

Meatpacking or poultry processing employer requirements checklist

This document is a checklist used by the Department of Labor and Industry's workers' rights coordinator during visits to meat and poultry processing facilities to review compliance with labor standards requirements. Employers must provide certain notices to their Minnesota-based employees or potential employees and display specific posters in a location that is easily visible to them. It is important to note that this checklist does not cover all employer requirements in these industries and does not address requirements under local or federal law. Employers should follow other relevant local and federal labor and employment requirements.

The posters and notices are available at no cost and need to be replaced only when updates occur. These posters and notices are available at dli.mn.gov/posters.

Required employee notices

- Minnesota Paid Leave — Employer resource toolkit (pl.mn.gov/toolkits/employer-resource-toolkit)
- Earned sick and safe time multilingual notice resources (dli.mn.gov/sick-leave-notice-languages)
- Nursing Mothers, Lactating Employees, and Pregnancy Accommodations — Employee notice (dli.mn.gov/sites/default/files/pdf/WESA_employee_notice.pdf)
- Packinghouse Workers Bill of Rights — Explanation form (dli.mn.gov/packinghouse)
- Recruited Meatpacking and Poultry Processing Worker Disclosure (dli.mn.gov/packinghouse)
 - **Note:** Not applicable if the employer does not recruit employees.

Required posters

- Age discrimination poster (dli.mn.gov/sites/default/files/pdf/agediscr_poster.pdf)
- Employer-sponsored meetings poster (dli.mn.gov/sites/default/files/pdf/meetings_poster.pdf)
- Minimum-wage rates — 2026 poster (dli.mn.gov/sites/default/files/pdf/minwage_poster_2026.pdf)
- Minnesota Paid Leave — 2026 poster (mn.gov/deed/assets/paid-leave-mandatory-employer-poster-acc_tcm1045-700342.pdf)
- Safety and health protections on the job (Minnesota OSHA) poster (dli.mn.gov/sites/default/files/pdf/mnosha_poster.pdf)
- Unemployment insurance poster (uimn.org/assets/109_tcm1068-192562.pdf)
- Workers' compensation poster (dli.mn.gov/sites/default/files/pdf/workerscomp_poster.pdf)
- Veterans' benefits and services poster (dli.mn.gov/sites/default/files/pdf/veterans_poster.pdf)

Additional requirements

- Lactation accommodation requirements — Women’s Economic Security Act FAQs (dli.mn.gov/business/employment-practices/womens-economic-security-act-wesa-faqs)
- Hazardous employment prohibitions for minors (dli.mn.gov/business/employment-practices/prohibited-work-workers-under-age-18)
- Meal breaks and best periods in compliance (dli.mn.gov/breaks)
- Lawful paycheck deduction practices (dli.mn.gov/business/employment-practices/paycheck-deductions)

Meatpacking and poultry processing employers, who meet the definition of employer under Minnesota Statute § 179.871, subd. 6, are also required to meet other obligations specific to their industries under the Safe Workplaces for Meat and Poultry Processing Workers Act (Minnesota Statutes §§ 179.87 – 179.877).

Safe Workplaces for Meat and Poultry Processing Workers Act, workplace safety requirements

- Safe Workplaces for Meat and Poultry Processing Workers — Required notice (dli.mn.gov/posters)
- Facility committee (ergonomics) (dli.mn.gov/meat-processing-act#health)
- New task safety training (dli.mn.gov/meat-processing-act#health)
- Annual safety training (dli.mn.gov/meat-processing-act#health)
- Medical staff licensed and working within their scope of practice (dli.mn.gov/meat-processing-act#health)
- Pandemic protections (dli.mn.gov/meat-processing-act#health)
 - **Note:** Only applicable during a declared peacetime public health emergency.

Contact

If you have any questions, contact Emmanuel Martinez-Cruz, workers’ rights coordinator, at emmanuel.martinez-cruz@state.mn.us or 651-508-1595.