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.

**WORKFORCE SERVICES**

**WYOMING WORKERS’ COMPENSATION ACT**

**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

**MINIMUM WAGE**

A training wage of $4.25 per hour is allowed for employees under age 20 during the first 90 days of employment.

**WORKFORCE SERVICES**

**WYOMING UNEMPLOYMENT INSURANCE**

**WORKFORCE SERVICES**

**WYOMING STATE MINIMUM WAGE**

5.5 Per Hour

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 employers of the state and its political subdivisions.

The Wyoming Department of Workforce Services, OSHA Division, created by the Act, has primary responsibility for administering the Act, and the Occupational Health and Safety Commission promulgates rules and regulations for workplace health and safety standards as authorized by 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 is free from recognized hazards that are causing, or are likely to cause death or serious physical harm. Each employer shall comply with occupational safety and health standards, rules, regulations and orders issued pursuant to the Act.

**Employees**

Each employee shall comply with occupational health and safety standards and all rules, regulations and orders issued pursuant to the Act, which are applicable to their own action and conduct.

**Employer Reporting Requirements**

Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations or losses of an eye within 24 hours.

Inspection

The Act requires that the representative or representatives of the employers and a representative or representatives authorized by the employers 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 avoiding such inspection.

When there is no authorized employer representative, the authorized representative of the Commission (Compliance Officer) shall consult with a reasonable number of members of employees concerning matters of safety and health.

Notification

If upon inspection Wyoming OSHA Division determines that an employer has violated the Act, a citation and notification of penalty are served 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 immediately on the site of the violation until the violation is corrected, for three working days, whichever period is longer.

**Voluntary Action**

Technical Assistant Consultative Services is responsible for providing technical assistance to all employers, associations, state and local governments working within the boundaries of Wyoming. These services are available upon a written request from employers. These services include, but are not limited to, safety training and consultation services.

**Complaint**

Employees or their representatives have the right to file a complaint with Wyoming OSHA alleging an employer for violating any of the applicable OSHA standards.

The Act provides that employees may also file a complaint alleging an employer for violating any of the applicable OSHA standards.

Penalty

The Act provides for mandatory penalties for serious or repeat serious violations and for optional penalties for all non-serious violations.

Fines can be imposed for each day during which an employer fails to correct a violation beyond the period set for correction in the notice of violation. In addition, any employer who willfully and knowingly violates the Act, can be assessed penalties for each willful violation.

Penalty amounts can be obtained by contacting Wyoming OSHA at (307) 777-7786 or from checking rules.wyo.gov/Search.aspx?mode=1.

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 not more than $150,000 or by imprisonment for not more than 6 months, or 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 fear of retaliation.
- 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.
- 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 inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days of 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.

**Employer 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 workplace injury or illness.
- Comply with all applicable OSHA standards.
- Provide required training to all workers in language and vocabulary they can understand.
- Promptly display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violation(s) for a minimum of 3 days or until all the citations are abated.

Note: Additional information may be obtained from...

Wyoming OSHA
Cheyenne, WY (307) 777-7786
wyomingworkforce.org

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;
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Internet Claims
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Unemployment Insurance Information
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\[ \text{Wyoming@Work}
(\text{find a job in Wyoming})
wyomingatwork.com \]