FED

#### **UNDER THE FAIR LABOR STANDARDS ACT** of minimum wage, overtime, and other violations. The FEDERAL MINIMUM WAGE Department may litigate and/or recommend criminal

**EMPLOYEE RIGHTS** 

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

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

any proceeding under the FLSA.

**ADDITIONAL INFORMATION** 

Puerto Rico.

doubled when the violations are determined to be willful

discharging workers who file a complaint or participate in

or repeated. The law also prohibits retaliating against or

Certain occupations and establishments

and/or overtime pay provisions. Certain narrow

Special provisions apply to workers in American

protections; employers must comply with both.

exemptions also apply to the pump at work

Samoa, the Commonwealth of the Northern

Mariana Islands, and the Commonwealth of

Some state laws provide greater employee

Some employers incorrectly classify workers

are actually employees under the FLSA. It is

important to know the difference between

the two because employees (unless exempt)

Certain full-time students, student learners,

be paid less than the minimum wage under

apprentices, and workers with disabilities may

special certificates issued by the Department of

are entitled to the FLSA's minimum wage and

overtime pay protections and correctly classified

as "independent contractors" when they

independent contractors are not.

are exempt from the minimum wage,

Civil money penalties may also be assessed for violations

#### **BEGINNING JULY 24, 2009** The law requires employers to display this poster where employees can readily see it.

\$7.25 PER HOUR

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, 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 PUMP AT WORK The FLSA requires employers to provide reasonable

break time for a nursing employee to express breast milk for her nursing child for one year after the child's birth each time the employee needs to express breast milk. 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

**UNITED STATES** OF AMERICA

FED





**WAGE AND HOUR DIVISION** UNITED STATES DEPARTMENT



Labor.



## REV. 04/2023

LABOR

LAWS

### YOUR EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

#### The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees.

To care for your spouse, child or parent with a serious mental or physical health condition, and

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,

Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember. 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 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 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.

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

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 Personnel Management.

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

If advance notice is not possible, give notice as soon as possible. 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

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective pargaining 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 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,

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 for requesting FMLA leave or cooperating with a WHD investigation. 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

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.

lf 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.

> **UNITED STATES OF AMERICA** WAGE AND HOUR DIVISION

DEPARTMENT OF LABOR

UNITED STATES DEPARTMENT OF LABOR



## REV. 04/2023

#### KS Department of Labor

**Workers Compensation Rights and Responsibilities** 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 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 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

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 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. 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 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 el 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 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 \$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

KS

K-ESLR 100

### Department of Labor **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

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: May not work before 7 a.m.

May not work after 10 p.m. (except on nights that do not precede a school day) Maximum Hours 8 hours per day

40 hours per week Hazardous Occupations declared hazardous by the U.S. Secretary of Labor.

No child under 18 can be employed in any occupation

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Limited exemptions apply. For more info, visit dol.gov/agencies/whd/child-labor

For information on federal laws and guidelines, contact: U.S. DEPARTMENT OF LABOR 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 DOL.GOV/AGENCIES/WHD/FLSA

For information or answers regarding Kansas state law, KANSAS DEPARTMENT OF LABOR EMPLOYMENT STANDARDS

401 SW TOPEKA BLVD. TOPEKA, KS 66603-3182 (785) 296-5000, OPT. 5 Kansas Department of Labor | 401 SW Topeka Blvd, Topeka, KS 66603 | <u>www.dol.ks.gov</u> FED **EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT** 

pre-employment screening or during the course of employment

involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer

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

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 quard), and of pharmaceutical manufacturers, distributors The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of

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.

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN

**DFPARTMENT** OF LABOR UNITED STATES

OF AMERICA

FED

**WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT** 

1-866-487-9243 www.dol.gov/agencies/whd

with the Federal Government. If you are applying for a job

or subcontract, you are protected under Federal law from

Race, Color, Religion, Sex, Sexual Orientation, Gender

Executive Order 11246, as amended, prohibits employment

discrimination by Federal contractors based on race, color.

origin, and requires affirmative action to ensure equality of

religion, sex, sexual orientation, gender identity, or national

Executive Order 11246, as amended, protects applicants and

Section 503 of the Rehabilitation Act of 1973, as amended,

discrimination in hiring, promotion, 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 individua

with a disability who is an applicant or employee, barring undue

hardship to the employer. Section 503 also requires that Federal

employment qualified individuals with disabilities at all levels of

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

Retaliation is prohibited against a person who files a complaint

otherwise opposes discrimination by Federal contractors under

contractors take affirmative action to employ and advance in

The Vietnam Fra Veterans' Readjustment Assistance Act of

1974, as amended, 38 U.S.C. 4212, prohibits employment

from active duty), active duty wartime or campaign badge

of discrimination, participates in an OFCCP proceeding, or

Any person who believes a contractor has violated its

OFCCP's authorities should contact immediately

nondiscrimination or affirmative action obligations under

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

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,

https://www.dol.gov/agencies/ofccp/contact.

Race, Color, National Origin, Sex

**Individuals with Disabilities** 

please dial 7–1–1 to access telecommunications relay services.

OFCCP may also be contacted by submitting a question online

Department of Labor and on OFCCP's "Contact Us" webpage at

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, as

amended, prohibits discrimination on the basis of race, color

or national origin in programs or activities receiving Federal

Title VI if the primary objective of the financial assistance is

financial assistance. Employment discrimination is covered by

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

educational programs or activities which receive Federal financia

prohibits employment discrimination on the basis of sex in

Section 504 of the Rehabilitation Act of 1973, as amended,

in any program or activity which receives Federal financial

employment against persons with disabilities who, with or

assistance. Discrimination is prohibited in all aspects of

prohibits employment discrimination on the basis of disability

without reasonable accommodation, can perform the essential

If you believe you have been discriminated against in a program

of any institution which receives Federal financial assistance, you

REV. 06/27/2023

should immediately contact the Federal agency providing such

The Office of Federal Contract Compliance Programs (OFCCP)

veterans, or Armed Forces service medal veterans

employees of Federal contractors from discrimination based on

inquiring about, disclosing, or discussing their compensation or

discrimination on the following bases:

opportunity in all aspects of employment

Asking About, Disclosing, or Discussing Pay

the compensation of other applicants or employees.

protects qualified individuals with disabilities from

employment, including the executive level.

Protected Veteran Status

U.S. Department of Labor

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

Identity, National Origin

with, or are an employee of, a company with a Federal contract



### REV. 02/2022

### 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.

**EMPLOYERS HOLDING FEDERAL** Employees (current and former), including managers and CONTRACTS OR SUBCONTRACTS temporary employees The Department of Labor's Office of Federal Contract Compliance Job applicants Programs (OFCCP) enforces the nondiscrimination and Union members and applicants for membership in a affirmative action commitments of companies doing business

What Types of Employment Discrimination are Illegal? Inder the FFOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of

Color Religion National origin Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity)

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 lawsuit, investigation, or proceeding Interference, coercion, or threats related to exercising

Genetic information (including employer requests for,

rights regarding disability discrimination or pregnancy

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

Classification

Age (40 and older)

Disability

Educational institutions (as employers) Staffing agencies

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

Harassment (including unwelcome verbal or physical Hiring or promotion Assignment Pay (unequal wages or compensation)

disability; pregnancy, childbirth, or related medical condition; or a sincerely-held religious belief, observance or practice

Obtaining or disclosing genetic information of employees 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 Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights, or someone

rights, regarding disability discrimination (including modation) or pregnancy accommodation What can You Do if You Believe Discrimination has Occurred?

assisting or encouraging someone else to exercise

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: 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

info@eeoc.gov Additional information about the EEOC,

including information about filing a charge of

discrimination, is available at www.eeoc.gov.

**REEMPLOYMENT RIGHTS** 

**RIGHT TO BE FREE FROM** 

are a past or present

uniformed service;

membership in the

uniformed service; or

then an employer may not deny you:

have applied for

employment

because of this status.

KS

member of the

You have the right to be reemployed in your civilian job if you

you ensure that your employer receives advance

you have five years or less of cumulative service in

you return to work or apply for reemployment in a

you have not been separated from service with a

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

**DISCRIMINATION AND RETALIATION** 

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

are obligated to serve

in the uniformed

any benefit of

employment

the uniformed services while with that particular

leave that job to perform service in the uniformed service

written or verbal notice of your service

FED

www.eeoc.gov/field-office)



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.

**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

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** disqualifying discharge or under other than honorable

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. 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 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

**Unemployment Insurance Notice for Workers** 

## REV. 05/2022

## Department of Labor

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.

You must be able to work, available for work and Debe ser capaz de trabajar, estar disponible para seeking suitable employment to be eligible for trabajar y buscar un empleo adecuado para ser elegible Unemployment Insurance benefits. You must also have para los beneficios del Seguro de Desempleo. También adequate work history and meet wage requirements. debe tener un historial laboral adecuado y cumplir con 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. Create an account at KansasUl.gov 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

Apply at KansasUI.gov

**KDOL Contact Center** 

785-575-1460

Toll Free: 800-292-6333

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

Closed state holidays

K-CNS 405-A

**REV. 10/2024** 

status. For assistance, call the contact center.

los requisitos salariales. 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 actividades de servicio de reempleo para recibir beneficios.

Crear una cuenta en KansasUI.gov para presentar su

#### reclamo. Envie una certificación semanal por cada semana que no trabaje tiempo completo. Inicie sesión en su cuenta para verificar su estado de elegibilidad. Para obtener ayuda, llame al centro de contacto. Aplicar en KansasUI.gov

Presentación de una reclamación

**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

REV. 12/2024

To update your labor law posters, QR CODE Scan with phone camera: Go to: JJKeller.com/LLPverify Enter this code: 70634-072025

# STOP HUMAN TRAFFICKING IN KANSAS 1-888-373-7888

**CALL:** 1-888-373-7888

**TEXT:** "BeFree" to 233733

LIVE CHAT: <u>HumanTraffickingHotline.org</u>

**SCAN:** to visit the website

If you or someone you know is a victim of human trafficking, there is help.

## **Know the Signs**

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.
- Lack of personal freedom. Tattoos or branding suggesting ownership.
- Signs of fear, submissiveness or paranoia around authority.
- Required to earn a certain amount of money per day. **Contact the National Human Trafficking Hotline to:**
- Get help.
- Find services. Report a tip.
- Learn about your options.

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

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

# 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...

MAIN OFFICE TOPEKA: SUITE 568-SOUTH TOPEKA, KANSAS 66612-1258 Voice (785) 296-3206 Fax (785) 296-0589 TTY (785) 296-0245 Toll-Free (888) 793-6874

100 MILITARY PLAZA DODGE CITY, KS 67801-4945 Voice (620) 371-5681 Fax (620) 371-5682 E-mail khrc@ks.gov **WICHITA OFFICE:** 



## 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.
- 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) in an OSHA inspection and speak in private to the inspector. • File a complaint with OSHA within 30 days

Participate (or have your representative)

- (by phone, online or by mail) if you have been retaliated against for using your rights. See any OSHA citations issued to your
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

This poster is available free from OSHA.

Contact OSHA. We can help.

**TWO** ways to verify poster compliance!

ONLINE

employer.

# KANSAS HUMAN RIGHTS COMMISSION

**AREA OFFICES:** DODGE CITY OFFICE: MILITARY PLAZA OFFICES **SUITE 220** 



**SUITE 220** 

WICHITA, KS 67202 Voice (316) 337-6270

Fax (316) 337-7376

# **Job Safety and Health**

 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

**Employers must:** 

inpatient hospitalization, amputation, or loss

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 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.



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



Since 1953 63217

This poster is in compliance with federal and state posting requirements.

Kansas Department of Labor | 401 SW Topeka Blvd, Topeka, KS 66603 | dol.ks.gov