THE FAIR LABOR STANDARDS ACT **FEDERAL MINIMUM WAGE**

\$7.25 PER HOUR BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it. At least 1½ 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, nonmining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural

TIP CREDIT

FED

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 milk. OF LABOR

UNITED STATES OF AMERICA

FED

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

ENFORCEMENT The Department has authority to recover back

EMPLOYEE RIGHTS UNDER

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

LABOR

LAWS

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



THE FAMILY AND MEDICAL LEAVE ACT The United States Department of Labor Wage and Hour Division **LEAVE ENTITLEMENTS**

EMPLOYEE RIGHTS UNDER

Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period 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; For the employee's own qualifying serious health condition that makes the employee unable to For qualifying exigencies related to the foreign deployment of a military member who is the

employee's spouse, child, or parent. 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 a single 12-month period to care for the servicemember with a serious

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave intermittently or on a reduced schedule.

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 employees were not on leave.

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 Work at a location where the employer has at least 50 employees within 75 miles of the

*Special "hours of service" requirements apply to airline flight crew employees.

Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the 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 <mark>is not eligi</mark>ble, 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 leave.

Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an employer.

The FMLA does not affect any federal or state law prohibiting discrimination or supers<mark>ede a</mark>ny state or local law or collective bargaining agreement that provides greater family or medical leave rights.

OF LABOR UNITED STATES

OF AMERICA

KS

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

For additional information or to file a complaint:

U.S. Department of Labor • Wage and Hour Division • WH1420

REV. 04/2016

Department of Labor Workers Compensation Rights and Responsibilties

This notice must be posted and maintained by the employer in one or more conspicuous places. Your employer is subject to the Kansas Workers Compensation Law which provides compensation

for job-related injuries. This notice applies to dates of accidents on or after April 25, 2013.

Este aviso aplica a las fechas de los accidentes a partir de Abril 25, 2013.

WHAT TO DO IF AN INJURY OCCURS ON THE JOB

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: (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 the employer against whom benefits are being sought, **10 calendar days** after the employee's last day of actual work for the 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 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. Where notice is provided in writing, notice must be sent to a supervisor or manager at the employee's principal location

The notice, whether provided orally or in writing, shall include the time, date, place, person injured and particulars of such injury. 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.

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 is required to furnish all necessary medical treatment and has the right to designate the treating

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.

QUE HACER SI UNA LESIÓN OCURRE EN EL TRABAJO NOTIFIQUE A SU EMPLEADOR INMEDIATAMENTE. De acuerdo con el artículo de ley K.S.A. 44-520, un reclamo puede ser negado si el empleado no notifica a su empleador dentro de antes de las siguientes fechas: (A) **20 días** a partir de la fecha del accidente o la fecha de la lesión debido a trauma por movimientos repetitivos; (B) si el empleado está trabajando con el empleador en contra del cual se están buscando beneficios y dicho empleado busca tratamiento médico por cualquier lesión por accidente o trauma repetitiva, **20 días** a partir de la fecha que dicho tratamiento médico ha sido obtenido; o (C) si el empleado ya no trabaja para el empleador en contra del cual se están buscando

beneficios, **10 días** después del último día de trabajo para dicho empleador. El aviso puede darse oralmente o por escrito. Donde el aviso se da oralmente, si el empleador ha designado un individuo o departamento a quien el aviso se debe dar y tal designación ha sido comunicada por escrito al empleado, aviso a cualquier otro individuo o departamento deberá ser insuficiente bajo esta sección. Si el empleador no ha designado a un individuo o departamento a quien se debe dar el aviso, el aviso puede darse a un supervisor o gerente Donde el aviso se hace por escrito, el aviso debe ser enviado a un supervisor o gerente de la oficina principal de

El aviso, sea que se haga oralmente o por escrito, debe incluir la hora, fecha, lugar, persona lesionada y detalles de tal lesión. Debe ser visible a partir del contenido del aviso, que el empleado está reclamando beneficios bajo la ley de compensación del trabajador o que ha sufrido una lesión relacionada con el trabajo.

BENEFICIOS. Los beneficios son pagados por la compañía aseguradora del empleador o programa de seguro propio. Los beneficios incluyen tratamiento médico, reemplazo de sueldo parcial por tiempo perdido y beneficios adicionales si la lesión resulta en incapacidad permanente. El empleador debe proporcionar todo el tratamiento médico necesario y tiene el derecho de designar el doctor para dicho tratamiento. Si el empleado busca tratamiento con un doctor que no ha sido autorizado por el empleador, el empleador o su compañía aseguradora serán responsables de pagar solamente los primeros \$500.00 dólares para tratamiento médico no autorizado.

WHERE TO GET HELP WITH YOUR CLAIM (DÓNDE CONSEGUIR AYUDA CON SU RECLAMO):

EMPLOYER'S INSURANCE CARRIER (COMPAÑÍA ASEGURADORA DEL EMPLEADOR) TELEPHONE (TELÉFONO DE LA ASEGURADORA) Address (Dirección de la Aseguradora) For questions about Workers Compensation Law, contact (Para preguntas acerca de la Ley de Compensación del

Trabajador):

KANSAS DEPARTMENT OF LABOR **DIVISION OF WORKERS COMPENSATION/OMBUDSMAN** 401 SW TOPEKA BLVD., SUITE 2, TOPEKA, KS 66603-3105 Website: https://www.dol.ks.gov/wc

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

FED **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.

in economic loss to the employer.

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. 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

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

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

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

UNITED STATES DEPARTMENT

violators. Employees or job applicants may also bring their own court actions.

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

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

and employees of Federal contractors from discrimination

based on inquiring about, disclosing, or discussing their

compensation or the compensation of other applicants or

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.

is an applicant or employee, barring undue hardship

of employment, including the executive level.

Protected Veteran Status

Retaliation

Programs (OFCCP)

U.S. Department of Labor

Washington, D.C. 20210

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

200 Constitution Avenue, N.W.

to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in

Disability discrimination includes not making reasonable

of an otherwise qualified individual with a disability who

accommodation to the known physical or mental limitations

employment qualified individuals with disabilities at all levels

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

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

proceeding, or otherwise opposes discrimination by Federal

recruit, employ, and advance in employment, disabled

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

Any person who believes a contractor has violated its

OFCCP's authorities should contact immediately

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

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.

Race, Color, National Origin, Sex

The Office of Federal Contract Compliance

nondiscrimination or affirmative action obligations under

disability, please dial 7-1-1 to access telecommunications

PROGRAMS OR ACTIVITIES RECEIVING

FEDERAL FINANCIAL ASSISTANCE

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,

contractors under these Federal laws

opportunity in all aspects of employment.

Asking About, Disclosing, or Discussing Pay



REV. 07/2016

FED U.S. Equal Employment Opportunity Commission **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.

Race, Color, Religion, Sex, Sexual Orientation, Gender Employees (current and former), including managers **Identity, National Origin** Executive Order 11246, as amended, prohibits employment and temporary employees

Union members and applicants for membership in a

What Organizations are Covered? Most private employers State and local governments (as employers)

Educational institutions (as employers)

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

Color Religion

National origin

Sex (including pregnancy and related conditions, sexual orientation, or gender identity) Age (40 and older)

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

What Employment Practices can be Challenged as

lawsuit, investigation, or proceeding.

All aspects of employment, including: Discharge, firing, or lay-off

Harassment (including unwelcome verbal or physical

Hiring or promotion Assianment Pay (unequal wages or compensation) Failure to provide reasonable accommodation

observance or practice

Benefits Job training Classification

for a disability or a sincerely-held religious belief,

Obtaining or disclosing genetic information of Requesting or disclosing medical information of

Conduct that might reasonably discourage someone

from opposing discrimination, filing a charge, or participating in an investigation or proceeding. 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

Submit an inquiry through the EEOC's public portal:

https://publicportal.eeoc.gov/Portal/Login.aspx 1-800-669-4000 (toll free) 1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone) 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.

following bases:

KS

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 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

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.

REV. 10/20/2022

Notice to Workers About Unemployment Insurance 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. If you are unable to apply online, you can apply for benefits by calling the Kansas Unemployment Contact Center.

Department of Labor

Kansas Unemployment Contact Center Kansas City Area (913) 596-3500 Topeka Area (785) 575-1460

Toll free outside these areas (800) 292-6333 Speech and/or hearing disabled Kansans can access the Kansas

Claims specialists are available Monday through Friday from 8 a.m. until 4 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

Aviso Para el Trabajador Sobre **EL SEGURO DE DESEMPLEO**

Nuestra organización participa en el programa del Seguro de Desempleo de Kansas .Si acaso llega ser desempleado puede aprender mas sobre los beneficios de desempleo y aplicar en www.GetKansasBenefits.gov. Si no puede aplicar por la Internet, usted puede aplicar por beneficios de desempleo al llamar al Centro de Contacto de

Centro de Contacto de Desempleo de Kansas Área de Kansas City (913) 596-3500 Área de Topeka (785) 575-1460

Si vive fuera de las áreas de llamadas (800) 292-6333

al Kansas Relay Center..... (800) 766-3777 Disponibilidad de Especialistas de Reclamo lunes - viernes 8 a.m. - 4 p.m. La oficina esta cerrada durante los días

Department of Labor

Notice of Hours (CHILD LABOR)

festivos reconocidos por el estado de Kansas. El programa de Seguro de Desempleo de Kansas es administrado por: KANSAS DEPARTMENT OF LABOR

401 SW TOPEKA BLVD. TOPEKA, KS 66603-3182

Para ayuda con el habla y el audio llame

EMPLOYMENT STANDARDS 401 SW TOPEKA BLVD. **TOPEKA, KS 66603-3182** (785) 296-5000

KS

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

be posted if you are covered under the **FURTHER, IT SHALL BE A VIOLATION OF LAW** Federal Child Labor Law. If you are unsure, to employ, permit or suffer to work any child it is suggested that you contact the U.S. under 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 16 years of age and

attending any secondary school.

ONLY when such minor is NOT enrolled in or

16 years of age are employed, 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. This poster is not required and should not

NOTICE OF HOURS (KSA 38-605) that every

conspicuous place near the principal entrance

employer shall keep this notice posted in a

in an establishment where children under

Department of Labor for information. You may contact the following federal office: WAGE AND HOUR DIVISION GATEWAY TOWER II **400 STATE AVE., SUITE 1010 Kansas City, KS 66101** (913) 551-5721

Toll Free (866) 487-9243

K-ESLR 100

REV. 05/2012

REV. 11/2021

FED

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 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 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**

reemployment;

If you: are obligated to serve in the are a past or present member of the uniformed uniformed service;

have applied for membership in the

uniformed service; or then an employer may not deny you: initial employment; promotion; or

retention in employment; because of this status.

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.

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.

- **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. any benefit of employment 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

U.S. Department of Labor • 1-866-487-2365 U.S. Department of Justice Office of Special Counsel Employer Support of the Guard and Reserve • 1-800-336-4590

REV. 05/2022

Kansas Law Provides

Equal opportunity in employment without regard to race, religion, color, sex, disability, national origin, ancestry, or age. Genetic testing and screening

Sex includes LGBTQ+, all derivatives of sex, and pregnancy. Age is 40 or more years.

If you have suffered discrimination in recruitment, hiring, placement, promotion, transfer, training, compensation, layoff, or termination contact... KANSAS HUMAN RIGHTS COMMISSION

AREA OFFICES:

DODGE CITY OFFICE:

MILITARY PLAZA OFFICES

SUITE 220

100 MILITARY PLAZA

DODGE CITY, KS 67801-4945 Voice (785) 296-3206 Voice (620) 371-5681 Fax (785) 296-0589 TTY (785) 296-0245 Fax (620) 371-5682 Toll-Free (888) 793-6874 E-mail khrc@ks.gov WICHITA OFFICE: 300 W. DOUGLAS **SUITE 220**

WICHITA, KS 67202

Voice (316) 337-6270

Fax (316) 337-7376

is also prohibited.



MAIN OFFICE TOPEKA:

900 S.W. JACKSON

SUITE 568-SOUTH

TOPEKA, KANSAS 66612-1258

All workers have the right to:

A safe workplace.

retaliated against.

- Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being
- Receive information and training on job hazards, including all hazardous substances in your workplace.

Reguest 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
- 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

participate) in an OSHA inspection and

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.

TWO ways to verify poster compliance!

QR CODE Scan with phone camera:

ONLINE

Go to: JJKeller.com/LLPverify

Enter this code: 69374-102022

This poster is available free from OSHA.

employer.

Job Safety and Health IT'S THE LAW!

Employers must:

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

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

of an eye. Provide required training to all workers in a

inpatient hospitalization, amputation, or loss

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.





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