South Dakota
Thank you for choosing our eComply downloadable labor law posters with one year of free mandatory updates!

Your posters must be posted in a conspicuous location. Be sure to download all files.

**Printing & Posting Instructions**

- These PDF documents should be **printed on 8.5” x 11” paper** with the printer set to the “fit to page” or comparable option. Following these printing instructions will help ensure that you are complying with state and federal size and font requirements.
- Posters have a Publication Code in the lower left corner, below the red line, such as D-CA_1 (date) MINIMUM WAGE. **Post pages with the same code together.**
- **Color requirements:** (for Colorado, Maryland, New Mexico, and North Carolina ONLY).*
- The Attention Employers letter that follows is for your information but should **not** be posted.

**IMPORTANT:** If your email address changes, be sure to notify us so that you continue to receive updates.

We are proud to be your most reliable resource for labor law compliance and we look forward to keeping you in compliance. Please contact us at 800-322-3636 if you have any questions.

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* **Background color requirement** (applies to Colorado Anti-Discrimination, and Maryland Workers Compensation)

These posters will appear on your computer screen and print with the required color background *if you have a color printer.* If not, you must print these posters on the appropriate colored paper.

- **Identical poster requirement** (applies to North Carolina Workers Compensation and New Mexico Workers Compensation)

These posters must be identical to the state-issued poster which is in color. The posters will appear in color on your computer screen and must be printed using a color printer to match the original.
ATTENTION SOUTH DAKOTA EMPLOYERS

Our goal as your RELIABLE labor law poster company is to ensure that you are always in compliance! We would like to make you aware that there may be other requirements your company is subject to in addition to posting your labor law posters in a conspicuous location.

☐ If applicants for employment are normally seen in an area other than where you post your federal labor law poster, you need to post four federal notices in this area where applicants can easily see them. Poster Compliance Center publishes a Federal Applicant Edition poster that includes all four of these notices. Call Customer Service at (800) 322-3636 if you would like to order this poster.

☐ If your state has an E-Verify law (used to determine if workers are eligible for employment), covered employers must register for E-Verify through the U.S. Department of Homeland Security (DHS) and must post required participation posters.
  • Only employers who have registered should post the required posters, which can be downloaded free during registration.
  • DHS prohibits commercial sale of these posters by third parties.

For these reasons E-Verify posters are not included on our state posters. For further information or to register for E-Verify, go to the DHS E-Verify home page at www.e-verify.gov or call 888-464-4218.

☐ If your state has a No Smoking law, covered employers must post required signs in their business. The signs must be posted in specific locations, such as building or room entrances. These location requirements cannot be met by including a no smoking sign on your labor law poster. Therefore, employers must obtain and post any required signs, usually from the state Department of Health. These no smoking signs can be downloaded free of charge.

Poster Compliance Center publishes labor law posters that include all general required notices for employers. Depending on a company’s industry, type of commerce, sector, location, or workforce, additional specialized notices may be required by federal, state, or local governments or agencies. Examples could include notices for a municipality, notices for federal contractors, notices that must be posted for the public or job applicants (in addition to those posted for employees), a labor law notice required in another language for employees who do not speak English, public sector notices, signage that must be posted at a specific location in your business such as the entrance, or a notice that can only be obtained through an insurance company.

DISCLAIMER: This product is not intended to provide legal or financial advice or substitute for the advice of an attorney or advisor.

SDSL (10-19)
2020 South Dakota Minimum Wage Requirement

$9.30/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 $4.65 per hour, which is no less than 50 percent 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
Ph: 605.773.3681
Fax: 605.773.4211

Additional information from the South Dakota Department of Labor and Regulation available at dlr.sd.gov.
Notice to Employees: Availability of Unemployment Compensation

Employees in this establishment are covered under the South Dakota Reemployment Assistance (RA) law (formerly known as Unemployment Insurance). 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.

To file a claim online, visit [RAclaims.sd.gov](http://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). Speech and hearing-impaired applicants can call 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)

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](http://www.sdjobs.org).

- Aberdeen
- Brookings
- Huron
- Lake Andes
- Madison
- Mitchell
- N. Sioux City
- Pierre
- Rapid City
- Sioux Falls
- Sisseton
- Spearfish
- Vermillion
- Watertown
- Winner
- Yankton

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](mailto:DLRRADivision@state.sd.us), or log in to your account and view the status under the Welcome message.

[PLEASE POST THIS NOTICE IN A VISIBLE PLACE.](#)

[Reemployment Assistance Division](#)

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

REV 05/2020
Safety’s intention is ACCIDENT PREVENTION
Be a part of the safety TEAM
Together Everyone Accomplishes More