

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 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 eye 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 programs in every state.



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



OVERTIME PAY

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

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 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.

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. Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to

 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

 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)

The Pregnant Workers Fairness Act (PWFA) is a federal law that, starting June 27, 2023, requires covered employers to provide "reasonable accommodations" to 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?

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 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

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

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

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

IRS Withholding

YOU MAY NEED TO CHECK YOUR WITHHOLDING

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

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?

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. 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.

your employees will see it. Please indicate where they can get forms and information on this subject.

Employer: Please poster or publish this Bulletin Board Poster so that

Child Labor

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**

PURPOSE AND AUTHORITY

I. The operation of or working on heavy construction equipment. 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. 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 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; 2. a properly prepared immigration and naturalization form I-9 showing the age of the child; any other document showing the age of the child as approved by the Department of Employment.



EXEMPTIONS

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.

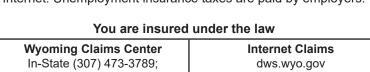
A fine of not more than \$750.00 or imprisonment in the county jail for not more than 100 days, or both.

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

Unemployment Insurance

Claims may be led by unemployed workers by telephone or by the Internet. Unemployment insurance taxes are paid by employers.

Wyoming Unemployment Insurance



PO Box 2760 Casper, WY 82602

Department of Workforce Services

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

Out-of-State (866) 729-7799

ProService HAWAII

HR that powers your business

Wyoming@Work

Unemployment Insurance dws.wyo.gov

(find a job in Wyoming) wyomingatwork.com





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 leave for qualifying family and medical easons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees

Eligible employees can take **up to 12 workweeks** of FMLA leave in a 12-month period for: The birth, adoption or foster placement of a child with you, Your serious mental or physical health condition that makes you unable to work,

• To care for your spouse, child or parent with a serious mental or physical health condition, and Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember.

time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet #28M(c) for more information

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 up to 26 workweeks of FMLA leave in a 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

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 employer's paid leave policy covers the reason Am I eligible to take FMLA leave? You are an eligible employee if all of the following apply: You work for a covered employer,

You have worked for your employer at least 12 months. · You have at least 1,250 hours of service for your employer during the 12 months before your leave, and Your employer has at least 50 employees within 75 miles of your work location.

Airline flight crew employees have different "hours of service" requirements You work for a covered employer if one of the following applies: You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year

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

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

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. 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 certa 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 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

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 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

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.

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

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.

• If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage

• 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://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



HEALTH INSURANCE PROTECTION







Polygraph Protection

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

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment

discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act. **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. **ENFORCEMENT** 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 IT. 1-866-487-9243 • TTY: 1-877-889-5627 www.dol.gov/whd

WAGE AND HOUR DIVISION **UNITED STATES DEPARTMENT OF LABOR**





Safety Notice

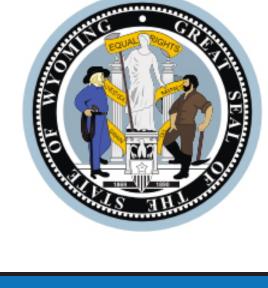
Safety first.

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

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

Job applicants in Wyoming have the right to a fair hiring process under the Wyoming Fair Employment Practices Act (WFEPA). This act protects them by prohibiting discrimination based on certain factors, including:

Discrimination Is Against The Law

Race and color National origin and ancestry Pregnancy Disability

Age (valid for those 40 and over) Wyoming, like many other states in the US, follows the "at-will employment" principle when it comes to its termination policies. This means that either the employer or the employee has the right to end the employment relationship at any time. No specific reasons need to be provided for the termination. In Wyoming, when an employee is terminated, their final paycheck must be given to them before or on the next regularly scheduled

payday. Failure to do so by the employer can result in the employee filing a wage complaint with the Wyoming Department of Workforce Development. WYOMING DEPARTMENT OF WORKFORCE SERVICES FAIR EMPLOYMENT PROGRAM

> Basic Inquiries or Questions for DWS 5221 Yellowstone Road

Cheyenne, WY 82002 (307) 777-8650



PAYDAY IS ON ■ MONDAY ■ TUESDAY ■ WEDNESDAY ■ THURSDAY ■ FRIDAY ■ SATURDAY ■ SUNDAY

PAY SCHEDULE IS

PAYCHECKS ARE ISSUED ON THE

PHYSICIAN:

Emergency Notice AMBULANCE: FIRE-RESCUE

☐ WEEKLY ☐ BI-WEEKLY ☐ SEMI-MONTHLY ☐ MONTHLY ☐

HOSPITAL:

OSHA:

ALTERNATE: POLICE: HAZARDOUS MATERIAI **Equal Employment Opportunity**

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 • 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

Classification

use, or disclosure of genetic tests, genetic services, or family Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or

• Genetic information (including employer requests for, or purchase,

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

 Pay (unequal wages or compensation) Failure to provide reasonable accommodation for a disability or a sincerelyheld religious belief, observance or practice Benefits Job training

 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

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 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)

SUBCONTRACTS

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

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

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, Executive Order 11246, as amended, prohibits employment

sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all

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,

accommodation to the known physical or mental limitations of an requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at

as amended, 38 U.S.C. 4212, prohibits employment discrimination veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Armed

opposes discrimination by Federal contractors under these Federal Any person who believes a contractor has violated its

U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, D.C. 20210

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/

of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or

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

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

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.

Wyoming Department of Workforce Services Notice to An employee who believes he or she has been discriminated **Employees Health and Safety Protection on the Job** against through retaliatory action by your employer may le a complaint with Wyoming OSHA Division, Cheyenne, Wyoming The Wyoming Occupational Health and Safety Act provides 82002 and/or the Regional Oce of OSHA, U.S. Department of iob health and safety protection for workers employed by

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

Safety on the job is everybody's responsibility! Each employer shall provide a place of employment which

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

for all employees of the state and its political sub-divisions.

The Wyoming Department of Workforce Services, OSHA

health and safety standards as authorized by the Act.

likely to cause death or serious physical harm.

Employer Reporting Requirements

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 the Compliance Officer before or during the

such inspection. Where there is no authorized employee representative, the authorized Compliance Officer shall consult with a reasonable number of employees concerning matters of safety and health.

Complaint

Employers

and conduct.

If upon inspection Wyoming OSHA Division determines that an employer has violated the Act, a citation and notication 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.

conspicuous place at or near the site of the violation until the violation is corrected, or for three working days, whichever period is longer. **Voluntary Action**

The notice of violation must be prominently posted in a

Consultative Services is responsible for providing free technical assistance to all employers, 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 not limited to courtesy visits (without assessment of penalties), health and

Employees or their representatives have the right to file 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 filing safety and health

complaints or otherwise exercising their rights under the Act.

Note: Discrimination cases do not have a set number of days

safety training and consultative services.

to issue a citation for protected activity.

retaliated against. hazardous substances in your workplace. Request an OSHA inspection of your workplace if you

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

• Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness

• Provide employees a workplace free from recognized related injury or illness. Comply with all applicable OSHA standards. vocabulary they can understand.

Workers Rights

this coverage level, as well. In the event of a work-related injury: 1. Notify your employer how and when you were injured within 72 hours of the incident.

Wyoming Workers' Compensation

Cheyenne, WY 82002

discrimination by Federal contractors based on race, color, religion,

aspects of employment. Asking About, Disclosing, or Discussing Pay

Executive Order 11246, as amended, protects applicants and

classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise

If you are deaf, hard of hearing, or have a speech disability, please

Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Rights Act

the primary objective of the financial assistance is provision of

general business and industry throughout the state as well as the alleged discrimination. Any willful violation resulting in the death of an employee,

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

All Workers have the right to... A safe workplace. are free from recognized hazards that are causing or that are • Raise a safety or health concern with your employer or

> believe there are unsafe or unhealthy conditions. OSHA will keep your name condential. You have the right to have a

physical inspection of any workplace for the purpose of aiding

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-Provide required training to all workers in a language and

abated.

Occupational Safety and Health Administration (OSHA), the State of Wyoming is providing job safety and health protection 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 Oce of OSHA, U.S. Department of Labor, Occupational Safety and Health Administration, 1999 Broadway #1690, Denver, CO 80202-5716, Phone: (303) 844-1600.

Attention Employees YOUR RIGHTS ARE PROTECTED!

Your employer may have qualied with the Workers' Compensation Division for the coverage of injuries arising out of and in the course of employment. While at work in or about the premises occupied, used or controlled by the employer. This coverage

2. Submit a written report of your injury to Wyoming Workers' Compensation within 10 days of the incident. You must complete

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

against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated

1-800-397-6251 (toll-free)

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL

national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if

disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

State Health and Safety Protection

upon conviction of an employer, is punishable by fines, by

· See any OSHA citations issued to your employer.

Note: Additional information may be obtained from... Wyoming OSHA Cheyenne, Wyoming 82002 (307) 777-7786 | dws.wyo.gov

THIS NOTICE SHALL BE CONSPICUOUSLY POSTED

IN EACH PLACE OF EMPLOYMENT IN THE STATE OF

The State of Wyoming requires labor law to be displayed in a conspicuous location accessible to all employees.

imprisonment for not more than six (6) months, or both.

Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye

Employers must...

 Prominently display this poster in the workplace. Post OSHA citations at or near the place of the alleged

WYOMING AS REQUIRED BY THE RULES OF PRACTICE AND PROCEDURE.

Workers' Rights

is required for extra hazardous industries and occupations. Employers in non-extra hazardous industries may opt for

PO Box 20207

dws.wyo.gov. MAKING UNAUTHORIZED COPIES IS AGAINST THE LAW AND MAY SUBJECT YOU TO CIVIL AND CRIMINAL LIABILIT

protected under Federal law from discrimination on the following

employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the

all levels of employment, including the executive level. **Protected Veteran Status** The Vietnam Era Veterans' Readjustment Assistance Act of 1974,

Forces service medal veterans Retaliation

nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately: The Office of Federal Contract Compliance Programs (OFCCP)

Attention Employees and Applicants

Labor, at the Address listed below this notice within 30 days of

OSHA, or report a work-related injury or illness, without being Receive information and training on job hazards, including all

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

Under a place approved by the U.S. Department of Labor,

Workers' Compensation Act

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 Center, for information on how or where to obtain an injury report form. This form can also be found on our

The filing 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

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