



Oklahoma Workers' Compensation Notice and Instruction to Employers and Employees

CC-Form-1-A 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 and that this employer has secured payment of compensation for all employees and their dependents in accordance with the Act...

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 affected by cumulative trauma or an occupational disease arising out of and in the course of employment, however slight, the employee should notify the employer immediately.

The employee may file a claim for compensation with the WORKERS' COMPENSATION COMMISSION for an accidental injury, death, cumulative trauma or occupational disease or illness occurring ON OR AFTER February 1, 2014.

Claims for compensation for accidental injury, death, cumulative trauma or occupational disease or illness occurring BEFORE February 1, 2014 may be filed with the Commission within one (1) year of the date of injury or...

Employee's Responsibilities

The employer must provide employees with immediate first aid, medical, surgical, hospital, apothecary, chiropractic, and nursing services, medicine, crutches and other apparatus as may be reasonably necessary in connection with the injury received by the employee.

No agreement 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 providing compensation of medical services and supplies as required by the workers' compensation laws, shall be valid.

No agreement by any employee to waive workers' compensation rights and benefits shall be valid. Any person who commits workers' compensation fraud, upon conviction, shall be guilty of a felony punishable by imprisonment, a fine or both.

Workers' Compensation Commission 1915 North Stiles Avenue Oklahoma City, Oklahoma 73105-4018

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 INFORMATION!

Section 71 et. seq. of Title 40 of the Oklahoma Statutes. Applicable to minors UNDER 16 years of age. Minimum Age 14 years of age. Employment certificate is required for all employed minors. Employers are required to have an employment certificate from the school before a minor is allowed to work.

STATE OF OKLAHOMA CHILD LABOR LAW

Section 71 et. seq. of Title 40 of the Oklahoma Statutes. Applicable to minors UNDER 16 years of age. Minimum Age 14 years of age. Employment certificate is required for all employed minors. Employers are required to have an employment certificate from the school before a minor is allowed to work.

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 receive Unemployment Insurance (UI) benefits.

FOR INFORMATION ON HAZARDOUS OCCUPATIONS 16 AND 17 YEAR OLDS, CONTACT THE UNITED STATES DEPARTMENT OF LABOR

United States Department of Labor 1-888-269-5353 www.labor.gov/ok

OKLAHOMA Employment Security Commission

11 Title 25, Oklahoma Statutes, Section 1302

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Your Rights Under the Oklahoma Minimum Wage Act

40 O.S. § 197.1 et seq.

WHO IS AN EMPLOYEE? 40 O.S. § 197.4(e) - "Employee" includes any individual employed by an employer but shall not include: (1) An individual employed on a farm, in the employ of any person, in connection with the cultivation of the soil, or in connection with raising or harvesting any agricultural commodity...

WHAT IS THE CRIMINAL PENALTY FOR VIOLATIONS? 40 O.S. § 197.18 - Any employer, or the officer or agent of any corporation, who pays or agrees to pay to any employee less than the rate of compensation required by this act, upon conviction, shall be guilty of a misdemeanor and shall be punished by a fine of not more than Five Hundred Dollars (\$500.00)...

Oklahoma Department of Labor Leslie Osborn Commissioner of Labor

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

NOTICE: State law requires employers to display this poster in such a manner so as to be accessible to all employees in each establishment under the control of the employer.

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. USERRA also prohibits employers from discriminating against past and present members of the Oklahoma state military forces...

HEALTH INSURANCE PROTECTION

If you have your job to perform military service in the Oklahoma state military forces, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the service of the Oklahoma state military forces.

ENFORCEMENT

The Oklahoma Commissioner of Labor is authorized to investigate and resolve complaints of Oklahoma USERRA violators.

Notice to Employers / Employees

Your state has its own minimum wage law which requires posting a notice regarding the aspects of that law. Employers are still required to post the Federal Minimum Wage notice from the U.S. Dept. of Labor Fair Labor Standards Act in addition to this state posting.

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