

WYOMING LABOR LAW POSTINGS



WORKERS RIGHT

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.



NON-COMPETE CLAUSES

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*

MINIMUM WAGE

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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.



OSHA



HEALTH AND SAFETY PROTECTION ON THE JOB

Wyoming Department of Workforce Services Notice to Employees Health and Safety Protection on the Job

Penalty

Any willful violation resulting in the death of an employee, upon conviction of an employer, is punishable by fines, by imprisonment for not more than six (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 being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your work-place.
- 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 inspection 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.
- Provide required 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 | dws.wyo.gov

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, CO 80202-5716, Phone: (303) 844-1600.

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WORKERS' COMPENSATION

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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 required for extra hazardous industries and occupations. Employers in non-extra hazardous industries may opt for this coverage level, as well.

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. This form can also be found on our website at dws.wyo.gov.
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 dws.wyo.gov.

UNEMPLOYMENT INSURANCE



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
dws.wyo.gov

Unemployment Insurance Information
dws.wyo.gov

HireWYO
(find a job in Wyoming)
HireWYO.com