

FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009... OVERTIME PAY... CHILD LABOR... TIP CREDIT... PUMP AT WORK... DEPARTMENT OF LABOR WHD WAGE AND HOUR DIVISION... 1-866-487-9243



REV. 04/2023

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... REEMPLOYMENT RIGHTS... RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION... HEALTH INSURANCE PROTECTION... ENFORCEMENT... U.S. Department of Labor • 1-866-487-2365

REV. 05/2022

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

The Act permits polygraph (lie detector) tests to be administered in the private sector... PROHIBITIONS... EXEMPTIONS... DEPARTMENT OF LABOR WHD WAGE AND HOUR DIVISION... 1-866-487-9243



WH1462

REV. 02/2022

OK Your Rights Under the Oklahoma Minimum Wage Act

WHO IS AN EMPLOYER? 40 O.S. § 197.4 (e) — "Employer" includes any individual employed by an employer but shall not include: (1) Any individual employed on a farm... NOTICE: State law requires employers to display this poster in such a manner so as to be accessible to all employees...

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

OK Employment Security Commission NOTICE TO WORKERS

UNEMPLOYMENT INSURANCE BENEFITS If you lose your job or if you work less than full time and get less than your full-time wages, you may be entitled to receive Unemployment Insurance (UI) benefits... EMPLOYERS: It is required by Sec. 2-502 of the Oklahoma Employment Security Act that you shall post and maintain this notice in places readily accessible to individuals in your employ.

REV. 12/2023

OK OKLAHOMA LAW PROHIBITS DISCRIMINATION IN EMPLOYMENT BECAUSE OF RACE, COLOR, RELIGION, NATIONAL ORIGIN, DISABILITY, AGE, SEX OR GENETIC INFORMATION

Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status... OFFICE OF THE OKLAHOMA ATTORNEY GENERAL... CONTACTING THE OFFICE OF CIVIL RIGHTS ENFORCEMENT... TITLE 25, Oklahoma Statutes, Section 1302

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... What Types of Employment Discrimination are Illegal?... EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS... PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

REV. 06/27/2023

OK Workers' Compensation Notice and Instruction to Employers and Employees

All employees of this employer who are entitled to benefits of the Administrative Workers' Compensation Act are hereby notified that this employer has complied with all rules of the Workers' Compensation Commission... THE OKLAHOMA WORKERS' COMPENSATION COMMISSION HAS A COUNSELOR DIVISION TO PROVIDE INFORMATION TO INJURED WORKERS, EMPLOYERS, AND OTHER INTERESTED PERSONS.

Signature of Employer _____ Insurer Name and Address _____ Date of Expiration of Insurance Policy (Not applicable to employers authorized to self-insure)

WORKERS' COMPENSATION COMMISSION 1915 NORTH STILES AVENUE OKLAHOMA CITY, OKLAHOMA 73105-4918 TELE. 405-522-5308 (OKC) • 918-295-3732 (TU) • IN-STATE TOLL FREE 855-291-3612

WORKERS' COMPENSATION COMMISSION 1915 NORTH STILES AVENUE OKLAHOMA CITY, OKLAHOMA 73105-4918 TELE. 405-522-5308 (OKC) • 918-295-3732 (TU) • IN-STATE TOLL FREE 855-291-3612

WORKERS' COMPENSATION COMMISSION 1915 NORTH STILES AVENUE OKLAHOMA CITY, OKLAHOMA 73105-4918 TELE. 405-522-5308 (OKC) • 918-295-3732 (TU) • IN-STATE TOLL FREE 855-291-3612

WORKERS' COMPENSATION COMMISSION 1915 NORTH STILES AVENUE OKLAHOMA CITY, OKLAHOMA 73105-4918 TELE. 405-522-5308 (OKC) • 918-295-3732 (TU) • IN-STATE TOLL FREE 855-291-3612

WORKERS' COMPENSATION COMMISSION 1915 NORTH STILES AVENUE OKLAHOMA CITY, OKLAHOMA 73105-4918 TELE. 405-522-5308 (OKC) • 918-295-3732 (TU) • IN-STATE TOLL FREE 855-291-3612

WORKERS' COMPENSATION COMMISSION 1915 NORTH STILES AVENUE OKLAHOMA CITY, OKLAHOMA 73105-4918 TELE. 405-522-5308 (OKC) • 918-295-3732 (TU) • IN-STATE TOLL FREE 855-291-3612

WORKERS' COMPENSATION COMMISSION 1915 NORTH STILES AVENUE OKLAHOMA CITY, OKLAHOMA 73105-4918 TELE. 405-522-5308 (OKC) • 918-295-3732 (TU) • IN-STATE TOLL FREE 855-291-3612

WORKERS' COMPENSATION COMMISSION 1915 NORTH STILES AVENUE OKLAHOMA CITY, OKLAHOMA 73105-4918 TELE. 405-522-5308 (OKC) • 918-295-3732 (TU) • IN-STATE TOLL FREE 855-291-3612

WORKERS' COMPENSATION COMMISSION 1915 NORTH STILES AVENUE OKLAHOMA CITY, OKLAHOMA 73105-4918 TELE. 405-522-5308 (OKC) • 918-295-3732 (TU) • IN-STATE TOLL FREE 855-291-3612

WORKERS' COMPENSATION COMMISSION 1915 NORTH STILES AVENUE OKLAHOMA CITY, OKLAHOMA 73105-4918 TELE. 405-522-5308 (OKC) • 918-295-3732 (TU) • IN-STATE TOLL FREE 855-291-3612

OK YOUR RIGHTS UNDER OKLAHOMA'S USERRA THE OKLAHOMA UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

OKLAHOMA'S USERRA, 44 O.S. § 4300 et seq., protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service in the Oklahoma state military forces... REEMPLOYMENT RIGHTS... HEALTH INSURANCE PROTECTION... ENFORCEMENT... OKLAHOMA Department of Labor

Signature of Employer _____ Insurer Name and Address _____ Date of Expiration of Insurance Policy (Not applicable to employers authorized to self-insure)

WORKERS' COMPENSATION COMMISSION 1915 NORTH STILES AVENUE OKLAHOMA CITY, OKLAHOMA 73105-4918 TELE. 405-522-5308 (OKC) • 918-295-3732 (TU) • IN-STATE TOLL FREE 855-291-3612

WORKERS' COMPENSATION COMMISSION 1915 NORTH STILES AVENUE OKLAHOMA CITY, OKLAHOMA 73105-4918 TELE. 405-522-5308 (OKC) • 918-295-3732 (TU) • IN-STATE TOLL FREE 855-291-3612

WORKERS' COMPENSATION COMMISSION 1915 NORTH STILES AVENUE OKLAHOMA CITY, OKLAHOMA 73105-4918 TELE. 405-522-5308 (OKC) • 918-295-3732 (TU) • IN-STATE TOLL FREE 855-291-3612

WORKERS' COMPENSATION COMMISSION 1915 NORTH STILES AVENUE OKLAHOMA CITY, OKLAHOMA 73105-4918 TELE. 405-522-5308 (OKC) • 918-295-3732 (TU) • IN-STATE TOLL FREE 855-291-3612

WORKERS' COMPENSATION COMMISSION 1915 NORTH STILES AVENUE OKLAHOMA CITY, OKLAHOMA 73105-4918 TELE. 405-522-5308 (OKC) • 918-295-3732 (TU) • IN-STATE TOLL FREE 855-291-3612

WORKERS' COMPENSATION COMMISSION 1915 NORTH STILES AVENUE OKLAHOMA CITY, OKLAHOMA 73105-4918 TELE. 405-522-5308 (OKC) • 918-295-3732 (TU) • IN-STATE TOLL FREE 855-291-3612

WORKERS' COMPENSATION COMMISSION 1915 NORTH STILES AVENUE OKLAHOMA CITY, OKLAHOMA 73105-4918 TELE. 405-522-5308 (OKC) • 918-295-3732 (TU) • IN-STATE TOLL FREE 855-291-3612

WORKERS' COMPENSATION COMMISSION 1915 NORTH STILES AVENUE OKLAHOMA CITY, OKLAHOMA 73105-4918 TELE. 405-522-5308 (OKC) • 918-295-3732 (TU) • IN-STATE TOLL FREE 855-291-3612

WORKERS' COMPENSATION COMMISSION 1915 NORTH STILES AVENUE OKLAHOMA CITY, OKLAHOMA 73105-4918 TELE. 405-522-5308 (OKC) • 918-295-3732 (TU) • IN-STATE TOLL FREE 855-291-3612

WORKERS' COMPENSATION COMMISSION 1915 NORTH STILES AVENUE OKLAHOMA CITY, OKLAHOMA 73105-4918 TELE. 405-522-5308 (OKC) • 918-295-3732 (TU) • IN-STATE TOLL FREE 855-291-3612

OSHA Occupational Safety and Health Administration IT'S THE AW!

Job Safety and Health IT'S THE AW! All workers have the right to: Employers must: 1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov