MONSTER LABOR LAWS

FOR MANAGEMENT

EMPLOYER TOOLKIT

Resources for creating monster-inclusive workplaces, including policy templates and best practices.



ORDER THE BIGGER CHAIR FIRST.

Satire. Monster Labor Laws is a parody website. There is no organization, nothing is for sale, no money is accepted, and nothing here is legal advice.

BEFORE YOU HIRE, OR AS SOON AS YOU NOTICE YOU ALREADY HAVE

BEST PRACTICES

1. Ask, then measure.	The member knows what they need. Your facilities drawings do not.
2. Read the published schedule.	The moon is listed years ahead. So is sunrise.
3. Order before day one.	Get the bigger chair before the first day, not after the first chair.
4. Write it down once.	An accommodation should survive a change of manager, including a change of several centuries.
5. Let people decline the photo.	Badges work without faces. Some of ours have worked that way since 2008.

READINESS CHECKLIST

- ☐ Someone has measured every door on the route from the street to the desk.
- ☐ The lunar calendar is on the shared calendar.
- ☐ Chairs are rated for the people who sit in them, with a spare.
- ☐ The dress code says nothing about fur, scales, stone or wrappings.
- ☐ Invitations are issued in writing before day one.
- ☐ Badge photos are optional, and a blurry one is complete.
- ☐ At least one meeting room is dark, one is pleasantly damp, and both can be booked.
- ☐ Someone on every floor knows how to go around.
- ☐ Each role description states how many jobs it is.
- ☐ Managers know where to send a question they are embarrassed to ask.

YOUR SCORE

Eight or more: well done, please tell your neighbors. Four to seven: you mean it, and the doors will tell. Three or fewer: begin with an invitation.

THE TEMPLATES

T-01 Doorway Clearance Standard

T-02 Moonlit Leave Request

T-03 Coffin-Friendly Break Room

T-04 Formal Invitation Letter

T-05 Go-Around Policy

T-06 Bandage-Inclusive Dress Code

T-07 Waterline Meeting Protocol

T-08 Many-Armed Role Description

Satire. Monster Labor Laws is a parody website. There is no organization, nothing is for sale, no money is accepted, and nothing here is legal advice.

FORM T-01

DOORWAY CLEARANCE STANDARD

Measure the member first, then the door. A worksheet for every entrance on the route to the desk.

1. Every route from the street to the workstation will be measured against the tallest and widest member who uses it.
2. Horns, wings, shells and hats are part of the measurement.
3. "Can you just duck" is not a remediation plan.

PART ONE: THE MEMBER

Measure only with permission. The member may supply their own figures.

NAME _____ HORNS, ANTLERS OR HAT _____

HEIGHT, STANDING _____ WINGSPAN OR TENTACLE REACH _____

WIDTH AT SHOULDERS _____ HEIGHT WHEN STARTLED _____

PART TWO: THE ROUTE

ENTRANCE	CLEAR WIDTH	CLEAR HEIGHT	FITS?	FIX BY (DATE)
Street door				
Lobby or reception				
Stairs or elevator				
Corridor				
Desk or station				
Meeting room				
Restroom				
Emergency exit				
The dock				

MEASURED BY _____ DATE _____

Satire. Monster Labor Laws is a parody website. There is no organization, nothing is for sale, no money is accepted, and nothing here is legal advice.

FORM T-02

MOONLIT LEAVE REQUEST

1. Members may request leave for any full moon and the morning after.
2. The date is sufficient reason. Supervisors will not ask for further detail or a photograph.
3. Requests filed a quarter ahead are approved automatically.

NAME _____ FULL MOON OF _____

DEPARTMENT _____ BACK ON _____

Reason: The moon.

MEMBER (PAW PRINT ACCEPTED) _____ APPROVED BY _____

FORM T-04

FORMAL INVITATION LETTER

For members who cannot enter without one. Covers buildings, meeting rooms and video calls.

DEAR _____

We are delighted to invite you in.

This invitation extends to all company premises, including the small conference room nobody likes.

It remains open for the whole of your employment and does not lapse on weekends.

Please come in.

SIGNED, FOR THE COMPANY _____ DATE _____

Satire. Monster Labor Laws is a parody website. There is no organization, nothing is for sale, no money is accepted, and nothing here is legal advice.

POLICIES YOU CAN ADOPT TODAY

Copy the wording into your handbook. Change the names of rooms. Do not change "will" to "may endeavor to."

T-03

COFFIN-FRIENDLY BREAK ROOM

1. One break room per site will have a dark corner, level floor space and a door that closes quietly.
2. A closed lid means the member is on break.
3. Nobody will rest a mug on anybody.

T-05

GO-AROUND POLICY

1. Colleagues will go around translucent coworkers, as they would around anyone else.
2. Where there is no room to go around, colleagues will wait.
3. Apologizing afterward does not retroactively go around.

T-06

BANDAGE-INCLUSIVE DRESS CODE

1. Linen wrappings satisfy every level of this dress code.
2. Fur, scales, feathers and stone are not items of clothing and are not regulated here.
3. Managers will not ask whether that is a new injury.

T-07

WATERLINE MEETING PROTOCOL

1. Every all-hands offers a dock, a hydrophone or a very long cable.
2. Pauses account for depth. Do not fill them.
3. Printed agendas are provided in a sealed bag.

T-08

MANY-ARMED ROLE DESCRIPTION

1. This role is one role, whatever the number of limbs available to perform it.
2. Simultaneous duties are listed separately and paid separately.
3. Handshakes are limited to one per introduction.

WHEN YOU ARE UNSURE

Ask the member. If the member is unsure, ask together. Our advocates will come to your office if you invite them, and some of them cannot come unless you do.

monsterlaborlaws.com/contact

ADOPTED

EMPLOYER _____ SIGNED _____ EFFECTIVE _____

Satire. Monster Labor Laws is a parody website. There is no organization, nothing is for sale, no money is accepted, and nothing here is legal advice.