

OSHA Job Safety and Health IT'S THE LAW! 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.

Family Medical Leave Act EMPLOYEES RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

Equal Employment Opportunity protected under Federal law from discrimination on the following bases: Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin

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

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

What Employment Practices can be Challenged as Discriminatory? All aspects of employment, including: Discharge, firing, or lay-off

Federal Minimum Wage EMPLOYER RIGHTS UNDER THE FAIR LABOR STANDARDS ACT \$7.25 PER HOUR BEGINNING JULY 24, 2009

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 Defense University.

What 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.

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

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.

Attention Employees and Applicants 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-WY.

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.

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

State Health and Safety Protection Wyoming Department of Workforce Services Notice to Employees Health and Safety Protection on the Job

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

Discrimination Discrimination is Against The Law Job applicants in Wyoming have the right to a fair hiring process under the Wyoming Fair Employment Practices Act (WFPEPA).

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.

IRS Withholding If you can answer "Yes"... 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.

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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.

Payday Notice PAYDAY IS ON MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY SUNDAY

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Unemployment Insurance Wyoming Unemployment Insurance You are insured under the law

Emergency Notice AMBULANCE: FIRE-RESCUE: HOSPITAL: POLICE: ALTERNATE: PHYSICIAN: OSHA: HAZARDOUS MATERIAL:

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