

Please post in a conspicuous place. **Date Posted:**

Labor laws change frequently. Contact your distributor to ensure that you are in full compliance with required State and Federal posting requirements at least once a year. © LaborLawCenter, Inc. All rights reserved.

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

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 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 cual 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 empleo del trabajador.

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/overviewE-mail: 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)

EQUAL OPPORTUNITY IN PUBLIC ACCOMMODATIONS

KANSAS LAW PROVIDES EQUAL OPPORTUNITY IN PUBLIC ACCOMMODATIONS

Without regard to:
RACE, RELIGION, COLOR, SEX, DISABILITY, NATIONAL ORIGIN, OR ANCESTRY IN 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:

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

DODGE CITY OFFICE:
Military Plaza Offices Suite 220
100 Military Plaza
Dodge City, Kansas 67801
Voice (620) 225-4804 Fax (620) 225-4986

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



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:

**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**

FEDERAL
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

STATE
For information or answers regarding Kansas state law, contact:
Kansas Department of Labor
Employment Standards
401 SW Topeka Blvd.
Topeka, KS 66603-3182

(785) 296-5000, opt. 5
dol.ks.gov

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

K-ESLR 100 (10-24)

DISCRIMINATION

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
Voice (785) 296-3206 • Fax (785) 296-0589
TTY (785) 296-0245 • Toll-Free (888) 793-6874

E-mail khrc@ks.gov

DODGE CITY OFFICE:

MILITARY PLAZA OFFICES, SUITE 220
100 MILITARY PLAZA
DODGE CITY, KS 67801-4945
Voice (620) 371-5681 • Fax (620) 371-5682

WICHITA OFFICE:

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

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 adequate work history and meet wage requirements. 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.

Filing a Claim

Create an account at KansasUI.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 status. For assistance, call the contact center.

Calificaciones

Debe ser **capaz de trabajar, estar disponible para trabajar y buscar un empleo adecuado** para ser elegible para los beneficios del Seguro de Desempleo. También debe tener un historial laboral adecuado y cumplir con 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 reemplazo para recibir beneficios.

Presentación de una reclamación

Crear una cuenta en KansasUI.gov para presentar su reclamo. Envíe 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.

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

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

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

K-CNS 405-A (12-24)

SEXUAL HARASSMENT

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.

Comuníquese con el Centro Nacional de Recursos contra la Trata de Personas
Lláme 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.

STOP HUMAN TRAFFICKING IN KANSAS

1-888-373-7888

CALL
1-888-373-7888TEXT
"BeFree" to 233733LIVE CHAT
HumanTraffickingHotline.orgSCAN
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.
- ✓ Report a tip.
- ✓ Find services.
- ✓ 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

KESD-P 541 (10-24)

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

DODGE CITY OFFICE:

Military Plaza Office, Suite 220
100 Military Plaza
Dodge City, KS 67801
(620) 225-4804
Fax (620) 225-4986

WICHITA OFFICE:

130 S. Market, Suite 7050
Wichita, KS 67202
Fax (316) 337-7376
TTY (316) 337-6272



NO SMOKING

Smoking prohibited by state law.

www.KSsmokefree.org

1-877-416-8547