

Company	WC Company	Account Number	Phone Number	WC Company Address
<b>Creative</b>	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
<b>Indigenous</b>	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
<b>DN Investments</b>	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
<b>Channel Blend</b>	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
<b>ET</b>	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
<b>Professional Services</b>	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
<b>DNEDA</b>	Hudson Insurance Group/Tribal First	OBH-0105127-10	866.546.3981	100 William St, New York, NY 10038
<b>Unami</b>	Hudson Insurance Group/Tribal First	OBH-0105127-10	866.546.3981	100 William St, New York, NY 10038



# OKLAHOMA LAW PROHIBITS

## DISCRIMINATION IN EMPLOYMENT BECAUSE OF RACE, COLOR, RELIGION, NATIONAL ORIGIN, DISABILITY, AGE, SEX, OR GENETIC INFORMATION<sup>1</sup>

If you are an employee or an applicant for employment and feel that because of race, color, religion, national origin, disability, age, sex, or genetic information, you have been discriminated against concerning:

Qualifications, hire, discharge, recall, layoff, promotion, transfer, compensation, conditions, terms, privileges or responsibilities of employment, or sexual harassment, and wish to file or discuss the filing of a complaint contact:

**Office of Oklahoma Attorney General**  
**Office of Civil Rights Enforcement**  
313 N.E. 21<sup>st</sup> Street  
Oklahoma City, Oklahoma 73105  
Oklahoma City Office: (405) 521-3921  
Tulsa Office: (918) 581-2342  
Website: [www.oag.ok.gov](http://www.oag.ok.gov)  
Email: [ocre.complaints@oag.ok.gov](mailto:ocre.complaints@oag.ok.gov)

Contacting the Office of Civil Rights Enforcement does not conflict with or affect any other rights you may have, including internal grievance or appeal procedures with your employer or other third parties. However, an Employment Discrimination Complaint must be filed with the Office of Civil Rights Enforcement **within 180 days** after the alleged discriminatory act(s).

<sup>1</sup> Title 25, Oklahoma Statutes, Section 1302

## NOTICE TO WORKERS

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 benefits. Ask your employer for a free copy of the booklet entitled ***Information for Workers Who are Unemployed*** or obtain a copy from the nearest Workforce Oklahoma office or go online at [www.oesc.ok.gov](http://www.oesc.ok.gov). This explains your rights and how to file an unemployment insurance claim.

All unemployment claims are now filed by telephone or internet. You may obtain help in finding a job or obtain help in filing your claim at the nearest Workforce Oklahoma office of the Oklahoma Employment Security Commission.



OES-44 (Rev 6-10)

NOTICE TO 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. Copies may be obtained from the Oklahoma Employment Security Commission, PO Box 52003, Oklahoma City OK 73152 or go online at [www.oesc.ok.gov](http://www.oesc.ok.gov)

# Your Rights Under the Oklahoma Minimum Wage Act



## Employee Health, Morals & Wages

It's against the law for employers to have workers in jobs that hurt their health. It's against the law for employers to have workers in jobs that hurt their morals. It's against the law for employers to pay workers less than adequate wages.

## Federal Minimum Wage

Unless the law says it's okay, employers can't pay less than the federal minimum wage.

## Employer Defined

The law defines an "employer" as having ten or more full-time workers in one place or more than \$100,000 of business a year.

## Employee Defined

The law says an "employee" is a worker for an "employer." But, an "employee" is not:

- (1) a worker on a farm; a worker on a ranch; a worker with animals on a farm or ranch; or a mechanic on a farm or ranch;
- (2) a maid;
- (3) a federal government worker;
- (4) someone who volunteers for a charity, church, or nonprofit club;
- (5) a newspaper vendor or carrier;
- (6) a railroad worker;
- (7) any worker who is already being paid the federal minimum wage or more;
- (8) executives; someone in an administrative job; professionals; or an "outside" salesman;
- (9) any person employed as part-time employee not on permanent status. A part-time employee is defined as an employee who is employed less than twenty-five (25) hours a week;
- (10) anyone younger than 18 who hasn't graduated from school, and anyone younger than 22 who is in school;
- (11) anyone who works in a feedstore; or
- (12) a reserve deputy sheriff.

## Uniforms

The law says the cost of uniforms given to workers can be added to wages in figuring the minimum wage.

## Investigation of Wage Claims

The law says the Commissioner of Labor, **Leslie Osborn**, can investigate whether wages are due workers. She will write down her findings. If any employee's employment has terminated and the Commissioner finds that wages are due, a penalty of 2% per day up to the total amount of the wage claim may be added to the wages due. She will mail her findings to the employer and the worker by certified mail. If the employer pays the wages (and the penalty) and the worker accepts the payment, that's the end of the wage claim.

## Employer Liability

If a court finds an employer hasn't paid all wages due, the law says the employer is liable for double the amount of the wages minus any sums already paid to the worker. The employer is also liable for court costs and reasonable attorney fees of at least \$100. The employer can't defend a wage claim by arguing that there was an agreement with the worker to work for less than the lawful wage. The law says an employer who pays or even agrees to pay less than the lawful wage is guilty of a misdemeanor. The punishment could be a fine of not more than \$500. The punishment could be as much as six (6) months in the county jail. The punishment could be both a fine and jail time.

# IT'S THE LAW!

1-888-269-5353

[www.ok.gov/odol](http://www.ok.gov/odol)