MONSTER LABOR LAWS

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MONSTER LABOR RIGHTS GUIDE

Comprehensive overview of workplace rights



KEEP A COPY SOMEWHERE DRY.

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.

EVERY MONSTER DESERVES WORKPLACE DIGNITY

BEFORE YOUR FIRST SHIFT

Learn about your legal protections in the workplace, including reasonable accommodations, anti-discrimination laws, and reporting procedures.

REASONABLE ACCOMMODATIONS

A change to how, when or where the work is done, so that you can do it as yourself. You ask; your employer answers in writing and works it through with you.

ANTI-DISCRIMINATION

Your kind, your appearance and your abilities are not reasons to treat you worse. That includes the jokes, the staring and the meeting you were not invited into.

REPORTING PROCEDURES

Write it down, raise it, file it. You may bring someone with you. If you are translucent, that still makes two of you.

THREE THINGS TO REMEMBER

1. **You do not have to disclose more than the accommodation needs.** A date is enough for lunar leave.
2. **An accommodation stays with you**, through new managers, new owners and new centuries.
3. **Asking is protected.** So is asking again, slowly, for whoever was not listening.

IN THIS GUIDE

Accommodations and what employers may not do	Page 3
Rights at a glance, by kind	Page 4
Reporting procedures and your incident log	Page 5

A NOTE FROM THE LEGAL DIRECTOR

"I have read every employment contract since 1611. The fine print has not improved. We have." This guide explains the ideas in plain language. It is not legal advice, and section numbers refer to the Monster Workplace Code, which exists only here. Aurelio V.

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REASONABLE ACCOMMODATIONS

Ask in writing where you can. Name the barrier, propose a fix, and say you are open to another that works as well.

IF THE BARRIER IS	ASK FOR	USUAL COST
Daylight sensitivity	Evening schedule, or a windowless route to the desk	Nothing
The full moon	Paid lunar leave, approved from the published calendar	Nothing
Cannot enter uninvited	A standing written invitation to every room and call	Nothing
Translucency	A go-around policy and a rattled-confirmation option	Nothing
Height or breadth	Measured doorways and a load-rated chair, ordered early	10 to 100 doubloons
Life partly underwater	Waterline meeting access and printed agendas in sealed bags	Under 10 doubloons
More than two arms	A role description that says how many jobs this is	Nothing

WORDS YOU CAN USE

"I am requesting the following accommodation: _____. It will let me do the essential parts of my job. I am happy to discuss alternatives that work equally well. Please reply in writing within ten business days."

YOUR EMPLOYER MAY NOT

§ 1.1	Refuse to hire, pay or promote because of horns, fur, scales, wrappings, translucency, size or number of limbs.
§ 1.2	Ask a worker to prove they exist as a condition of employment or payroll.
§ 1.3	Set a dress code that a member can only meet by removing part of themselves.
§ 1.4	Use a member's likeness without written consent, including in the company photo.
§ 1.5	Punish anyone for asking, for helping someone ask, or for keeping a log.

IN HEALTHCARE

Night rotations may not be withheld from members who prefer them, or forced on members who do not.

IN TECH

Peripherals sized to your hands are equipment, not a perk.

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RIGHTS AT A GLANCE

Find your row. The full card for each kind is at monsterlaborlaws.com/rights. If you are more than one kind, take every row that fits.

KIND	THE HEADLINE	START WITH
Bigfoot	The right to be left out of the company photo.	No photographs without consent (§ 13.1)
Werewolf	Protected lunar leave, every full moon.	Protected lunar leave (§ 7.1)
Lake Serpent	Meetings must reach the water.	Waterline access (§ 8.1)
Kaiju	A door you can use. At your size.	Proportionate entrances (§ 10.1)
Yeti	A thermostat you can live with.	A say in the temperature (§ 12.1)
Mothman	A warning gets a hearing, not a scream.	Protected warnings (§ 14.1)
Chupacabra	No accusations without evidence.	Presumed innocent (§ 15.1)
Jackalope	Your existence is not up for debate.	Real for all purposes (§ 16.1)
Vampire	No sunrise shifts. No exceptions for “just this once.”	No mandatory day shifts (§ 4.1)
Ghost	The right not to be walked through.	The right not to be walked through (§ 2.1)
Mummy	Bandages are not a dress code violation.	Bandages are business attire (§ 9.1)
Kraken	Eight arms is not eight job descriptions.	One role per contract (§ 11.1)
Ogre	Furniture rated for you, not for someone else.	Load-rated seating (§ 3.1)
Gargoyle	Holding still is not the same as being on break.	Stillness is work (§ 5.1)
Anglerfish	Your lure is yours. No one may dim it.	The right to glow (§ 6.1)

IN EDUCATION

Lived experience of a historical period may be cited in class and may not be marked as an unsupported source.

IN MANUFACTURING

Safety training covers every limb you have, and pay covers every limb you are asked to use.

IN SERVICE WORK

A customer may not have you moved to the back because of how you look.

IN CREATIVE WORK

Your likeness belongs to you. No mood board, mascot or poster may use it without written consent.

NOT LISTED?

You are still covered. The general provisions on page 3 apply to every monster, including the ones nobody has named yet, and to members who would prefer not to say.

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REPORTING PROCEDURES

STEP	WHAT TO DO
1. Write it down	The same day if you can. Memory fades, even immortal memory, which mostly fills up.
2. Raise it	Tell a manager or People Operations in writing. Keep your copy somewhere dry.
3. File a report	Describe what happened. Our report form builds a case file you keep.
4. Talk it through	Many matters settle in one meeting, once someone has measured the door.
5. Escalate	If it does not settle, an advocate can help you prepare for a hearing.

YOUR INCIDENT LOG

Copy this page before you write on it.

1. The date and time, with "after sunset" or "full moon" where it matters.

2. Where it happened, including which side of the doorway.

3. What was said, in the words used.

4. Who saw or heard it, and whether they went around.

5. What you asked for, and what happened next.

6. Copies of any policy you were pointed to. Scan it if paper falls through you.

HEADQUARTERS

123 Advocacy Lane, Suite 456
Justice City, CA 94321
(555) 123-4567

EAST COAST OFFICE

789 Liberty Street, Floor 3
Equality Town, NY 10201
(555) 987-6543

EVERYWHERE ELSE

Chapters in 15 states and one loch.
The national office serves all 50.
monsterlaborlaws.com/report

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