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, occupations which are not an issue within the state and are not covered by the occupational health and safety act include ship repairing, ship building, ship breaking and longshoring.

Wyoming Workers' Compensation in consultation with the Wyoming Occupational Health and Safety Commission, created by the Act, has primary responsibility for administering the Act. Wyoming Workers' Compensation issues rules and regulations for job health and safety promulgated under the Act.

By law: Safety on the job is everybody's responsibility!

Employers
Each employer shall furnish to his employees, a place of employment and employment which are free from recognized hazards that are causing or that are likely to cause death or serious physical harm. Each employer shall comply with occupations safety and health standards, rules, regulations and orders issued pursuant to the Act.

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 his own action and conduct.

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 a duly authorized representative of the Commission 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 representative of the Commission (Compliance Officer) shall consult with a reasonable number of employees concerning matters of safety and health.

Violation
If upon inspection Wyoming Workers' Compensation determines that an employer has violated the Act, a notice of violation 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
Technical Assistance Consultative Services is responsible for providing technical assistant to all industries, businesses, employees, employee groups, associations, state and local governments, establishments, agencies and departments. These services are available upon a written request from employers or employees. These services include but are not limited to courtesy inspections (without assessment of penalties), health and safety training and consultive services.

Complaint
Employees or their representatives have the right to file a complaint with Wyoming Workers' Compensation requesting an inspection if they believe unsafe or unhealthful conditions exist in their workplace. WSC will withhold names of employees complaining on request.

The Act provides that employees may not be discharged or discriminated again in any way for filing safety and health complaints or otherwise exercising their rights under the Act.

An employee who believes he has been discriminated against may file a complaint with Workers' Safety and

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Compensation, 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

The Act provides for mandatory penalties of up to $12,471 for each serious violation and for optional penalties of up to $12,471 for each non-serious violation. Penalties of up to $12,471 are required for each day during which an employer fails to correct a violation beyond the period set for correction in the notice of violation. Also, any employer who willfully and knowingly violates the Act, upon conviction, is to be assessed penalties of not more than $124,709 for each violation.

Additional penalties are also provided for in the Act: any willful violation resulting in death of an employee, upon conviction of an employer, is punishable by a fine of not more a $10,000 or by imprisonment for not more than six months, or by 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 inpection 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.
- Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye within 24 hours.
- Provide require 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
wyomingworkforce.org

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 Office of OSHA, U.S. Department of Labor, Occupational Safety and Health Administration, 1999 Broadway #1690, Denver, Colorado 80202-5716, Telephone: (303) 844-1600.

Revised December 2016

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.

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
wyomingworkforce.org

Unemployment Insurance Information
wyomingworkforce.org

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

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

WYOMING WORKERS' COMPENSATION ACT

Your employer may have qualified 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 for extra hazardous industries and occupations only if the employer has elected to cover non-extra hazardous.

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.
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 filing of an injury report is not a claim for lost wages or any other Workers' Compensation benefit. You must apply for benefits. To obtain the appropriate application form, contact Workers' Compensation. For more detailed information or assistance concerning benefits and procedures, call the Wyoming Workers' Compensation Division at (307) 777-7441 or visit wyomingworkforce.org.

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*