OCCUPATIONAL Safety and Health Safety and Health Administration STATE LAW!

All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and
- speak in private to the inspector. File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

This poster is available free from OSHA.

Contact OSHA. We can help.

Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the
- Post OSHA citations at or near the place of the alleged violations.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

Federal Minimum Wage

\$7.25 PER HOUR BEGINNING JULY 24, 2009 The law requires employers to display this poster where employees can readily see

At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR: An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared

OVERTIME PAY:

Employers subject to the

state minimum wage law are

hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment.

TIP CREDIT:

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal

the minimum hourly wage, the employer must make up the difference.

NURSING MOTHERS: The FLSA requires employers to provide reasonable break time for a nursing mother employee who is subject to the FLSA's overtime requirements in order for the employee to express breast milk for her nursing child for one year after the child's birth each

time such employee has a need to express breast milk. Employers are also required to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast **ENFORCEMENT:**

overtime, and other violations. The Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments ma be doubled when

The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage,

the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA

ADDITIONAL INFORMATION:

 Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.

 Some state laws provide greater employee protections; employers must comply with both. Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage

and overtime pay protections and correctly classified independent contractors are not. Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

1-866-487-9243 • TTY: 1-877-889-5627 • www.dol.gov/whd WAGE AND HOUR DIVISION • WAGE AND HOUR DIVISION • UNITED STATES DEPARTMENT OF LABOR

State Minimum Wage

A training wage of \$4.25 per hour is allowed for employees under age 20 during the first 90 days of employment

State Minimum Wage is the same as Federal Minimum Wage: \$7.25 per hour

IRS Withholding YOU MAY NEED TO CHECK YOUR WITHHOLDING If you can answer "yes"...

Since you last filed Form W-4 with your employer did you... Marry or divorce? Gain or lose a dependent?

Were there major changes to... Your nonwage income (interest, dividend, capital gains, etc.)?

Your family wage income (you or your spouse started or ended a job)? Your itemized deductions? Your tax credits?

To any of these or you owed extra tax when you filed your last return,

you may need to file a new Form W-4. See your employer for a copy of Form W-4 or call the IRS at 1-800-829-3676. Now is the time to check your withholding. For more details, get Publication 919, How Do I Adjust My Tax Withholding?, or use the Withholding Calculator at www.irs.gov/individuals on the IRS website.

Employer: Please poster or publish this Bulletin Board Poster so that your employees will see it. Please indicate where they can get forms and information on this subject.

Child Labor

PURPOSE AND AUTHORITY To protect the health and well-being of minors and their opportunity for education pursuant to W.S. 27-6-106 through 27-6-116.

HAZARDOUS OCCUPATIONS MINORS AGE 14 AND 15

Change your name?

1. The operation of or working on heavy construction equipment. 2. Employment requiring contact with or exposure to explosives or dangerous chemicals.

3. As an actor or performer in any concert hall or room where alcoholic liquors and malt beverages are sold or given away. 4. For any illegal or immoral purposes.

2. a properly prepared immigration and naturalization form I-9 showing the age of the child;

5. For any business or in any place, situation, exhibition, or vocation injurious to morals, health, or safety of the child; or in any other occupation declared by the Department of Employment as hazardous for the employment of children under sixteen (16) years of age.

ALLOWABLE WORK HOURS MINORS AGE 14 AND 15

1. No more than 8 hours in any 12-hour period. 2. No work before 5 AM or after 10 PM on nights followed by a school day, or after the hour of twelve (12:00) midnight on days which

are not followed by a school day. 3. Children not enrolled in school may work for an 8-hour period between 5:00 AM and twelve (12:00) midnight.

The acceptable forms of proof of age include: a duly attested birth certificate;

PROOF OF AGE



3. any other document showing the age of the child as approved by the Department of Employment.

1. Farm and domestic service. 2. A child under fourteen (14) years of age may be employed in a nonhazardous occupation outside of school hours by his parents, grandparents or legal guardian, or by a business owned by his parents, grandparents or legal guardian.

A fine of not more than \$750.00 or imprisonment in the county jail for not more than 100 days, or both.

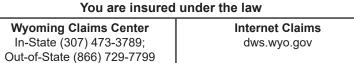
WORK PERMITS

The Wyoming Legislature amended the state child labor laws and repealed the requirement of work permits for children under the age

Unemployment Insurance

Wyoming Unemployment Insurance Claims may be led by unemployed workers by telephone or by the

Internet. Unemployment insurance taxes are paid by employers.





Casper, WY 82602

Department of Workforce Services

TO REORDER, CALL 1-888-488-7678 OR ORDER AT STATEANDFEDERALPOSTER.COM

ProService HAWAII

HR that powers your business

Wyoming@Work (find a job in Wyoming)

Unemployment Insurance dws.wyo.gov

wyomingatwork.com



a single 12-month period to care for the servicemember with a serious injury or illness.

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

LEAVE ENTITLEMENTS: Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a

 For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job; For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent

for the following reasons: The birth of a child or placement of a child for adoption or foster care To bond with a child (leave must be taken within 1 year of the child's birth or placement) To care for the employee's spouse, child, or parent who has a qualifying serious health condition;

An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks of FMLA leave in

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies. BENEFITS & PROTECTIONS: While employees are on FMLA leave, employers must continue health insurance coverage as if the

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions. An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA. ELIGIBILITY REQUIREMENTS: An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA

 Have worked for the employer for at least 12 months; Have at least 1,250 hours of service in the 12 months before taking leave;* and

days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures.

 Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite *Special "hours of service" requirements apply to airline flight crew employees. REQUESTING LEAVE: Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days'

Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified. Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional information is required. **EMPLOYER RESPONSIBILITIES:** Once an employer becomes aware that an employee's need for leave is for a reason that may qualify

under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility. Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA **ENFORCEMENT:** Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private

agreement that provides greater family or medical leave rights. For additional information: 1-866-4-USWAGE (1-866-487-9243) TTY: 1-877-889-5627 www.dol.gov/whd

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining

U.S. Department of Labor • Wage and Hour Division

USERRA

• FOR USE BY PRIVATE SECTOR AND STATE GOVERNMENT EMPLOYERS YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and: you ensure that your employer receives advance written or verbal notice of your service; • you have five years or less of cumulative service in the uniformed services while with that particular employer; • you return to work or apply for reemployment in a timely manner after conclusion of service; and • you have not been separated from service with a disqualifying discharge or under other than honorable

nilitary service or, in some cases, a comparable job. RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to

If you: • are a past or present member of the uniformed service; • have applied for membership in the uniformed service; or • are obligated to serve in the uniformed service; then an employer may not deny you: • initial employment; • reemployment; • retention in employment;

promotion; or • any benefit of employment because of this status.

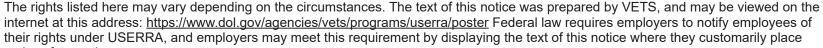
HEALTH INSURANCE PROTECTION

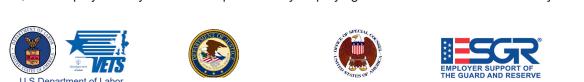
· If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military. • Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries.

• The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of

USERRA violations. • For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be viewed at https://webapps.dol.gov/ elaws/vets/userra • If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation. • You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA. In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a

statement in connection with a proceeding under USERRA, even if that person has no service connection.





Polygraph Protection

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment. **PROHIBITIONS**

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other

rights under the Act.

ENFORCEMENT

EXEMPTIONS Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities. The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers. The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests **EXAMINEE RIGHTS** Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions. THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

IT. 1-866-487-9243 • TTY: 1-877-889-5627 www.dol.gov/whd





Safety Notice



For more information on workplace safety or for a free safety consultation, call 307-777-7786, http://doe.state.wy.us/osha

Discrimination Is Against The Law

AMBULANCE:

OSHA:

La seguridad ante todo. Para obtener más información sobre seguridad en el trabajo, o para una consulta de seguridad gratuita,

llame al 307-777-7786. http://doe.state.wy.us/osha



Discrimination

The Wyoming Fair Employment Practices Act of 1965, as amended, makes it an unlawful employment practice for an employer to: Refuse to hire, To discharge, Refuse to promote, To demote, or To discriminate in matters of compensation or the terms, conditions or privileges of employment against any person otherwise qualified because of:

	RACE SEX	CREED AGE	COLOR NATIONAL ORIGIN	ANCESTRY DISABILITY	
Information and Materials pertaining to Equal Employment Opportunity may be obtained by writing:					

If you feel that you have been Discriminated against in matters Of employment contact: WYOMING DOE FAIR EMPLOYMENT PROGRAM

Labor Standards 1510 E. Pershing Blvd., Room 150 Cheyenne, Wyoming 82002 (307) 777-7261



PAYDAY IS ON

Payday Notice

■ MONDAY ■ TUESDAY ■ WEDNESDAY ■ THURSDAY ■ FRIDAY ■ SATURDAY ■ SUNDAY **PAY SCHEDULE IS**

☐ WEEKLY ☐ BI-WEEKLY ☐ SEMI-MONTHLY ☐ MONTHLY ☐ PAYCHECKS ARE ISSUED ON THE

Emergency Notice

FIRE-RESCUE

MAKING UNAUTHORIZED COPIES IS AGAINST THE LAW AND MAY SUBJECT YOU TO CIVIL AND CRIMINAL LIABILIT

HAZARDOUS MATERIAI

HOSPITAL: PHYSICIAN ALTERNATE: POLICE:

· Age (40 and older)

 Race Color Religion National origin Sex (including pregnancy and related conditions, sexual orientation, or gender identity)

What Types of Employment Discrimination are Illegal?

you, regardless of your immigration status, on the bases of:

Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC)

employment. If you believe you've been discriminated against at

enforces Federal laws that protect you from discrimination in

work or in applying for a job, the EEOC may be able to help.

Employees (current and former), including managers and

Union members and applicants for membership in a union

Who is Protected?

temporary employees

Most private employers

Staffing agencies

What Organizations are Covered?

State and local governments (as employers)

Educational institutions (as employers)

Job applicants

Unions

proceeding.

proceeding.

 Disability Genetic information (including employer requests for, or purchase use, or disclosure of genetic tests, genetic services, or family medical history) Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or

What Employment Practices can be Challenged as Discriminatory?

Pay (unequal wages or compensation)

All aspects of employment, including: Discharge, firing, or lay-off Harassment (including unwelcome verbal or physical conduct) Hiring or promotion Assignment

Failure to provide reasonable accommodation for a disability or a

sincerelyheld religious belief, observance or practice Benefits Job training Classification Referral Obtaining or disclosing genetic information of employees

Requesting or disclosing medical information of employees

Conduct that might reasonably discourage someone from opposing

discrimination, filing a charge, or participating in an investigation or

What can You Do if You Believe Discrimination has Occurred? Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways:

Submit an inquiry through the EEOC's public portal: https://

Call 1–800–669–4000 (toll free) 1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone) Visit an EEOC field office (information at www.eeoc.gov/field-office) E-Mail info@eeoc.gov Additional information about the EEOC, including information about

filing a charge of discrimination, is available at www.eeoc.gov. **EMPLOYERS HOLDING FEDERAL CONTRACTS OR** SUBCONTRACTS

The Department of Labor's Office of Federal Contract Compliance

Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from discrimination on the following bases:

National Origin Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity,

aspects of employment.

Asking About, Disclosing, or Discussing Pay Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on

inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees. Disability Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal

all levels of employment, including the executive level. **Protected Veteran Status** The Vietnam Era Veterans' Readjustment Assistance Act of 1974. as amended, 38 U.S.C. 4212, prohibits employment discrimination

Retaliation Retaliation is prohibited against a person who files a complaint of

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately:

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's

Race, Color, National Origin, Sex

of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or

employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job. If you believe you have been discriminated against in a program

should immediately contact the Federal agency providing such

This information must be posted at all times and available for your review. If you have any questions about these posting, please

call the Wyoming Department of Workforce Services at (307) 777-8650 or 877-WORK-WYO.

HEALTH AND SAFETY PROTECTION ON THE JOB Wyoming Department of Workforce Services Notice to Employees Health and Safety Protection on the Job

Division, created by the Act, has primary responsibility for administering the Act, and the Occupational Health and Safety Commission promulgates rules and regulations for workplace

health and safety standards as authorized by the Act.

The Wyoming Department of Workforce Services, OSHA

employees of the state and its political sub-divisions.

business and industry throughout the state as well as for all

By law: Safety on the job is everybody's responsibility!

Each employer shall provide a place of employment as well as employment which are free from recognized hazards that are causing or that are likely to cause death or serious physical harm. Each employer shall comply with occupations' safety and health standards, rules, regulations and orders issued pursuant to the Act.

Each employee shall comply with occupational safety and

health standards and all rules, regulations and orders issued pursuant to this Act, which are applicable to their own action and conduct. **Employer Reporting Requirements**

Report to OSHA all work-related fatalities within 8 hours, and

all inpatient hospitalizations, amputations and losses of an eye

within 24 hours. Inspection

The Act requires that a representative or representatives of the employers and a representative or representatives authorized by the employees shall be given an opportunity to accompany a duly authorized representative of the Commission before or during the physical inspection of any workplace for the purpose

Where there is no authorized employee representative, the authorized representative of the Commission (Compliance Ocer) shall consult with a reasonable number of employees concerning matters of safety and health.

Violation If upon inspection Wyoming OSHA Division determines that

of aiding such inspection.

an employer has violated the Act, a citation and notification of penalty will be issued to the employer within 180 days following the occurrence of the violation. Each notice of violation will specify a time period within which the violation must be corrected. The notice of violation must be prominently posted in a conspicuous place at or near the site of the violation until the violation is corrected, or for three working days, whichever period is longer.

Technical Assistance Consultative Services is responsible

associations, state and local governments working within the

boundaries of Wyoming. These services are available upon a

written request from employers. These services include but are

for providing free technical assistance to all employers,

Voluntary Action

not limited to courtesy visits (without assessment of penalties), health and safety training and consultative services. Complaint Employees or their representatives have the right to le a complaint with Wyoming OSHA requesting an inspection if

they believe unsafe or unhealthful conditions exist in their

workplace. Wyoming OSHA will withhold complainant names.

The Act provides that employees may not be discharged or

discriminated against in any way for ling safety and health complaints or otherwise exercising their rights under the Act. Note: Discrimination cases do not have a set number of days to issue a citation for protected activity.

An employee who believes he or she has been discriminated against through retaliatory action by your employer may file a complaint with Wyoming OSHA Division, Cheyenne, Wyoming 82002 and/or the Regional Oce of OSHA, U.S. Department of Labor, at the Address listed below this notice within 30 days of

non-serious or regulatory violation(s). Penalties can also be required for each day during which an employer fails to correct a violation beyond the period set for correction in the notice of violation. In addition, any employer who willfully and knowingly violates the Act, can be assessed penalties for each willful violation. Penalty amounts can be obtained by contacting Wyoming OSHA at (307) 777-7786 or from checking rules.wyo.

Additional penalties are also provided for in the Act: any willful violation resulting in death of an employee, upon conviction of an employer, is punishable by a fine of not more a \$10,000 or by imprisonment for not more than six (6) months, or by both.

All Workers have the right to... A safe workplace. • Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against • Receive information and training on job hazards, including all

contact OSHA on your behalf. • Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.

• File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your • See any OSHA citations issued to your employer. • Request copies of your medical records, tests that measure

any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a workrelated injury or illness. · Comply with all applicable OSHA standards. Provide require training to all workers in a language and vocabulary they can understand.

Post OSHA citations at or near the place of the alleged

violations for a minimum of 3 days or until all the citations are

Cheyenne, Wyoming 82002 (307) 777-7786 | dws.wyo.gov

IN EACH PLACE OF EMPLOYMENT IN THE STATE OF WYOMING AS REQUIRED BY THE RULES OF PRACTICE AND PROCEDURE.

for workers throughout the state. OSHA will monitor the operation of this plan to assure that continued approval is merited. Any person may make a complaint regarding the state administration of this place directly to the Regional Office of OSHA, U.S. Department of Labor, Occupational Safety and Health Administration, 1999 Broadway #1690, Denver, CO 80202-5716, Phone: (303) 844-1600.

Workers' Compensation Act

WYOMING WORKERS' COMPENSATION ACT

of employment. While at work in or about the premises occupied, used or controlled by the employer. This coverage is required for extra hazardous industries and occupations. Employers in non-extra hazardous industries may opt for this coverage level, as well.

Center, for information on how or where to obtain an injury report form.

contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an Under the EEOC's laws, an employer may not discriminate against otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at

> against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans.

> discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal

The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, D.C. 20210 1-800-397-6251 (toll-free)

"Contact Us" webpage at https://www.dol.gov/agencies/ofccp/

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL **ASSISTANCE**

In addition to the protections of Title VII of the Civil Rights Act

activities which receive Federal financial assistance. Individuals with Disabilities

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits

of any institution which receives Federal financial assistance, you

State Health and Safety Protection

The Wyoming Occupational Health and Safety Act provides job the alleged discrimination. health and safety protection for workers employed by general Penalty The Act provides for mandatory penalties for serious and repeat serious violations and for optional penalties for each

gov/Search.aspx?mode=1.

Conviction of an employer after a first conviction doubles these maximum penalties.

hazardous substances in your workplace.

there are unsafe or unhealthy conditions. OSHA will keep your name confidential. You have the right to have a representative

hazards in the workplace, and the workplace injury and illness

Note: Additional information may be obtained from...

• Prominently display this poster in the workplace.

THIS NOTICE SHALL BE CONSPICUOUSLY POSTED

Attention Employees and Applicants

Request an OSHA inspection of your workplace if you believe

Employers must... • Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using

abated. Wyoming OSHA

Under a place approved by the U.S. Department of Labor, Occupational Safety and Health Administration (OSHA), the State of Wyoming is providing job safety and health protection

In the event of a work-related injury Notify your employer how and when you were injured within 72 hours of the incident. 2. Submit a written report of your injury to Wyoming Workers' Compensation within 10 days of the incident. You must complete and sign the "Wyoming Report of Injury" form. If your employer does not have any forms, call (307) 777-7441, or contact your nearest Workforce

Wyoming Workers' Compensation

Your employer may have qualified with the Workers' Compensation Division for the coverage of injuries arising out of and in the course

3. Submit the form to a local Workers' Compensation office or representative, or mail it to:

PO Box 20207 Cheyenne, WY 82002 The ling of an injury report is not a claim for lost wages or any other Workers' Compensation benefits. You must apply for benefits.

To obtain the appropriate application form, contact Workers' Compensation. For more detailed information or assistance concerning benefits and procedures, call the Wyoming Workers' Compensation Division at (307) 777-7441 or visit dws.wyo.gov. ALL RIGHTS RESERVED. COPYRIGHT BY STATE AND FEDERAL POSTER. INC.

Workers' Rights Workers Rights Attention Employees YOUR RIGHTS ARE PROTECTED! The State of Wyoming requires labor law to be displayed in a conspicuous location accessible to all employees.