

Retaliation: Employee information

Retaliation happens when an employer (owner, manager or supervisor) either threatens to or takes action against an employee for reporting or threatening to report concerns regarding the employee's labor rights.

Example:

An employee makes a complaint to their supervisor or DLI regarding a law, such as breaks, minimum wage or overtime, and the supervisor, manager or employer retaliates against the employee by terminating, disciplining or treating the employee differently from employees who have not made complaints. **This is illegal. This is retaliation.**



You are protected when you:

- file a complaint with DLI's Labor Standards Division;
- tell your employer that you plan to file a complaint;
- ask your employer about your rights to pay, hours worked and other wage-related concerns;
- request or take sick time off allowed under Minnesota laws; or
- request pregnancy or nursing-related accommodations or leave.

Retaliatory employer actions include:

- discipline or termination;
- demotion or reduction in pay;
- changing an employee's position, schedule or work location;
- exclusion from meetings or trainings;
- inaccurate reports of poor performance;
- interference with future employment opportunities; or
- threats related to immigration status.

These employer actions are against the law if done in response to your complaint about labor standards rights. Learn more at dli.mn.gov/laborlaw.

Protect yourself by documenting:

- records of hours worked and wage payments;
- complaints you have made to your employer;
- copies of your:
 - employee wage notice;
 - employer's policies;
 - job title and duties;
 - employer's communications related to wage and hour laws; and
 - performance reviews and disciplinary actions; and
- any information about the retaliation, including what was said and by whom, dates and times and people who were there.

If you believe your employer retaliated against you:

Contact us at dli.laborstandards@state.mn.us or 651-284-5075.

Visit dli.mn.gov/protect-yourself for more information about how to protect your rights as a worker.



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