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KANSAS & FEDERAL LABOR LAW POSTER

LaborLawCenter.com 1-800-745-9970 • Product ID: KS50 Compliance Code: KS-0225-F04 • Check Compliance By Scanning Here >



• Pay (unequal wages or compensation)

belief, observance or practice

Benefits

Referral

Job training

Classification

of employees

of employees

medical condition; or a sincerely-held religious

Obtaining or disclosing genetic information

Requesting or disclosing medical information

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

Who is Protected?

Unions

• 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 as Discriminatory? All aspects of employment, including: State and local governments (as employers) • Educational institutions (as employers)

• Discharge, firing, or lay-off Harassment (including unwelcome verbal Staffing agencies or physical conduct) Hiring or promotion What Types of Employment Discrimination are Assignment

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, childbirth, and related medical 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

charge, or participating in an investigation family medical history) or proceeding

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 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 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 gualified individuals with disabilities from discrimination in hiring, promotion, If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 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.

• Retaliation for filing a charge, reasonably opposing • Conduct that coerces, intimidates, threatens, or discrimination, or participating in a discrimination interferes with someone exercising their rights, or someone assisting or encouraging someone lawsuit, investigation, or proceeding Interference, coercion, or threats related else to exercise rights, regarding disability to exercising rights regarding disability discrimination (including accommodation) or pregnancy accommodation

discrimination or pregnancy accommodation What Employment Practices can be Challenged

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 Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related

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 Conduct that might reasonably discourage information about filing a someone from opposing discrimination, filing a charge of discrimination, is available at www.eeoc.gov.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

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 based on race, color, religion, sex, sexual 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)

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.



NO SMOKING NOTICE

NO SMOKING Smoking prohibited by state law. www.KSsmokefree.org 1-877-416-8547

FAIR HOUSING ACT

WANTED: FAIR HOUSING

Without regard to race, religion, color, sex, race by association, national origin, ancestry, familial status, disabilities, retaliation in the areas of sales, rentals, financing and other terms and conditions.

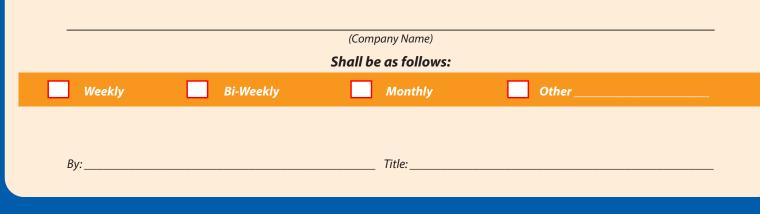
KANSAS HUMAN RIGHTS COMMISSION AREA OFFICES

MAIN OFFICE TOPEKA: 900 S.W. Jackson, Suite 568-South Topeka, KS 66612 Voice (785) 296-3206 Fax (785) 296-0589 TTY (785) 296-0245 Toll-Free (888) 793-6874

WICHITA OFFICE: **DODGE CITY OFFICE:** Military Plaza Office, Suite 220 300 W. Douglas, Suite 220 100 Military Plaza Wichita, KS 67202 Dodge City, KS 67801 Voice (316) 337-6270 (620) 225-4804 Fax (620) 225-4986 Fax (316) 337-7376

PAYDAY NOTICE

Regular Paydays for Employees of



WITHHOLDING STATUS

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, dividends, capital gains, etc.)? • Your family wage income (you or your spouse started or ended a

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 web site.

Employer: Please post 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.

(Rev. 8-2009)

FMLA - FAMILY AND MEDICAL LEAVE ACT

Your Employee Rights Under the Family and Medical Leave Act

Vhat is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that 🚽 You do not have to share a medical diagnosis but must provide enough informatior provides eligible employees with job-protected leave for qualifying family and to your employer so they can determine whether the leave qualifies for FMLA nedical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) protection. You must also inform your employer if FMLA leave was previously enforces the FMLA for most employees taken or approved for the same reason when requesting additional leave.

ligible 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 servicemembe

An eligible employee who is the spouse, child, parent or next of kin of a covered of the U.S. Office of Personnel Management or Congress. ervicemember with a serious injury or illness may take up to 26 workweeks of FMLA eave in a single 12-month period to care for the servicemember.

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 #28M(c) for more information

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 for which you need FMLA leave.

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 <u>one</u> 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. the FMLA have been violated,

Most federal employees are covered by Title II of the FMLA, administered by the you may file a complaint with Office of Personnel Management.

ow do I request FMLA leave? Generally, to request FMLA leave you <u>must</u> Follow your employer's normal policies for requesting leave, Give notice at least 30 days before your need for FMLA leave, or

f advance notice is not possible, give notice as soon as possible

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 certain congressional employees are also covered by the law but are subject to the jurisdiction

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 vour leave.

Your **employer** <u>cannot</u> 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 gualify 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 SCAN ME If you believe your rights under WHD or file a private lawsuit against vour employer in court. Scan the OR code to learn about our WHD WAGE AND HOUR DIVISION complaint process. UNITED STATES DEPARTMENT OF LABOR WH1420 REV 04/23

EMPLOYEE POLYGRAPH PROTECTION ACT

EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT

of employment

nployee or job applicant to take a lie detector test, and from discharging, disciplining, test or for exercising other rights under the Act.

XEMPTIONS Federal, State and local governments are not affected by the law. Also, the own court actions. w does not apply to tests given by the Federal Government to certain private ndividuals 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 restriction 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 ho are reasonably suspected of involvement in a workplace incident (theft embezzlement, etc.) that resulted in economic loss to the employer. The law does not eempt any provision of any State or local law or any collective bargaining agreement hich is more restrictive with respect to lie detector tests.

The Employee Polygraph Protection Act prohibits most private employers from EXAMINEE RIGHTS Where polygraph tests are permitted, they are subject to numerous using lie detector tests either for pre-employment screening or during the course 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 ONS Employers are generally prohibited from requiring or requesting any to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons

r discriminating against an employee or prospective employee for refusing to take a **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

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



CHILD LABOR LAWS

CHILD LABOR LAWS NOTICE Kansas Hour Restrictions

This poster is only required to be displayed if you employ youth under 18 years of age and are NOT covered under the federal Fair Labor Standards Act (FLSA). Employers not covered by the FLSA are required to follow Kansas child labor laws. If you have a question as to which law (federal or state) applies, contact the Federal Wage and Hour office. Most employers are covered by the FLSA and follow federal child labor laws. There are no hour restrictions for minors ages 16 and 17. Hour Restrictions for minors ages 14 and 15: **Maximum Hours** May not work after May not work before 8 hours per day 7 a.m. 10 p.m. (except on nights that do not precede a school day) 40 hours per week No child under 18 can be employed in any occupation declared hazardous by the U.S. Secretary of Labor. Limited exemptions apply. For more info, visit dol.gov/agencies/whd/child-labor **Hazardous Occupations** FEDERAL STATE For information on federal laws and guidelines, contact: For information or answers regarding Kansas state law, contact: **U.S. Department of Labor Office** Kansas Department of Labor Wage and Hour Division Employment Standards (785) 296-5000, opt. 5 Gateway Tower II (913) 551-5721 401 SW Topeka Blvd. Toll Free (866) 487-9243 400 State Ave., Suite 1010 <u>dol.ks.gov</u> Topeka, KS 66603-3182 Kansas City, KS 66101 dol.gov/agencies/whd/flsa Kansas

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.

(Revised 6/27/2023)

WORKERS' COMPENSATION

This notice must be posted and maintained by the employer in one or more conspicuous places. Workers Compensation Rights and Responsibilities

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 July 1, 2024.

Este aviso aplica a las fechas de los accidentes a partir de Julio 1, 2024.

WHAT TO DO IF AN INJURY OCCURS ON THE JOB

QUE HACER SI UNA LESIÓN OCURRE EN EL TRABAJO **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) 30 calendar days from the date of accident or the date of injury by repetitive trauma; (B) if the employee no longer works for the employer against whom benefits are being sought, 20 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 of employment.

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 workrelated 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 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 \$800.00 dollars for the unauthorized medical treatment.

NOTIFIQUE A SU EMPLEADOR INMEDIATAMENTE. De acuerdo con el rtículo de ley K.S.A. 44-520, un reclamo puede ser negado si el empleado o notifica a su empleador dentro del antes de las siguientes fechas: (A) 30 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 l empleador en contra del cu si el empleado ya no trabaja para el empleador en contra del cual se están buscando beneficios, 20 días después del último día de trabajo para dicho empleador.

El aviso puede darse oralmente o por escrito. Donde el aviso se da ralmente, si el empleador ha designado un individuo o departamento a uien el aviso se debe dar y tal designación ha sido comunicada por escrito 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 upervisor o gerente de la oficina principal de empleo del trabajador.

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

BENEFICIOS. Los beneficios son pagados por la compañía aseguradora del empleador o programa de seguro propio. Los beneficios incluyen ratamiento médico, reemplazo de sueldo parcial por tiempo perdido y eneficios adicionales si la lesión resulta en incapacidad permanente. El mpleador debe proporcionar todo el tratamiento médico necesario y tiene el lerecho de designar el doctor para dicho tratamiento. Si el empleado busca ratamiento con un doctor que no ha sido autorizado por el empleador, el empleador o su compañía aseguradora serán responsables de pagar solamente los primeros \$800.00 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 Workers Compensation Division/Ombudsman 401 SW Topeka Blvd., Suite 2, Topeka, KS 66603-3105

Website: dol.ks.gov/workers-compensation/overview 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.

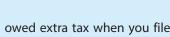


KANSAS DEPARTMENT OF LABOR | 401 SW TOPEKA BLVD TOPEKA, KS 66603 | www.dol.ks.gov

K-WC 40-A (10-24)

Your itemized deductions? • Your tax credits? If you can answer "YES"...

iob)?



To any of these questions 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-



UNEMPLOYMENT INSURANCE

Unemployment Insurance Notice for Workers

El Seguro de Desempleo Aviso Para el Trabajador

Unemployment Insurance (UI) is a program that provides temporary financial assistance to workers who have lost their jobs through no fault of their own. Funding for UI Benefits comes from taxes paid by employers.

El Seguro de Desempleo es un programa que proporciona asistencia financiera temporal a los trabajadores que han perdido sus empleos por causas ajenas a su voluntad. Los fondos para los beneficios del seguro de desempleo provienen de los impuestos pagados por los empleadores

Qualifications

You must be **able to work**, **available for work** and seeking suitable employment to be eligible for Unemployment Insurance benefits. You must also have

UI benefits are intended to replace some of the income you lost to assist with basic needs until you find new work. You must also comply with weekly job search requirements, and participate in reemployment service activities to receive benefits.

adequate work history and meet wage requirements.

Filing a Claim

Create an account at <u>KansasUI.gov</u> to file a claim. Submit a weekly certification for each week you're not working full time. Log in to your account to check your eligibility status. For assistance, call the contact center.

Apply at KansasUI.gov

KDOL Contact Center 785-575-1460 Toll Free: 800-292-6333 Monday - Wednesday & Friday: 8 a.m. - 4 p.m. Thursday: 8 a.m. - 3:15 p.m. Closed state holidays



Kansas Department of Labor | 401 SW Topeka Blvd, Topeka, KS 66603 | dol.ks.gov K-CNS 405-A (12-24)

HUMAN TRAFFICKING

Are you or someone you know being sold for sex or forced to work for little or no pay and cannot leave? There is a way out. Here's how:

EQUAL OPPORTUNITY IN PUBLIC ACCOMMODATIONS

KANSAS LAW PROVIDES EQUAL OPPORTUNITY IN PUBLIC ACCOMMODATIONS

KANSAS DEPARTMENT OF LABOR | 401 SW TOPEKA BLVD TOPEKA, KS 66603 | www.dol.ks.gov

Without regard to:		
RACE, RELIGION, COLOR, SEX, DISABILITY, NATIONAL ORIGIN, OR ANCESTRY		
I 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" report discrimination to: **KANSAS HUMAN RIGHTS COMMISSION AREA OFFICES:**

K-ESLR 100 (10-24)

MAIN OFFICE TOPEKA: 900 S.W. Jackson Suite 568 South Topeka, Kansas 66612 Voice (785) 296-3206 Fax (785) 296-0589 TTY (785) 296-0245 Toll-Free (888) 793-6874 Voice (620) 225-4804 Fax (620) 225-4986

DODGE CITY OFFICE: Military Plaza Offices Suite 220 100 Military Plaza, Dodge City, Kansas 67801

WICHITA OFFICE: 300 W. Douglas Suite 220 Wichita, Kansas 67202 Voice (316) 337-6270 Fax (316) 337-7376

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

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 employe
- 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 han honorable conditions

f 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 iob.

IGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

f you: • are a past or present member of the uniformed service; • have applied for embership 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. n addition, an employer may not retaliate against anyone assisting in the enforcement of JSERRA 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 o 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.

VFORCEMENT

The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violation • 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

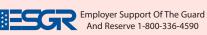
applicable, for representation • You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

Publication Date — May 2022

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.



U.S. Department of Justice Office of Special Counsel



DISCRIMINATION

actividades de servicio de reempleo para recibir beneficios. Presentación de una

> Crear una cuenta en <u>KansasUI.gov</u> para presentar su semana que no trabaje tiempo completo. Inicie sesión en su cuenta para verificar su estado de elegibilidad. Para

> > Aplicar en KansasUI.gov

KDOL Centro de Contacto

785-575-1460

Número gratuito: 800-292-6333

lunes - miércoles & viernes: 8 a.m. - 4 p.m.

jueves: 8 a.m. - 3:15 p.m.

Días festivos estatales cerrados

cumplir con los requisitos salariales.

reclamación reclamo. Envie una certificación semanal por cada

Debe ser capaz de trabajar, estar disponible para

También debe tener un historial laboral adecuado y

Los beneficios del UI están destinados a reemplazar

algunos de los ingresos que perdió y retenerlo hasta que

encuentre un nuevo trabajo. También debe cumplir con los

requisitos de búsqueda de empleo semanal y participar en

elegible para los beneficios del Seguro de Desempleo.

trabajar y buscar un empleo adecuado para ser

obtener ayuda, llame al centro de contacto.

Calificaciones

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.

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

KANSAS HUMAN RIGHTS COMMISSION AREA OFFICES:

MAIN OFFICE TOPEKA:	DODGE CITY OFFICE:	WICHITA OFFICE:	
900 S.W. JACKSON	MILITARY PLAZA OFFICES	300 W. DOUGLAS	
SUITE 568-SOUTH	SUITE 220	SUITE 220	
TOPEKA, KANSAS 66612-1258	100 MILITARY PLAZA	WICHITA, KS 67202	
Voice (785) 296-3206	DODGE CITY, KS 67801-4945	Voice (316) 337-6270	
Fax (785) 296-0589	Voice (620) 371-5681	Fax (316) 337-7376	
TTY (785) 296-0245	Fax (620) 371-5682		
Toll-Free (888) 793-6874			
E-mail khrc@ks.gov			

ANTI-DISCRIMINATION NOTICE

It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination. For information, please contact The Office of Special Counsel for Immigration Related Unfair Employment Practices Office at 800-255-7688.

FEDERAL MINIMUM WAGE

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 where employees penalties may also be assessed for violations of the FLSA's child labor can readily see it.

OVERTIME PAY At least 1 ¹/₂ times your regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR 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.

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.

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

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.

WAGE AND HOUR DIVISION

1-866-487-9243

www.dol.gov/agencies/whd

UNITED STATES DEPARTMENT OF LABOR

REV 04/23

Contact the National Human Trafficking Resource Center Call 1-888-373-7888 toll free and confidential or text HELP or INFO to Befree (233733)

The Hotline and Text line can be used to:

Get help, report a tip, connect with anti-trafficking services in your area, and to request training and technical assistance, general information or specific anti-trafficking resources.

The National Human Trafficking Resource Center is a national, toll-free hotline available to answer calls and texts from anywhere in the country, in English, Spanish, and more than 200 additional languages through an interpreter, 24 hours a day, 7 days a week, every day of the

Human trafficking situations can be dangerous to you and to victims if you attempt to intervene. If you suspect human trafficking, call the Hotline or 1-800-KS-CRIME. If it is an emergency situation, call 911.

Comuníquese con el Centro Nacional de Recursos contra la Trata de Personas Llame al 1-888-373-7888. Es gratis y confidencial. O envíe un mensaje de texto con la palabra "AYUDA" o "INFO" al número BeFree (233733)

Puede usar la línea directa y la línea de mensaje de texto para:

obtener ayuda, informar de una pista, comunicarse con los servicios contra la trata de su zona y pedir capacitación y asistencia técnica, información general o recursos específicos contra la trata.

El Centro Nacional de Recursos contra la Trata de Personas es una línea directa nacional gratis disponible para responder llamadas y mensajes de texto desde cualquier lugar del país, en inglés, español y más de 200 idiomas adicionales a través de un intérprete, las 24 horas del día, los 7 días de la semana, todos los días del año.

Las situaciones de trata de personas pueden ser peligrosas tanto para usted como para las víctimas si intenta intervenir. Si sospecha de un caso de trata de personas, llame a la línea directa o al 1-800-KS-CRIME. Si es una situación de emergencia, llame al 911.

> Provided by Kansas Attorney General Derek Schmidt 1-800-828-97 45 (8 a.m. - 5 p.m. Central Time) Proporcionado por Fiscal general de Kansas, Derek Schmidt 1-800-828-9745 (de 8:00 a.m. a 5:00 p .m., hora central)

STOP HUMAN TRAFFICKING IN KANSAS



Know the Signs

Rev. 12/2021

Are you being forced to work against your will? Are you threatened or tricked by your boss? Are you required to live with your employer?

Report Suspicious Activities

• Minor accompanied by an unrelated older adult who exerts excessive control or seems overly possessive.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT



Job Safety and Health IT'S THE LAW!

All workers have the right to:

A safe workplace.

Contact the National Human

Trafficking Hotline to:

✓ Find services.

✓ Report a tip.

✓ Learn about

If you or someone you know is in immediate danger, call 911.

your options.

✓ Get help.

- 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 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 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.

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 inpatient 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 OSHAsupported consultation programs in every state.



Lack of personal freedom.

Kansas

• Tattoos or branding suggesting ownership. • Signs of fear, submissiveness or paranoia around authority. • Required to earn a certain amount of money per day.

Your actions can make a difference in someone's life.

KANSAS DEPARTMENT OF LABOR | 401 SW TOPEKA BLVD TOPEKA, KS 66603 | www.dol.ks.gov KESD-P 541 (10-24)

