KANSAS

Kansas & Federal Employment Notices

DATE POSTED: year to confim if you are in compliance. All Rights Reserved. Unauthorized copies are illed

Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period for:

• To care for your spouse, child or parent with a serious mental or physical health condition, and

up to 26 workweeks of FMLA leave in a single 12-month period to care for the servicemember.

• You have at least 1,250 hours of service for your employer during the 12 months before your leave, and

• Your serious mental or physical health condition that makes you unable to work,

employer's paid leave policy covers the reason for which you need FMLA leave.

Your employer has at least 50 employees within 75 miles of your work location.

Airline flight crew employees have different "hours of service" requirements.

• The birth, adoption or foster placement of a child with you,

You are an eligible employee if all of the following apply:

You have worked for your employer at least 12 months,

most employees.

#28M(c) for more information.

Am I eligible to take FMLA leave?

You work for a covered employer,

Labor Laws change often. Please call your distributor twice a

KANSAS

Know Your Rights: Workplace Discrimination is Illegal The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

Who is Protected? • Employees (current and former), including managers and

temporary employees Job applicants • Union members and applicants for membership in a union

What Organizations are Covered? Most private employers • State and local governments (as employers) Educational institutions (as employers) Unions • Staffing agencies

What Types of Employment Discrimination are Illegal?

Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of: Race Color Religion National origin Sex (including pregnancy and related conditions, sexual orientation, or gender identity) • Age (40 and older) 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 proceeding. Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation

What Employment Practices can be Challenged as **Discriminatory**?

All aspects of employment, including: · Discharge, firing, or lay-off Harassment (including unwelcome verbal or physical conduct) Hiring or promotion Assignment Pay (unequal wages or compensation) Failure to provide reasonable accommodation for a disability or a sincerelyheld religious belief, observance or practice Benefits

 Job training Classification Referral

Updated 4/2

Updated 6/22

 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 proceeding. • Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights, or someone assisting or encouraging someone else to exercise rights, regarding disability discrimination (including accommodation) or pregnancy accommodation

Equal Employment Opportunity

company with a Federal contract or subcontract, you are protected under Federal law from discrimination on the following bases:

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, 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 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 contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an 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 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 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.

Retaliation

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal laws.

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

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)

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

OSHA Job Safety and Health

A safe workplace.

All workers have the right to:

Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being retaliated against.

Occupational Safety and Health Administration

IOTE: OSHA REQUIRES THAT REPRODUCTIONS OR FACSIMILES OF THE POSTER BE AT LEAST 8.5" X 14" INCHES WITH 10 POINT TYP

- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. OSHA will keep your name confidential. 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.

Contact OSHA. We can help.

Employers must:

IT'S THE LAW!

- 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.
- Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eve within 24 hours.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

FREE ASSISTANCE to identify and correct hazards is available to small and mediumsized employers, without citation or penalty, through OSHA-supported consultation



 You work for an elementary or public or private secondary school, or • You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel Management. How do I request FMLA leave? Generally. to request FMLA leave you must: • Follow your employer's normal policies for requesting leave, • Give notice at least 30 days before your need for FMLA leave, or • If advance notice is not possible, give notice as soon as possible

You work for a **covered employer if one** of the following applies:

You do not have to share a medical diagnosis but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You must also inform your employer if FMLA leave was previously taken or approved for the same reason when requesting additional leave. Your employer may request certification from a health care provider to verify medical leave and may request certification of a qualifying exigency.

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

Family Medical Leave Act

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

What is FMLA leave?: The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected

An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take

You have the right to use FMLA leave in one block of time. When it is medically necessary or otherwise permitted, you may take FMLA

leave intermittently in separate blocks of time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet

FMLA leave is not paid leave, but you may choose, or be required by your employer, to use any employer-provided paid leave if your

• You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year,

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights. State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress.

What does my employer need to do?

If you are eligible for FMLA leave, your employer must:

• Allow you to take job-protected time off work for a qualifying reason,

• Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and • Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave.

Your employer cannot interfere with your FMLA rights or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation.

After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your employer must confirm whether you are eligible or not eligible for FMLA leave. If your employer determines that you are eligible, your employer must notify you in writing

• About your FMLA rights and responsibilities, and • How much of your requested leave, if any, will be FMLA-protected leave.

Where can I find more information?

Call 1-866-487-9243 or visit dol.gov/fmla to learn more. If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. Scan the QR code to learn about our WHD complaint process.

For additional information: 1-866-4-USWAGE (1-866-487-9243) TTY: 1-877-889-5627 www.dol.gov/whd

leave for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember.





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



Federal Minimum Wage

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT \$7.25 PER HOUR BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it.

At least 1¹/₂ times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR

OVERTIME PAY:

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 hazardous by the Secretary o 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 (PUMP AT WORK):

The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must 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 milk

ENFORCEMENT:

The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, 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 may be doubled when 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. Certain narrow exemptions also apply to the pump at work requirements

 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 • UNITED STATES DEPARTMENT OF LABOR

Pregnant Workers Fairness Act (PWFA)

WHAT IS PWFA

The Pregnant Workers Fairness Act (PWFA) is a federal law that, starting June 27, 2023, requires covered employers to provide "reasonable accommodations" to a qualified worker's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an "undue hardship." An undue hardship is defined as causing significant difficulty or expense.

Reasonable accommodations" are changes to the work environment or the way things are usually done at work

WHAT ARE SOME POSSIBLE ACCOMMODATIONS FOR PREGNANT WORKERS? Being able to sit or drink water Receiving closer parking Having flexible hours

Receiving appropriately sized uniforms and safety apparel Receiving additional break time to use the bathroom, eat, and rest

Taking leave or time off to recover from childbirth Being excused from strenuous activities and/or exposure to chemicals not safe for pregnancy

WHAT OTHER FEDERAL EMPLOYMENT LAWS MAY APPLY TO PREGNANT WORKERS?

Other laws that apply to workers affected by pregnancy, childbirth, or related medical conditions, include: Title VII which prohibits employment discrimination based on sex, pregnancy, or other protected categories (enforced by the U.S. Equal Employment Opportunity Commission (EEOC)) The ADA which prohibits employment discrimination based on disability (enforced by the EEOC)

The Family and Medical Leave Act which provides unpaid leave for certain workers for pregnancy and to bond with a new child (enforced by the U.S Department of

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.

REEMPLOYMENT RIGHTS

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 reemploymer 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 conditions.

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 military service or, in some cases, a comparable job.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

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 serviceconnected illnesses or injuries.

ENFORCEMENT

• 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.

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.



Polygraph Protection

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for preemployment 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.

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:// publicportal.eeoc.gov/Portal/Login.aspx

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 **PROGRAMS OR ACTIVITIES RECEIVING FEDERAL**

FINANCIAL ASSISTANCE Race, Color, National Origin, Sex

In addition to the protections of Title VII of the Civil Rights Act 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 activities which receive Federal financial assistance.

Individuals with Disabilities

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits 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 of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

Updated 6/23

Updated 3/18

ALL RIGHTS RESERVED. COPYRIGHT BY STATE AND FEDERAL POSTER. INC

Public Accommodations

Kansas Law Provides EQUAL OPPORTUNITY IN PUBLIC ACCOMODATIONS without regard to

RACE, RELIGION, COLOR, SEX, DISABILITY, NATIONAL ORIGIN, OR ANCESTRY

IN THE FULL AND EQUAL USE AND ENJOYMENT OF GOODS, SERVICES, AND FACILITIES OFFERED BY PLACES OF PUBLIC ACCOMMODATIONS WITHIN THE STATE OF KANSAS "Protecting your rights Under the Law"

KANSAS HUMAN RIGHTS COMMISSION AREA OFFICES:

| DODGE CITY OFFICE: MILITARY PLAZA OFFICES SUITE 220 100 MILITARY PLAZA DODGE CITY, KANSAS 67801-4945 Voice (620) 225-4804 Fax (620) 225-4986 | MAIN OFFICE TOPEKA: 900 S.W. JACKSON SUITE 568-SOUTH TOPEKA, KANSAS 66612-1258 Voice (785) 296-3206 Fax (785) 296-0589 TTY (785) 296-0245 Toll-Free (888) 793-6874 | WICHITA OFFICE: 130 S. MARKET, SUITE 7050 WICHITA, KS 67202-3827 Voice (316) 337-6270 Fax (316) 337-7376 TTY (316) 337-6272 |
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| | | |

Child Labor

Notice of Hours (CHILD LABOR)

IT SHALL BE A VIOLATION OF LAW for any child under sixteen 16 years of age to be employed, permitted or suffered to work in this business establishment before 7 a.m., or after 10 p.m., on days preceding a school day, or for more than eight 8 hours per day, or forty 40 hours per week when school is not in session.

FURTHER, IT SHALL BE A VIOLATION OF LAW to employ, permit, or suffer to work any child under eighteen 18 years of age in any vocation which has been declared by Rule or Regulation of the Secretary of Labor to be dangerous or injurious to the life, health, morals or welfare of a minor.

WORK PERMITS SHALL BE REQUIRED when the minor is under sixteen 16 years of age and ONLY when such



Updated 6/23

| Labor) |
|---|
| The PUMP Act which provides nursing mothers a time and private place to pump at work (enforced by the U.S. Department of Labor) |
| |

| The PUMP Act which provides nursing mothers a time and private place to pump at work (enforced by the U.S. Department of Labor) Learn more at www.EEOC.gov/Pregnancy-Discrimination Indated 6/23 | EXEMPTIONS | minor is NOT enrolled in or attending any secondary school. |
|---|--|--|
| IRS Withholding | 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. | NOTICE OF HOURS (KSA 38-605) that every employer <u>shall keep this notice posted</u> in a conspicuous place near the principal entrance in an establishment <u>where children under sixteen 16 years of age are employed</u> , permitted, or suffered to work. This notice shall state the maximum number of hours each child may be required, or permitted to work, on each day of the week, the hours of commencing and stopping work, and the hours allowed for dinner and other meals. |
| Since you last filed Form W-4 with your employer did youTo 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 | 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 | This poster is not required and should not be posted if you are covered under the Federal Child Labor Laws. If you are unsure, it is suggested that you contact the US Department of Labor for information. |
| Were there major changes to Withholding?, or use the Withholding Calculator at www.irs.gov/individuals on the IRS website. | restrictive with respect to lie detector tests. | You may contact the following federal office: |
| 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? 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. Updated 12/16 | 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. | Wage and Hour Division Gateway Tower II 400 State Ave., Suite 1010 Kansas City, KS 66101 (913) 551-5721 Tellephone: 785-296-4062 |
| Fair Housing | ENFORCEMENT The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or | Toll Free (866) 487-9243 |
| WANTED: FAIR HOUSING | job applicants may also bring their own court actions. | |
| Unlawful Discrimination is Prohibited in the sale and rental | THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT. 1-866-487-9243 • TTY: 1-877-889-5627 www.dol.gov/whd | Workers' Compensation |
| Without regard to race, religion, color, sex, race by association, national origin, ancestry, familiar status, disabilities, retaliation in the areas of sales , rentals financing and other terms and conditions. | | This notice must be posted and maintained by the employer in one or more conspicuous places. |
| KANSAS HUMAN RIGHTS COMMISSION AREA OFFICES: | WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR | Workers Compensation Rights and Responsibilities Your employer is subject to the Kansas Workers Compensation Law which provides compensation for job-related injuries. |
| DODGE CITY OFFICE:MAIN OFFICE TOPEKA:WICHITA OFFICE:MILITARY PLAZA OFFICES900 S.W. JACKSON130 S. MARKET, SUITE 7050 | Equal Opportunity Employment | This notice applies to dates of accidents on or after April 25, 2013 . |
| SUITE 220 SUITE 568-SOUTH WICHITA, KS 67202-3827 100 MILITARY PLAZA TOPEKA, KANSAS 66612-1258 Voice (316) 337-6270 DODGE CITY, KANSAS 67801-4945 Voice (785) 296-3206 Faw (216) 297 7970 | | WHAT TO DO IF AN INJURY OCCURS ON THE JOB |
| Dobge CITY, KANSAS 67801-4945 Voice (765) 296-5206 Fax (316) 337-7376 Voice (620) 225-4804 Fax (785) 296-0589 TTY (785) 296-0245 Fax (316) 337-7376 Fax (620) 225-4986 Toll-Free (888) 793-6874 TTY (316) 337-6272 | Kansas Law Provides Equal opportunity in employment without regard to race, religion, color, sex, disability, national origin, ancestry, or age. Genetic testing and screening is also prohibited. Sex includes LGBTQ+, all derivatives of sex, and pregnancy. Age is 40 or more years. | NOTIFY YOUR EMPLOYER IMMEDIATELY. Per K.S.A. 44-520, a claim may be denied if an employee fails to notify their employer within the earliest of the following dates: |
| 1 ax (020) 223-4900 | If you have suffered discrimination in recruitment, hiring, placement, promotion, transfer, training, compensation, layoff, or termination contact… | (A) 20 calendar days from the date of accident or the date of injury by repetitive trauma; (B) if the employee is working for the employer against whom benefits are being sought and such employee seeks medical treatment for any injury by accident or repetitive trauma, 20 calendar days from the date such medical treatment is sought; or (C) if the employee no longer works for |
| No Smoking | KANSAS HUMAN RIGHTS COMMISSION AREA OFFICES: | the employer against whom benefits are being sought, 10 calendar days after the employee's last day of actual work for the |
| No Smoking Smoking prohibited by state law | MAIN OFFICE TOPEKA: 900 S.W. JACKSONDODGE CITY OFFICE: MILITARY PLAZA OFFICESWICHITA OFFICE: 300 W. DOUGLASSUITE 568-SOUTHMILITARY PLAZA OFFICES300 W. DOUGLASTOPEKA, KANSAS 66612-1258SUITE 220OUTE 200 | employer. Notice may be given orally or in writing. Where notice is provided orally, if the employer has designated an individual or department to whom notice must be given and such designation has been communicated in writing to the employee, notice to |
| | SUITE 220 SUITE 220 Voice (785) 296-3206 100 MILITARY PLAZA Fax (785) 296-0589 DODGE CITY, KS 67801-4945 | any other individual or department shall be insufficient under this section. If the employer has not designated an individual or department to whom notice must be given, notice must be provided to a supervisor or manager. |
| Payday Notice Payday is on | Tax (783) 290-0369 DODGE CITT, KS 07801-4945 Voice (316) 337-6270 TTY (785) 296-0245 Voice (620) 371-5681 Fax (316) 337-7376 Toll-Free (888) 793-6874 Fax (620) 371-5682 Fax (316) 337-7376 E-mail khrc@ks.gov Fax (620) 371-5682 Fax (316) 337-7376 | Where notice is provided in writing, notice must be sent to a supervisor or manager at the employee's principal location of employment. |
| MONDAY I TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY SUNDAY | Updated 7/21 | The notice, whether provided orally or in writing, shall include the time, date, place, person injured and particulars of such injury. |
| PAY SCHEDULE IS | Unemployment Insurance | It must be apparent from the content of the notice that the employee is claiming benefits under the workers compensation act or has suffered a work-related injury. |
| | Our organization participates in the Kansas Unemployment Insurance Program. Should you become unemployed, you can learn about unemployment benefits and apply online at www.GetKansasBenefits.gov . | BENEFITS. Benefits are paid by the employer's insurance carrier or self insurance program. Benefits include medical treatment, partial wage replacement for lost time and additional benefits if the injury results in permanent disability. An employer |
| PAYCHECKS ARE ISSUED ON THE AND OF THE MONTH | If you are unable to apply online, you can apply for benefits by calling the Kansas Unemployment Contact Center. | is required to furnish all necessary medical treatment and has the right to designate the treating physician. If the employee seeks treatment from a doctor not authorized by the employer, the employer or its insurance carrier is only liable up to \$500.00 dollars for the unauthorized medical treatment. |
| AT:TIME: | | WHERE TO GET HELP WITH YOUR CLAIM: |
| Emergency Notice | Kansas Unemployment Contact Center Kansas City Area | |
| | Topeka Area | Employer's Insurance Carrier Telephone |
| AMBULANCE: | Toll free outside these areas | Address |

HOSPITAL:

PHYSICIAN:

Speech and/or hearing disabled

For questions about Workers Compensation Law, contact:



Kansans can access the Kansas

Relay Center by calling toll free...... (800) 766-3777

Claims specialists are available Monday through Friday from 8:00 a.m. until 4:15 p.m., except on state holidays. The Kansas Unemployment Insurance Program is administered by:

KANSAS DEPARTMENT OF LABOR

401 SW Topeka Blvd. Topeka, KS 66603-3182

KANSAS DEPARTMENT OF LABOR Division of Workers Compensation/Ombudsman 401 SW Topeka Blvd., Suite 2, Topeka, KS 66603-3105 Website: www.dol.ks.gov/workcomp/default.aspx Email: KDOL.wc@ks.gov **Phone:** (800) 332-0353 or (785) 296-4000

Persons with impaired hearing or speech utilizing a telecommunications device may access the above number(s) by using the Kansas Relay Center at (800) 766-3777.

www.dol.ks.gov | KANSAS DEPARTMENT OF LABOR | K-WC 40-A (3-18)

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