

WYOMING

LABOR LAWS



Equal Employment Opportunity is THE LAW

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

BACK DISCRIMINATION AND NATIONAL ORIGIN

SEX DISCRIMINATION

AGE DISCRIMINATION

RELIGIOUS DISCRIMINATION

REPRODUCTION RIGHTS

GENETIC INFORMATION DISCRIMINATION

WOMEN'S RIGHTS

EMPLOYMENT TRAINING FEDERAL FINANCIAL ASSISTANCE

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.
- 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 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 in the workplace, and the workplace injury and illness log.

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 incident resulting in 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 workplace.
- 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.

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

LEAVE ENTITLEMENTS

- Eligible employees are entitled to a maximum amount of leave up to 12 weeks of paid leave per year for a covered employer.
- Employees are not entitled to leave for the following reasons:
 - To take care of family members who are not covered by the law.
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ELIGIBILITY REQUIREMENTS

- Employees must have worked for a covered employer for at least 12 months.
- Employees must have worked for a covered employer for at least 1,250 hours during the 12-month period.

REQUESTING LEAVE

- Employees must give their employer advance notice of their intent to take leave.
- Employees must provide medical certification from a health care provider.

EMPLOYER RESPONSIBILITIES

- Employers must maintain the employee's position or an equivalent position.
- Employers must restore the employee to the same or an equivalent position upon the end of the leave.

ENFORCEMENT

- Employees may file a complaint with the Department of Labor Wage and Hour Division.
- The DOL may investigate and bring a civil action to enforce the law.

1-866-4USWAGE
www.dol.gov/whd

YOUR RIGHTS UNDER USERRA AND REEMPLOYMENT RIGHTS ACT

USERRA and the Reemployment Rights Act protect the rights of employees and employers in connection with military or naval service.

USERRA

- Employees who are called to active military service are entitled to reemployment upon completion of service.
- Employers must restore the employee to the same or an equivalent position.

REEMPLOYMENT RIGHTS ACT

- Employees who are called to active military service are entitled to reemployment upon completion of service.
- Employers must restore the employee to the same or an equivalent position.

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

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

1-800-321-OSHA (6742) • TTY 1-877-889-9627 • www.osha.gov

EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

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 to take a lie detector test.

EXCEPTIONS

- Private employers are permitted to use lie detector tests in the following circumstances:
 - When the test is used to determine the truthfulness of an employee's statement.
 - When the test is used to determine the truthfulness of an employee's statement.

EMPLOYER RESPONSIBILITIES

- Employers must provide written notice to employees of their rights under the Act.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHEN EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

ComplianceSigns.com NOTICE TO EMPLOYERS:

HEALTH AND SAFETY PROTECTION ON THE JOB

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

The Wyoming Department of Workforce Services (WFS) is committed to providing a safe and healthy workplace for all workers.

Violations

- Employers who violate the Health and Safety Act are subject to penalties.

Employer Reporting Requirements

- Employers must report any workplace injury or illness to the WFS.

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WYOMING WORKERS' COMPENSATION ACT

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

In the event of a work-related injury

- Notify your employer how and when you were injured within 72 hours of the incident.
- Submit a written report of your injury to Wyoming Workers' Compensation within 10 days of the incident.
- Submit the form to a local Workers' Compensation office or representative, or mail it to:
Wyoming Workers' Compensation
PO Box 20207 Cheyenne, WY 82002

The filing of an injury report is not a claim for lost wages or any other Workers' Compensation benefit.

ATTENTION EMPLOYEES AND APPLICANTS

This information must be posted at all times and available for your review. If you have any questions about these postings, please call the Wyoming Department of Workforce Services at (307) 777-8650 or 877-WORK-WYO.

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.

WYOMING STATE MINIMUM WAGE

\$5.15

Per Hour

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

WYOMING UNEMPLOYMENT INSURANCE

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

You are insured under the law

Department of Workforce Services
Unemployment Insurance Division
PO Box 2760
Casper, WY 82602

Wyoming Claims Center
In-State (307) 473-3789; Out-of-State (866) 729-7799

Internet Claims
wyomingworkforce.org

Unemployment Insurance Information
wyomingworkforce.org

Wyoming@Work
(find a job in Wyoming)
wyomingatwork.com