WYOMING

★ ★ ★ ★ ★ ★ LABOR LAW POSTER ★ ★ ★ ★ ★ ★

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1-800-745-9970 • Product ID: WY60

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.
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WORKERS' COMPENSATION

WYOMING WORKERS' COMPENSATION ACT

Your employer may have qualied with the Workers' Compensation Division for the coverage of injuries arising out of and in the course of employment. While at work in or about the premises occupied, used or controlled by the employer. This coverage is required for extra hazardous industries and occupations. Employers in non-extra hazardous industries may opt for this coverage level, as well.

In the event of a work-related injury

1. Notify your employer how and when you were injured within 72 hours of the incident.
2. Submit a written report of your injury to Wyoming Workers' Compensation within 10 days of the incident. You must complete and sign the "Wyoming Report of Injury" form. If your employer does not have any forms, call (307) 777-7441, or contact your nearest Workforce Center, for information on how or where to obtain an injury report form. This form can also be found on our website at dws.wyo.gov.
3. Submit the form to a local Workers' Compensation office or representative, or mail it to:

   Wyoming Workers' Compensation
   PO Box 20207
   Cheyenne, WY 82002

The ling of an injury report is not a claim for lost wages or any other Workers' Compensation benet. You must apply for benets. To obtain the appropriate application form, contact Workers' Compensation. For more detailed information or assistance concerning benets and procedures, call the Wyoming Workers' Compensation Division at (307) 777-7441 or visit **dws.wyo.gov**.

UNEMPLOYMENT COMPENSATION

WYOMING UNEMPLOYMENT INSURANCE

Claims may be filed by unemployed workers by telephone or by the Internet. Unemployment insurance taxes are paid by employers.

You are insured under the law

Department Of Workforce Services
Unemployment Insurance Division
PO Box 2760 Casper, WY 82602
Wyoming Claims Center
In-State (307) 473-3789;
Out-Of-State (866) 729-7799

Internet Claims
dws.wyo.gov

Unemployment Insurance Information
dws.wyo.gov

Wyoming @ Work:
(find a job in Wyoming) wyomingatwork.com

WORKERS RIGHTS

Attention Employees

YOUR RIGHTS ARE PROTECTED!

The State of Wyoming requires labor law to be displayed in a conspicuous location accessible to all employees.

ATTENTION EMPLOYEES AND APPLICANTS

ATTENTION EMPLOYEES AND APPLICANTS

This information must be posted at all times and available for your review. If you have any questions about these postings, please call the Wyoming Department of Workforce Services at (307) 777-8650 or 877-WORK-WYO.

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DISCRIMINATION

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Discrimination is Against the Law

The Wyoming Fair Employment Practices Act of 1965, as amended, makes it an unlawful employment practice for an employer to:

- **Refuse to hire**
- **To discharge**
- **Refuse to promote**
- **To demote**

Or

To discriminate in matters of compensation or the terms, conditions or privileges of employment against any person otherwise qualied because of:

- **Race**
- **Color**
- **Sex**
- **Creed**
- **Age**
- **Ancestry**
- **National Origin**
- **Disability**

Information and materials pertaining to Equal Employment Opportunity may be obtained in writing at the below address. If you feel that you have been discriminated against in matters of employment, contact the below address.

Wyoming Department of Workforce Services Fair Employment Program
Labor Standards
5221 Yellowstone Road,
Cheyenne, WY 82002
(307) 777-7261

NON-COMPETE CLAUSES

NON-COMPETE CLAUSES

Effective July 1, 2025, Wyoming law bans most non-compete agreements made on or after the effective date. The new law voids most agreements that restrict a person's ability to earn compensation through labor. However, there are exceptions for agreements related to the sale of a business, trade secret protection, and agreements with executive-level personnel. *Wyoming Statute § 1-23-108*

OCCUPATIONAL SAFETY AND HEALTH PROTECTION

HEALTH AND SAFETY PROTECTION ON THE JOB

Wyoming Department of Workforce Services Notice to Employees
Health and Safety Protection on the Job

The Wyoming Occupational Health and Safety Act provides job health and safety protection for workers employed by general business and industry throughout the state as well as for all employees of the state and its political sub-divisions.

The Wyoming Department of Workforce Services, OSHA Division, created by the Act, has primary responsibility for administering the Act, and the Occupational Health and Safety Commission promulgates rules and regulations for workplace health and safety standards as authorized by the Act.

Safety on the job is everybody's responsibility!

Employers
Each employer shall provide a place of employment which are free from recognized hazards that are causing or that are likely to cause death or serious physical harm.

Employees
Each employee shall comply with occupational safety and health standards and all rules, regulations and orders issued pursuant to this Act, which are applicable to their own action and conduct.

Employer Reporting Requirements
Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye within 24 hours.

Inspection
The Act requires that a representative or representatives of the employers and a representative or representatives authorized by the employees shall be given an opportunity to accompany the Compliance Officer before or during the physical inspection of any workplace for the purpose of aiding such inspection.

Where there is no authorized employee representative, the authorized Compliance Officer shall consult with a reasonable number of employees concerning matters of safety and health.

Violation
If upon inspection Wyoming OSHA Division determines that an employer has violated the Act, a citation and notification of penalty will be issued to the employer within 180 days following the occurrence of the violation. Each notice of violation will specify a time period within which the violation must be corrected.

The notice of violation must be prominently posted in a conspicuous place at or near the site of the violation until the violation is corrected, or for three working days, whichever period is longer.

Voluntary Action
Consultative Services is responsible for providing free technical assistance to all employers, associations, state and local governments working within the boundaries of Wyoming. These services are available upon a written request from employers. These services include but are not limited to courtesy visits (without assessment of penalties), health and safety training and consultative services.

Complaint
Employees or their representatives have the right to le a complaint with Wyoming OSHA requesting an inspection if they believe unsafe or unhealthful conditions exist in their workplace. Wyoming OSHA will withhold complainant names.

The Act provides that employees may not be discharged or discriminated against in any way for ling safety and health complaints or otherwise exercising their rights under the Act. Note: Discrimination cases do not have a set number of days to issue a citation for protected activity.

An employee who believes he or she has been discriminated against through retaliatory action by your employer may file a complaint with Wyoming

OSHA Division, Cheyenne, Wyoming 82002 and/or the Regional Office of OSHA, U.S. Department of Labor, at the Address listed below this notice within 30 days of the alleged discrimination.

Penalty
Any willful violation resulting in the death of an employee, upon conviction of an employer, is punishable by fines, by imprisonment for not more than six (6) months, or both. Conviction of an employer after a first conviction doubles these maximum penalties.

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.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. OSHA will keep your name confidential. 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.
- 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 for a minimum of 3 days or until all the citations are abated.

Note: Additional information may be obtained from...

Wyoming OSHA
Cheyenne, Wyoming 82002
(307) 777-7786 | **dws.wyo.gov**

THIS NOTICE SHALL BE CONSPICUOUSLY POSTED IN EACH PLACE OF EMPLOYMENT IN THE STATE OF WYOMING AS REQUIRED BY THE RULES OF PRACTICE AND PROCEDURE.

Under a place approved by the U.S. Department of Labor, Occupational Safety and Health Administration (OSHA), the State of Wyoming is providing job safety and health protection for workers throughout the state. OSHA will monitor the operation of this plan to assure that continued approval is merited. Any person may make a complaint regarding the state administration of this place directly to the Regional Once of OSHA, U.S. Department of Labor, Occupational Safety and Health Administration, 1999 Broadway #1690, Denver, CO 80202-5716, Phone: (303) 844-1600.

Revised September 6, 2023

WORKERS' COMPENSATION

WYOMING STATE MINIMUM WAGE

$5.15 *Per Hour*

A training wage of $4.25 per hour is allowed for employees under age 20 during the first 90 days of employment.