

# 2025 Kansas State and Federal Labor Law Poster

## 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) 792-6874  
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 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 su empleo por causas que no son de 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 as well as basic needs until you find new work. You must also comply with weekly job search requirements, and participate in unemployment service activities to receive benefits.

**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 usted perderá hasta que encuentre un nuevo trabajo. También debe cumplir con los requisitos de búsqueda de empleo semanal y participar en actividades de servicio de desempleo para recibir beneficios.

**Filing a Claim**  
Create an account at [KansasUI.gov](http://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.

**Presentación de una reclamación**  
Crear una cuenta en [KansasUI.gov](http://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  
785-375-1460  
Toll Free: 800-292-4333  
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  
785-375-1460  
Número gratuito: 800-292-4333  
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 Topoka Blvd, Topeka, KS 66603 | [dol.ks.gov](http://dol.ks.gov) | [ks.crisis.org](http://ks.crisis.org) | 24

## IF YOU HAVE THE RIGHT TO WORK

**DON'T LET ANYONE TAKE IT AWAY**  
If you have the skills, experience, and legal right to work here in the U.S., you should be able to find a job. However, there are many barriers that prevent you from doing so. These barriers can be broken down into two categories: legal and illegal. Legal barriers include discrimination based on race, color, religion, sex, national origin, age, or disability. Illegal barriers include discrimination based on marital status, pregnancy, or genetic information. If you believe you have been discriminated against, you should contact the EEOC or your state fair employment practices agency.

**HEALTH ZONE**  
A TOBACCO-FREE PROPERTY  
1-800-321-OSHA (6742) • TTY 1-877-889-5627 • [www.osha.gov](http://www.osha.gov)

## SI USTED TIENE DERECHO A TRABAJAR

**NO DEJE QUE NADIE SE LO quite**  
Si usted tiene las habilidades, experiencia y el derecho legal para trabajar aquí en los EE. UU., debería poder encontrar un trabajo. Sin embargo, existen muchas barreras que impiden que esto suceda. Estas barreras se pueden dividir en dos categorías: legales e ilegales. Las barreras legales incluyen la discriminación por raza, color, religión, sexo, origen nacional, edad o discapacidad. Las barreras ilegales incluyen la discriminación por estado civil, embarazo o información genética. Si cree que ha sido discriminado, debe contactar al EEOC o a la agencia estatal de prácticas justas de empleo.

**FOR EMERGENCIES Call 911 and BOE Security at 973-2100**

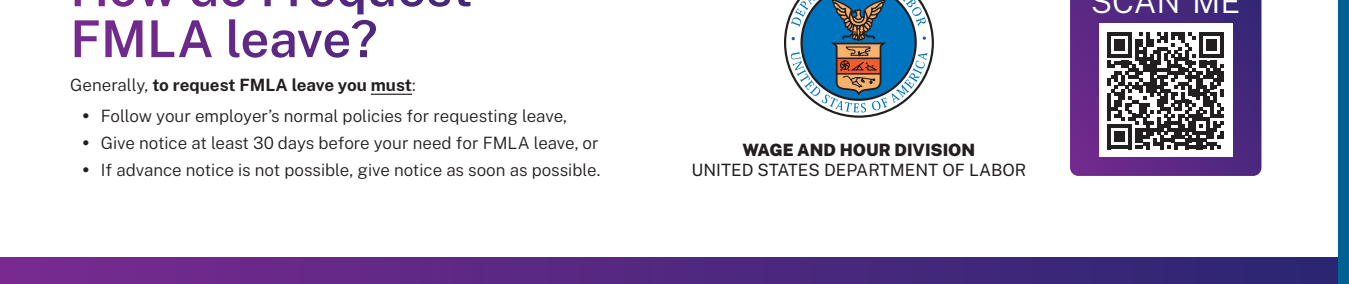
## Your Employee Rights Under the Family and Medical Leave Act

**What is FMLA leave?**  
The Family and Medical Leave Act (FMLA) is a Federal law that provides unpaid, job-protected leave to qualified family and medical reasons. FMLA leave is granted to employees who have worked for the same employer for at least 12 months and who have worked at least 1,250 hours during the last 12 months.

**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.  
• Allow you to return to the same job, or an equally identified position with the same benefits and other working conditions, including shift assignments, upon completion of your 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 worked at least 1,250 hours 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.

**Where can I find more information?**  
Call 1-866-487-9243 or visit [dol.ks.gov](http://dol.ks.gov) to learn more. If you believe your employer has violated FMLA, you may file a complaint with WHDC or file a lawsuit against your employer in court. See the [dol.ks.gov](http://dol.ks.gov) page about our WHDC complaint process.



## 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"**  
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 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.

## Job Safety and Health IT'S THE LAW!

**OSHA** Occupational Safety and Health Administration  
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.**  
This poster is available free from OSHA.

## EMPLOYEE RIGHTS FOR WORKERS WITH DISABILITIES PAID AT SUBMINIMUM WAGES

This establishment has a certificate authorizing the payment of subminimum wages to workers who are disabled for the work they are performing. Authority to pay subminimum wages to workers with disabilities generally applies to those covered by the Fair Labor Standards Act (FLSA).

**WORKERS WITH DISABILITIES**  
Disabilities which may affect productive capacity include an intellectual or developmental disability, psychiatric disability, a hearing or visual impairment, and certain other impairments. The following do not ordinarily affect productive capacity for purposes of paying commensurate wage rates: educational disabilities, chronic unemployment, receipt of welfare benefits, nonattendance at school, juvenile delinquency, and correctional care or probation.

**KEY ELEMENTS OF COMMENSURATE WAGE RATES**  
• **Nonidleness worker standard:** The objective gauge (usually a time study) of the production of workers who do not have disabilities that impair their productivity by the same factor as the productivity of a worker with a disability is the measure.  
• **Fragility wage rate:** The wage paid to experienced workers who do not have disabilities that impair their productivity by the same or similar work or who are performing tasks with lower educational disabilities, chronic unemployment, receipt of welfare benefits, nonattendance at school, juvenile delinquency, and correctional care or probation.  
• **Evaluation of the productivity of the worker with a disability:** Documented measurement of the production of the worker with a disability in relation to the productivity of a non-disabled worker.

**WIOA EXECUTIVE ORDER 13658**  
Executive Order 13658, Entitled a Minimum Wage for Contractors, established a minimum wage that generally must be paid to workers performing an or in connection with a covered contract with the Federal Government. Workers covered by this Executive Order minimum wage include workers with disabilities whose wages are calculated pursuant to certificates issued under section 14(c) of the FLSA.

**FRINGE BENEFITS**  
Neither the FLSA nor the PCA have provisions regarding vacation, holidays, or sick pay nor other fringe benefits such as health insurance or pension plans. SCA wage determinations may require such benefit payments for a cash equivalent. Workers covered by the Executive Order minimum wage include workers with disabilities whose wages are calculated pursuant to certificates issued under section 14(c) of the FLSA.

**OVERTIME**  
Minors younger than 18 years of age may be employed in accordance with the child labor provisions of the FLSA. No employee under 18 years of age may be employed in manufacturing or in a PCA contract.

## 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 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 normal hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work 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 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 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 penalties may also be assessed for violations 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 doubled when the violation or violations are determined to be willful or repeated. Employers, or their family members, the manifestation of diseases or disorders in family members (family medical history), and requests for a receipt of genetic services by applicants, employees, or their family members.

**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 an employee and an independent contractor. Independent contractors are not covered by the FLSA's minimum wage and overtime pay provisions 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.

## Equal Employment Opportunity is THE LAW

**Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations**  
employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:  
**RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN**  
Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religion discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.  
**DISABILITY**  
Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of otherwise qualified individuals with a disability who is an applicant or employee, barring undue hardship.  
**AGE**  
Title A of the Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.  
**SEX (WAGES)**  
Title VII of the Civil Rights Act of 1964, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

**INDIVIDUALS WITH DISABILITIES**  
Section 504 of the Rehabilitation Act of 1973, as amended, protects qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. 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. Section 504 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.  
**DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDAL VETERANS**  
The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits job discrimination and requires affirmative action to employ and advance in employment disabled veterans, recently separated veterans (within three years of discharge or release from active duty), other protected veterans (veterans who served during war or in a combat or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was awarded).  
**RETALIATION**  
Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination under Federal law. Any person who believes a contractor has violated his non-discrimination or affirmative action obligations under the authorities above should contact immediately.

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**FOR EMERGENCIES Call 911 and BOE Security at 973-2100**

## 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. For K.S.A. 44-220, 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, 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 employer'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 \$500.00 dollars for the unauthorized medical treatment.

**WHERE TO GET HELP WITH YOUR CLAIM (DÓNDE CONSEGUIR AYUDA CON SU RECLAMO):**  
US25 Wichita Public Schools (316) 973-4579  
Employer's Insurance Carrier (Compañía Aseguradora del Empleador) Telephone (Teléfono de la Aseguradora)  
903 S Edgemoor, Wichita, KS 67218  
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 Website: <http://dol.ks.gov>  
Workers Compensation Division/Oficina de Compensación del Trabajador Email: [KDOL.wc@ks.gov](mailto:KDOL.wc@ks.gov)  
401 SW Topoka Blvd., Suite 2, Topeka, Kansas 66603-3105 Phone: (800) 332-0353 or (785) 296-4000  
Persons with impaired hearing or speech utilizing a telecommunications device may access the above number by using the Kansas Relay Center at (800) 768-3777  
[www.dol.ks.gov](http://www.dol.ks.gov) KANSAS DEPARTMENT OF LABOR K-602-404 (06-19-24)

## 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, 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.

**EXEMPTIONS**  
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 polygraphs (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armed 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 who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer. The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests.

**EXAMINEE RIGHTS**  
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.

**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 own court actions.

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



## 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 against the uniformed services.

**REEMPLOYMENT RIGHTS**  
If you leave your job to be reemployed in your civilian job if you leave that job to perform military service, you have the right to be able to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military.  
If you leave your job to perform 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 injuries or illnesses.  
**ENFORCEMENT**  
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 1-888-4-USA or visit us at [www.dhs.gov](http://www.dhs.gov). An interactive E-Verify USERRA Adaptor can be viewed at <http://www.dhs.gov/verify/userra.htm>.  
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.

**RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION**  
If you:  
• are a past or present member of the uniformed service;  
• have applied for membership in the uniformed service; or  
• are obligated to serve in the uniformed service;  
then an employer may not deny you:  
• initial employment;  
• reemployment;  
• extension of employment;  
• promotion; or  
• any benefits of employment.

In addition, an employer may not retaliate against anyone existing in the enforcement of USERRA rights, including refusing or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.  
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 website: <http://www.dhs.gov/verify/userra.htm>. Federal law requires employers to notify employees of their rights under USERRA, and employers may not deny this information by displaying the text of this notice where this information may not be displayed.

You can order these posters from the Print Center Catalog in WebCRD under Human Resources