Oklahoma State Postings



KLAHOMA

Oklahoma Workers' Compensation Notice and Instruction to Employers and Employees

Acceptance were this employer does not estable to brenthe of the Administrative Widenam Composation Act are bently collected but the employer has compacted with all relies of the Windows Composation Commission and but the employer has compacted and in all reviews or composation to a relies explose and the despectable as consistent with the Act of Hernoldows are a relied to the employer and the propriet as more affective and the employer and the

The Oklahoma Workers' Compensation Commission has a Counselor Division to provide information to injured workers, employers, and other interested persons.

Mediation is available to help resolve certain workers' compensation disputes. For information, call the Counselor Division at 405-522-5308 or In-State Toll Free 855-291-3612.



Signature of Employer

Insurer Name and Address

Date of Expiration of Insurance Policy (Not applicable to employers authorized to self-insure.)

Employee's Responsibilities in Case of Work Related Injury

If accidentally injured or directed by cumulative trains or an occupational disease arising out of and in the course of employment, however slight, the employee should notify the employer immediately. If this employer is a partnership, notice shall be given to any partner. If the employer is an operation of the employer with on the employer within their Quid spin, the called the compensation upon the offered trained.

If all the employer is a partnership is a partnership of the employer within their Quid spin and is a final partnership of the individual of the properties of the employer within their Quid spin, the called the compensation upon the forest better.

The employee may fee a claim for compression with the WORKERS' COMPENSATION COMMISSION for an accidental injury, death, cumulative trauma or occupational disease or illness occurring on OR AFTER February 1, 2014. Forms to fit a compensation claim should be furnished by this employer and also are available from the Workers' Compensation Commission. The forms are not on the Commission of t

The forms are posted on the Commission's welfaile, were warve. Ox. gov.

A claim for compression must be first with the Commission within the time specified by law, or be forever barried. Based on law effective May 23, 2019, a claim for compression to any accoliant singly must be filled with the Commission within one (1) year of the sale of rigary, or if the employee has reserved benefits under title 85.8 ht the liquit, as (5) another any accounts of the employee has reserved benefits under title 85.8 ht the liquit, as (5) another any and a commission of the employee has reserved by the employee and the employee has reserved in the sale of the employee has reserved in the employee and the employee has reserved in the employee and the employee a

employer must provide employees with immediate first aid, metical, surplick, hospital, obtainer, polatiner, chilosportic, and nursing services, medicine, cruticles and other anoths as may be reasonably necessary in connection with the highry necebod by the employee. The applies to care for all laydres and iffensess arising out of and in the course of signeed, respectively. The character Within the (10 days after the acids or recept of racions convexiency of edition of layory after results in the loss of time begind the barrier like all staffs on away from the voice is, the employer or the employer's representative MAST send a report thereof to the Workers' Compressation Commission via Electronic Data statements and the commission rules.

eent by any employee to pay any portion of the premium paid by the employer to a carrier or a benefit fund or department maintained by the employer for the purpose of compression or medical services and supplies as required by the worker's compression laws, statil be valid. Any employer who makes a deduction for such purposes from any employee cellifor to benefith under the workers' compression laws shall be quilty of a miscenserom.

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 Web Site • www.wcc.ok.gov

This notice must be posted and maintained by the employer in one or more conspicuous places on the work premises.

OKLAHOMA LAW PROHIBITS

DISCRIMINATION IN EMPLOYMENT BECAUSE OF RACE, COLOR, RELIGION, NATIONAL ORIGIN, DISABILITY, AGE. SEX OR GENETIC INFORMATION1

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, temp, privileges or responsibilities of employment, or sexual harassment, and wish to file or discuss the filing of a compliant contact:

Office of Oklahoma Attorney General Office of Civil Rights Enforcement 313 N.E. 21st Street Oklahoma City, Oklahoma 73105

Oklahoma City Office: (405) 521-3921 Tulsa Office: (918) 581-2342

Contacting the Office of CVM Rights Entercement 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 Compilarit must be filed with the Office of CVM Rights Enforcement within 180 days after the alloged discrimination; and continues of the CVM Rights Enforcement within 180 days after the alloged discrimination; and continues are considered to the CVM Rights Enforcement within 180 days after the alloged discrimination; and continues are considered to the CVM Rights Enforcement within 180 days after the alloged discrimination; and continues are considered to the CVM Rights Enforcement within 180 days after the alloged discrimination and the CVM Rights Enforcement within 180 days after the Rights Enforcement within 180 days afte

UNEMPLOYMENT INSURANCE BENEFITS

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 roceive themployment insurance (till benefits. Nou can obtain a rise copy of "elemployment fasticates for the themployed" benefits and booklet for Workers With our temployed" by visiting the Oklahoma Employment Security Commission's velocite at <u>www.oklahoma.gov/oeschriduk/cals</u>. This documer explains your rights and how to file an themployment insurance (till claim.

The unemployment claim filing process can all be done online at www.ul.ok.gov. If you have questions or need assistance, you may contact the Oklahoma Employment Security Commission's Service Center at (405):525-150 or vietal an Oklahoma Works office. To find your nearest office, go to https://oklahoma.gov/oesc/locations.html.

OKLAHOMA

Employment Security Commission

STATE OF OKLAHOMA

CHILD LABOR LAW

Applicable to minors UNDER 16 years of age

Minimum Age 14 years of age

Employment Certificate

Hours Standard

Nours scannard with the control of t

For every five (5) hours worked – Thirty (30) minute rest period For every eight (8) hours worked – One (1) hour rest period

Times Standard

From Tuesday after Labor Day through May 31st — minors: Can not work before 7:00 a.m. and not after 7:00 p.m. From June 1st through Labor Day — minors: Can not work before 7:00 a.m. and not after 9:00 p.m.

Prohibited Occupations

Communications Construction Coolers
Freezers
Hoisting devices
Machinery Cutters
Fryers
Ladders
Manufacturing Loading Motor vehicles Power-Driver Processing Public messeng Weed eaters Youth peddling

Oklahoma Department of Labor

1-888-269-5353 www.labor.ok.gov

ALLC 20241018

Your Rights Under the Oklahoma Minimum Wage Act 40 0.S. § 197.1 et seq.

40 O.S. § 197.4(e) - "Employee" includes any an employer but shall not include:

- employer full stell not include:

 An individual employed on a farm, in the employ of any persox, in connection with the cultivation of the soil, or in connection with the cultivation of the soil, or in connection with resisting relatively, and specialized controlly, including relating, shearing, feeding, carring for, frainting, and measurement of hestock, boes, portly, and forhearing amines and widelitie, or in the employ of the owner or feesant or other operator of a farm in connection with the operation, intraspersent, committenance of such farm and its tools and equipment;
- nome;
 Any individual employed by the United States government;
 Any individual working as a volunteer in a charitable, religious or other nonprofit organization;
 Any newspaper vendor or carrier;

- Any employee of any carrier subject to regulation by Part I of the Interstate Commerce Act;
- Intensian Commerce Act.
 Any employee of any employer who is subject to the provisions of any reported Fall Labor Shandards Act or to any Federal Fall Labor Shandards Act or to any Federal Wage and Horu Law now in effect or enached breading; and who is paying the minimum wage under the provisions of this act, and any employee employed in a boom take executive, administrative or professional capacity, or in the capacity of 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) Any person who is less than eighteen (18) years of age and is not a high school graduate or a graduate of a vocational training program, and any person who is less than twenty-two (22) years of age and who is a student regularity enrolled in a high school, college, university or vocational training program;
- (11) Any individual employed in a feedstore operated primarily for the benefit and use of farmers and ranchers; or (12) Any individual working as a reserve force deputy sheriff.

40 O.S. 6197.46; "Templey" means any individual, just/mentally, association, corporation, beatiness trust, or any person or group of persons, thirting ments have the size of persons or piaze of the size of the

HOW DO UNIFORMS AFFECT MINIMUM WAGE?

40 O.S. § 197.17 - Business establishments that furnish uniforms their employees may take credit against the minimum wage in an amount equal to the reasonable cost of furnishing the uniforms.

WHAT IS THE CIVIL PENALTY FOR VIOLATIONS?

WHAT IS THE GIVIL PERNALTY FOR VIOLATIONS?

30.5.419.3 - Ni Commission, after investigation, shall promptly make the Shift is sertified as to whether in ord extititude unique and the Shift is sertified as to whether in ord extitude unique and the Shift is sertified as to whether in ord extitude unique and the Shift is sertified as the sertified in the Shift is sertified as the sertified in the sertified in the Commissioner shall make alter full reproduce the analysis of sertified in the employer and accorpiance by the employer of any further shally to the employer of any further shally be the employer and any complex expects (see Shift in Shift is shall be shall be to shall be such employer of some full complex expects (see Shift in Shift is shall be such employers and the shift is shall be shall be shall be such employers and the shift is shall be expected in the shift in some shall be shall be shall be

WHAT IS THE CRIMINAL PENALTY FOR VIOLATIONS?



State Minimum Wage \$7.25 per hour Effective July 24, 2009

NOTICE:

3017 N. Stiles, Suite 100, Oklahoma City, OK 73105 Telephone 405-521-6100

Toll-free 1-888-269-5353 • Fax 405-521-6018 • www.ok.gov/odol

YOUR RIGHTS UNDER OKLAHOMA'S **USERRA**

THE OKLAHOMA UNIFORMED SERVICES **EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT**

Oklahoma's USERRA, <u>44 0.S. § 4300</u> *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. USERRA also prohibits employers from discriminating against past and present members of the Oklahoma state military forces, and applicants to the Oklahoma state military forces.

Oblivious that military force in holds and used of the State of Oblivious, which includes a many compount and an air rock compount the State (make a fine of the State of Stat

REEMPLOYMENT RIGHTS

You have the right to be reemployed in your civilian job if you leave that job to perform service in the Oklahoma state military forces and:

- you ensure that your employer receives advance written or verbal notice of your service;

- honorable conditions.
 If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job.

RIGHT TO BE FREE FROM

- have applied for membership in the Oklahoma state military forces; or
 are obligated to serve in the Oklahoma state military forces;
- then an employer, including a state agency, may not deny you:

 initial employment;

 reemployment;

 retention in employment;
- any benefit of employment

HEALTH INSURANCE PROTECTION

- EXA. I.H. INSURANCE PROTECTION

 I Typa latesy early by parform rilling service in the Oklahoma state military forces, you have the right to elect to continue your existing emplayer should health plant convenge for you and your dependents for up to 24 months while in the service of the Oklahoma state military forces.

 Even if you don't elect to continue coverage during your service in the Oklahoma state military forces, you have the right to be restricted in your employer's health plant when you are restricted in your employer's health plant when you are considered in your employer's health plant when you are considered in your employer's health plant when you are considered in your employer's health plant when you are considered in your employer's health plant when you are considered in your employer's health plant when you are considered invested or injuries.

ENFORCEMENT

- http://www.ok.gov/Labor.
 If you file a compliant with the Oklahoma Department of Labor ("ODOL") against a state government engineer and ODOL is unbernother nestoke 1, you may request that you case he referred to the District Attorney with relevant jurisdiction for representation.
 You may also bypass the ODOL complaint process and bring a chill action against are employer for volations of Oklahoma St USERPAL.

The rights listed here may vary depending on the circumstances. 44 O.S. § 4334 requires employers to notify employees of their rights under Oklahoma's USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.

Notice to Employers / Employees





Copyright © 2024 ADP, LLC. ALL RIGHTS RESERVED. The ADP Logo, ADP, ADP Always Designing for People, and RUN Powered by ADP are registered trademarks of ADP, LLC.

Compliance Date June 2023

