee. Your employer must train you how to safely perform new tasks; this training must be in a language and with vocabulary you can understand. Your employer must provide you with at least eight hours of safety training each year on health and safety topics relating to your job and work; this training must be in a language and with vocabulary you can understand. At least two hours of your training must cover ergonomic injury prevention and procedures for reporting injuries. Your employer must provide you with adequate break time to use the bathroom, wash your hands and don and doff protective equipment.
- **You have the right to refuse to work under dangerous conditions.** If you refuse to work under dangerous conditions, you must continue to receive pay and shall not be subject to discrimination or retaliation.
- **You have the right to enhanced safety protections during a health emergency.** Your employer must provide enhanced health, safety and sanitation measures during a peacetime public health emergency that involves airborne transmission. These measures include, but are not limited to, physical distancing, barriers, providing face masks and shields at no cost, disinfecting the workplace and more.
- You have the right to organize and bargain collectively. You also have the right to refrain from organizing and bargaining collectively. For more information, contact the National Labor Relations Board at 612-348-1757.
- **You have the right to be free from discrimination at work.** You have the right to be free from discrimination based on race, color, creed, religion, national origin, sex, marital status, disability, public assistance status, age, sexual orientation, gender identity, familial status and local human rights commission activity. For more information, contact the Minnesota Department of Human Rights at 833-454-0148.
- **You have the right to use workers' compensation insurance.** If your employer is required to have workers' compensation insurance, you have the right to have that insurance help cover your workplace accident or injury. For more information, contact the Office of the Workers' Compensation Ombudsman at 651-284-5013 or [dli.ombudsman@state.mn.us](mailto:dli.ombudsman@state.mn.us)
- **You have the right to be free from retaliation.** Your employer may not retaliate, or take negative action, against you for exercising your rights under the Safe Workplaces for Meat and Poultry Processing Workers Act.

## For more information

Contact the Minnesota Department of Labor and Industry’s Labor Standards Division at 651-284-5075 or [dli.laborstandards@state.mn.us](mailto:dli.laborstandards@state.mn.us) to ask questions or submit a complaint. Workers and others can also file a lawsuit within three years of a violation of the Safe Workplaces for Meat and Poultry Processing Workers Act.

This document contains important information about your employment. Check the box at the left to receive this information in this language.

Spanish/Español	Este documento contiene información importante sobre su empleo. Marque la casilla a la izquierda para recibir esta información en este idioma.
Hmong/Hmoob	Daim ntawv no muaj cov xov tseem ceeb hais txog thaum koj ua hauj lwm. Khij lub npauv ntawm sab laug yog koj xav tau cov xov tseem ceeb no txhais ua lus Hmoob.
Vietnamese/Việt ngữ	Tài liệu này chứa thông tin quan trọng về việc làm của quý vị. Đánh dấu vào ô bên trái để nhận thông tin này bằng Việt ngữ.
Simp. Chinese/简体中文	本文件包含与您的雇用相关的重要信息。勾选左边的方框将接收以这种语言提供的信息。
Russian/русский	Данный документ содержит важную информацию о вашем трудоустройстве. Отметьте галочкой квадрат слева для получения этой информации на данном языке.
Somali/Soomaali	Dukumentigan waxaa ku qoran macluumaad muhiim ah oo ku saabsan shaqadaada. Calaamadi sanduuqan haddii aad rabto inaad macluumaadkan ku hesho luqaddan.
Laotian/ລາວ	ເອກະສານນີ້ມີຂໍ້ມູນທີ່ສໍາຄັນກ່ຽວກັບການຈ້າງງານຂອງທ່ານ. ກວດເບິ່ງກ່ອງທີ່ຢູ່ເບື້ອງຊ້າຍເພື່ອຮັບຂໍ້ມູນນີ້ໃນພາສານີ້.
Korean/한국어	이 문서에는 귀하의 고용 형태에 관련된 중요한 정보가 담겨있습니다. 이 언어로 이 정보를 받기를 원하시면 왼쪽 상자에 체크하여 주세요.
Tagalog/Tagalog	Ang dokumentong ito ay nagtataglay ng mahalagang impormasyon tungkol sa iyong pagtatrabaho. Lagyan ng tsek ang kahon sa kaliwa upang matanggap ang impormasyong ito sa wikang ito.
Oromo/Oromoo	Waraqaan kun waayee hojii keetii odeeffannoo barbaachisoo ta’an qabatee jira. Saaxinnii karaa bitaatti argamu kana irratti mallattoo godhi yoo afaan Kanaan barreeffama argachuu barbaadde.
Amharic/አማርኛ	ይህ ደብዳቤ ለአገልግሎት ለሚሰጡት ለሰራተኛ ሰራተኛ የያዘ ነው። ይህንን ደብዳቤ በስተግራ በኩል ባለው ቋንቋ ተተርጉሞ ለንዲሰጡት ከፈለጉ በዛው በስተግራ በኩል ባለው ሳጥን ውስጥ ምልክት ያድርጉ።
Karen / ကညီကျိာ်	လၢ်တီၢ်လၢ်တီၢ်တခါအံၤတၢ်ဖျါတၢ်ဂၢၢ်တၢ်ကျိၤအကါဒိၣ်လၢအဘၣ်ယးဒီးန့ၣ်တၢ်ဖျါတၢ်ဖျါန့ၣ်လီၤ. တၢ်န့ၣ်တၢ်ဖျါလၢအဘၣ်တကၢၤလၢတၢ်ကဒီးန့ၣ်တၢ်ဂၢၢ်တၢ်ကျိၤလၢကျိၣ်တခါအံၤအဂီၢ်တက့ၢ်.
Arabic/ العربية	يحتوي هذا المستند على معلومات مهمة حول عملك. ضع علامة في المربع على اليمين للحصول على هذه المعلومات في هذه اللغة.