

FED 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 can readily see it. OVERTIME PAY At least 1 1/2 times the 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...

WHD WAGE AND HOUR DIVISION DEPARTMENT OF LABOR UNITED STATES DEPARTMENT OF LABOR 1-866-487-9243 www.dol.gov/agencies/whd

FED YOUR EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees. Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period...

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KS 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.

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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.

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KS Department of Labor Notice of Hours (CHILD LABOR)

NOTICE OF HOURS (KSA 38-605) that every employer shall keep this notice posted in a conspicuous place near the principal entrance in an establishment where children under 16 years of age are employed, permitted or suffered to work.

WHD WAGE AND HOUR DIVISION GATEWAY TOWER II 400 STATE AVE., SUITE 1010 KANSAS CITY, KS 66101 (913) 551-5721 TOLL FREE (866) 487-9243

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.

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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. PROHIBITIONS Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test...

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KS Department of Labor Notice to Workers About UNEMPLOYMENT INSURANCE

Your 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.

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KS 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: 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 year.

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.

Provided by Kansas Attorney General Derek Schmidt 1-800-828-9745 (8 a.m. - 5 p.m. Central Time)

REV. 12/2021

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: 900 S.W. JACKSON SUITE 568-SOUTH TOPEKA, KANSAS 66612-1258

WICHITA OFFICE: 300 W. DOUGLAS SUITE 220 WICHITA, KS 67202 Voice (316) 337-6270 Fax (316) 337-7376

Job Safety and Health IT'S THE LAW!

All workers have the right to: A safe workplace. Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.

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.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

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

TWO ways to verify poster compliance! QR CODE Scan with phone camera. OR ONLINE Go to: JJKeller.com/LLPoster Enter this code: 69374-072024

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