

Notice to Workers About UNEMPLOYMENT INSURANCE



Aviso Para el Trabajador Sobre EL SEGURO DE DESEMPLEO

Our organization participates in the Kansas Unemployment Insurance Program. Should you become unemployed, you can learn about unemployment benefits and apply online at **www.GetKansasBenefits.gov**.

If you are unable to apply online, you can apply for benefits by calling the Kansas Unemployment Contact Center.

Kansas Unemployment Contact Center

Kansas City Area..... (913) 596-3500
Topeka Area (785) 575-1460
Wichita Area (316) 383-9947
Toll free outside these areas (800) 292-6333
Kansas Relay Center (TTY)..... (800) 766-3777

Claims specialists are available Monday through Friday from 8 a.m. until 4:15 p.m., except on state holidays.

The Kansas Unemployment Insurance Program
is administered by:

KANSAS DEPARTMENT OF LABOR
401 SW Topeka Blvd.
Topeka, KS 66603-3182

Nuestra organización participa en el programa del Seguro de Desempleo de Kansas .Si acaso llega ser desempleado puede aprender mas sobre los beneficios de desempleo y aplicar en **www.GetKansasBenefits.gov**.

Si no puede aplicar por la Internet, usted puede aplicar por beneficios de desempleo al llamar al Centro de Contacto de Desempleo de Kansas.

Centro de Contacto de Desempleo de Kansas

Área de Kansas City (913) 596-3500
Área de Topeka (785) 575-1460
Área de Wichita (316) 383-9947
Si vive fuera de las áreas de llamadas (800) 292-6333
Kansas Relay Center (TTY) (800) 766-3777

Disponibilidad de Especialistas de Reclamo lunes – viernes 8 a.m. – 4:15 p.m. La oficina esta cerrada durante los días festivos reconocidos por el estado de Kansas.

El programa de Seguro de Desempleo de Kansas
es administrado por:

KANSAS DEPARTMENT OF LABOR
401 SW Topeka Blvd.
Topeka, KS 66603-3182



Notice of Hours (CHILD LABOR)

Employment Standards
401 SW Topeka Blvd.
Topeka, KS 66603-3182
(785) 296-5000
www.dol.ks.gov

IT SHALL BE A VIOLATION OF LAW for any child under 16 years of age to be employed, permitted or suffered to work in the business establishment before 7 a.m., or after 10 p.m., on days preceding a school day, or for more than eight hours per day, or 40 hours per week when school is not in session.

FURTHER, IT SHALL BE A VIOLATION OF LAW to employ, permit or suffer to work any child under 18 years of age in any vocation which has been declared by Rule or Regulation of the Secretary of Labor to be dangerous or injurious to the life, health, morals or welfare of a minor.

WORK PERMITS SHALL BE REQUIRED when the minor is under 16 years of age and ONLY when such minor is NOT enrolled in or attending any secondary school.

NOTICE OF HOURS (KSA 38-605) that every employer shall keep this notice posted in a conspicuous place near the principal entrance in an establishment where children under 16 years of age are employed, permitted or suffered to work. This notice shall state the maximum number of hours each child may be required or permitted to work, on each day of the week, the hours of commencing and stopping work and the hours allowed for dinner and other meals.

This poster is not required and should not be posted if you are covered under the Federal Child Labor Law. If you are unsure, it is suggested that you contact the U.S. Department of Labor for information. You may contact the following federal office:

Wage and Hour Division
Gateway Tower II
400 State Ave., Suite 1010
Kansas City, KS 66101
(913) 551-5721
Toll Free (866) 487-9243



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

Workers Compensation Rights and Responsibilities

Your employer is subject to the Kansas Workers Compensation Law which provides compensation for job-related injuries.

This notice applies to dates of accidents on or after April 25, 2013.

Este aviso aplica a las fechas de los accidentes a partir de Abril 25, 2013.

WHAT TO DO IF AN INJURY OCCURS ON THE JOB

NOTIFY YOUR EMPLOYER IMMEDIATELY. Per K.S.A. 44-520, a claim may be denied if an employee fails to notify their employer within the earliest of the following dates: (A) **20 calendar days** from the date of accident or the date of injury by repetitive trauma; (B) if the employee is working for the employer against whom benefits are being sought and such employee seeks medical treatment for any injury by accident or repetitive trauma, **20 calendar days** from the date such medical treatment is sought; or (C) if the employee no longer works for the employer against whom benefits are being sought, **10 calendar days** after the employee's last day of actual work for the employer.

Notice may be given orally or in writing. Where notice is provided orally, if the employer has designated an individual or department to whom notice must be given and such designation has been communicated in writing to the employee, notice to any other individual or department shall be insufficient under this section. If the employer has not designated an individual or department to whom notice must be given, notice must be provided to a supervisor or manager.

Where notice is provided in writing, notice must be sent to a supervisor or manager at the employee's principal location of employment.

The notice, whether provided orally or in writing, shall include the time, date, place, person injured and particulars of such injury. It must be apparent from the content of the notice that the employee is claiming benefits under the workers compensation act or has suffered a work-related injury.

BENEFITS. Benefits are paid by the employer's insurance carrier or self insurance program. Benefits include medical treatment, partial wage replacement for lost time and additional benefits if the injury results in permanent disability. An employer is required to furnish all necessary medical treatment and has the right to designate the treating physician. If the employee seeks treatment from a doctor not authorized by the employer, the employer or its insurance carrier is only liable up to \$500.00 dollars for the unauthorized medical treatment.

QUE HACER SI UNA LESIÓN OCURRE EN EL TRABAJO

NOTIFIQUE A SU EMPLEADOR INMEDIATAMENTE.

De acuerdo con el artículo de ley K.S.A. 44-520, un reclamo puede ser negado si el empleado no notifica a su empleador dentro de antes de las siguientes fechas: (A) **20 días** a partir de la fecha del accidente o la fecha de la lesión debido a trauma por movimientos repetitivos; (B) si el empleado está trabajando con el empleador en contra del cual se están buscando beneficios y dicho empleado busca tratamiento médico por cualquier lesión por accidente o trauma repetitiva, **20 días** a partir de la fecha que dicho tratamiento médico ha sido obtenido; o (C) si el empleado ya no trabaja para el empleador en contra del cual se están buscando beneficios, **10 días** después del último día de trabajo para dicho empleador.

El aviso puede darse oralmente o por escrito. Donde el aviso se da oralmente, si el empleador ha designado un individuo o departamento a quien el aviso se debe dar y tal designación ha sido comunicada por escrito al empleado, aviso a cualquier otro individuo o departamento deberá ser insuficiente bajo esta sección. Si el empleador no ha designado a un individuo o departamento a quien se debe dar el aviso, el aviso puede darse a un supervisor o gerente.

Donde el aviso se hace por escrito, el aviso debe ser enviado a un supervisor o gerente de la oficina principal de empleo del trabajador.

El aviso, sea que se haga oralmente o por escrito, debe incluir la hora, fecha, lugar, persona lesionada y detalles de tal lesión. Debe ser visible a partir del contenido del aviso, que el empleado está reclamando beneficios bajo la ley de compensación del trabajador o que ha sufrido una lesión relacionada con el trabajo.

BENEFICIOS. Los beneficios son pagados por la compañía aseguradora del empleador o programa de seguro propio. Los beneficios incluyen tratamiento médico, reemplazo de sueldo parcial por tiempo perdido y beneficios adicionales si la lesión resulta en incapacidad permanente. El empleador debe proporcionar todo el tratamiento médico necesario y tiene el derecho de designar el doctor para dicho tratamiento. Si el empleado busca tratamiento con un doctor que no ha sido autorizado por el empleador, el empleador o su compañía aseguradora serán responsables de pagar solamente los primeros \$500.00 dólares para tratamiento médico no autorizado.

WHERE TO GET HELP WITH YOUR CLAIM (DÓNDE CONSEGUIR AYUDA CON SU RECLAMO):

Employer's Insurance Carrier (Compañía Aseguradora del Empleador)

()

Telephone (Teléfono de la Aseguradora)

Address (Dirección de la Aseguradora)

For questions about Workers Compensation Law, contact (Para preguntas acerca de la Ley de Compensación del Trabajador):

KANSAS DEPARTMENT OF LABOR
Division of Workers Compensation/Ombudsman
401 SW Topeka Blvd., Suite 2, Topeka, KS 66603-3105

Website: www.dol.ks.gov/workcomp/default.aspx
Email: KDOL.wc@ks.gov
Phone: (800) 332-0353 or (785) 296-4000

Persons with impaired hearing or speech utilizing a telecommunications device may access the above number(s) by using the Kansas Relay Center at (800) 766-3777.

Workers Compensation Fraud Information

K-WC 706 (Rev. 6-12)

Fraud and Abuse Investigation Unit

Identifying and prosecuting workers compensation fraud is a priority for Kansas. The Fraud and Abuse Unit was established in 1994 to detect, investigate and deter fraudulent and abusive acts or practices by employers, employees and health care providers.

This unit does not investigate misconduct by insurance carriers or agents. Instead, the Kansas Insurance Department (785-296-3071) addresses those complaints.

Our Staff

Assistant Attorney General

An Assistant Attorney General is assigned to direct the prosecution of workers compensation fraud and abuse. The Assistant Attorney General pursues administrative or criminal proceedings against employees, employers and health care providers who violate the Workers Compensation Act.

Special Investigators

The Special Investigators investigate suspected fraud or abuse. The investigators interview witnesses, collect evidence and testify in administrative or criminal proceedings.

Administrative Specialist

The Administrative Specialist maintains records of payments, enters data, prepares exhibits for hearings and takes complaints of suspected fraud.

Areas of Investigation

Fraudulent or Abusive Acts:

Administrative and Criminal

Defined in K.S.A. 44-5,120(d) and 44-5,125.

Examples of fraudulent or abusive acts include:

- making false or misleading statements to obtain benefits
- presenting a false certificate of insurance
- submitting a charge for health care not furnished

The penalty for committing such acts:

- \$2,000 fine for each act of fraud or abuse
- misdemeanor or felony criminal charges

Employer Failure to Secure Workers Compensation Insurance

In general, an employer with a payroll exceeding \$20,000 must secure workers compensation coverage for its employees.

The penalty for violating this provision is twice the annual premium or \$25,000, whichever is greater.

Employer Failure to Timely File Accident Report

Every employer has a duty to report employee accidents within 28 days if the injuries wholly or partially incapacitate the person for more than the day, shift or turn.

Penalty for repeated violations:

- \$250 for each violation

Reporting

The Fraud and Abuse Unit receives complaints of suspected fraud from many different sources including:

- Insurance companies
- Kansas Insurance Department
- Employers
- Employees
- Attorneys

If you believe that a violation of the Workers Compensation Act has occurred, please notify us. A printable form is available online in the Workers Compensation section.

Website www.dol.ks.gov/wc/fraud.html

Email wcfraud@dol.ks.gov

Phone (785) 296-4000
Toll Free: (800) 332-0353 (option 3)

Mail Kansas Department of Labor
Division of Workers Compensation
Fraud and Abuse Unit
401 SW Topeka Blvd., Suite 2
Topeka, KS 66603-3105

You may choose to remain anonymous.

The background of the entire page features two large, stylized silhouettes of human heads in profile, facing each other. The silhouette on the left is black, and the one on the right is white. They are set against a background that is split diagonally from the top-left to the bottom-right, with the top-left half being black and the bottom-right half being red.

Kansas Law Provides

Equal opportunity in
employment without
regard to race, religion,
color, sex, disability,
national origin,
ancestry, or age.
Genetic Testing and
Screening is also prohibited.

If you have suffered discrimination
in recruitment, hiring, placement,
promotion, transfer, training,
compensation, layoff, or
termination contact...

KANSAS HUMAN RIGHTS COMMISSION AREA OFFICES:

MAIN OFFICE TOPEKA:

900 S.W. JACKSON
SUITE 568-SOUTH
TOPEKA, KANSAS 66612-1258
Voice (785) 296-3206
Fax (785) 296-0589
TTY (785) 296-0245
Toll-Free (888) 793-6874

DODGE CITY OFFICE:

MILITARY PLAZA OFFICES
SUITE 220
100 MILITARY PLAZA
DODGE CITY, KS 67801-4945
(620) 225-4804
Fax (620) 225-4986

WICHITA OFFICE:

300 W. DOUGLAS
SUITE 220
WICHITA, KS 67202
Voice (316) 337-6270
Fax (316) 337-7376

The Kansas Human Rights Times

Residences for Rent	Apartments-Unfurn.	Apartments-Unfurn.	Apartments-Unfurn.	Duplexes for Rent	Residences for Sale
Cozy 2 BR, C/A, W/D hookups, garage w/opener, carpet, fenced backyard. No pets. \$400/mo. + dep. Avail immediately. 555-1346.	BEAUTIFUL LUXURY 1 & 2 BR APARTMENT HOMES		BEST CHOICE APARTMENT HOMES	2 BR duplex avail now, very clean, CA, stove, refrig, carport, close to schools. \$500 per month. Call 555-5809.	ALL NEW MODELS Prices slashed up to \$5,000 off! Over 20 models in stock. South of the mall. 555-1589.
Nice 3 bedroom, 2 bath, garage, C/A, 555-9765.	o 2 BR with full kitchen		o Beautifully landscaped	Duplex, 8765 Somewhere New, \$450 per month. Call 555-3200.	Super 2 BR, garage, WR school, Sun 1-4, 1345
Sparkling 2 BR, fenced, storage, off street parking, shade. 555-6490	o Separate dining room		o On-site maintenance		3 BR recently renovated. Call 555-
S/S duplex, call 555-1346	o Fireplace, new balconies		o Convenient laundry		contemporary view; 3-4 BR, full LR/DR, full basement. 555-1580.
Off	o Sound system to choose from		o Reasonable		S Prices off! Over 20 models in stock. South of the mall. 555-1589.
App					WR school, 555-
o					are New, 55-
5					ilities
O					TS! 2 & 3 BR, 555-
20					SE 75 w/ parking, no unit.
Ma					all ing,
No					er 2
own					
attra					
space					
Qual					
800 s					
555-1					
Ap					
Great A					
redes					
starti					
9278.					
BEAUTI					
apartm					
555-2565.					
Large 2 BR					
2 & 3 BR					
appls., 555-					
1 MONTH					
Quiet 1 BR					
w/ appls, car					
parking, no p					
Spacious 2BR					
to downtown,					
unit. Call for					
Studio & 1 BR					
all util's paid. P					
parking, entry sy					
555-3689.					
Very large 2BR, C/A, W/D, #400/Mo., all util's paid. \$200/dep. 555-35					
2 BR carpet, util, p, elec. Stove, refrig., Ref. & Dep. req. \$300. Call 555-3798.					
Affordable, spacious, comfortable, washer/dryer hook-ups, reserved parking, 24 hr. maintenance, cats welcome! Call 555-2732.					

WANTED: FAIR HOUSING

Without regard to race, religion, color, sex, race by association, national origin, ancestry, familial status, disabilities, retaliation in the areas of sales, rentals, financing and other terms and conditions.

Risque Springs

- o Close to the mall
- o Close to the university
- o Newly remodeled
- o Refrigerators with ice makers
- o Washer & dryer hook-ups
- o Clubhouse and pool
- o Fireplace & balcony
- o Great location
- o Apartments - 1 BR \$300
- 2 BR \$450
- 3 BR \$600

Call for your private showing

555-2736

KANSAS HUMAN RIGHTS COMMISSION AREA OFFICES:

MAIN OFFICE TOPEKA:

900 S.W. Jackson
Suite 568-South
Topeka, Kansas 66612
Voice (785) 296-3206
Fax (785) 296-0589
TTY (785) 296-0245
Toll-Free (888) 793-6874

WICHITA OFFICE:

300 W. Douglas
Suite 220
Wichita, KS 67202
Voice (316) 337-6270
Fax (316) 337-7376

DODGE CITY OFFICE:

Military Plaza Offices
Suite 220
100 Military Plaza
Dodge City, KS 67801
(620) 225-4804
Fax (620) 225-4986

FREE RENT

Section 8 Housing
UP TO ONE
MONTH FREE!
TRUSTME
PLACE
APARTMENTS
123 ANYWHERE
555-2321

Affordable 1 BR apt. between \$200-250. Call 555-2713.

3 BR in nice neighborhood, all utilities paid, no pets, washer/dryer hook-ups. 555-3498.

Kansas Law Provides EQUAL OPPORTUNITY IN PUBLIC ACCOMMODATIONS

without regard to
**RACE, RELIGION, COLOR, SEX, DISABILITY,
NATIONAL ORIGIN, OR ANCESTRY**



report discrimination to:

KANSAS HUMAN RIGHTS COMMISSION

MAIN OFFICE TOPEKA:

900 S.W. Jackson
Suite 568 South
Topeka, Kansas 66612
Voice (785) 296-3206
Fax (785) 296-0589
TTY (785) 296-0245
Toll-Free (888) 793-6874

DODGE CITY OFFICE:

Military Plaza Offices
Suite 220
100 Military Plaza
Dodge City, Kansas 67801
Voice (620) 225-4804
Fax (620) 225-4986

WICHITA OFFICE:

300 W. Douglas
Suite 220
Wichita, Kansas 67202
Voice (316) 337-6270
Fax (316) 337-7376

IN
THE FULL AND EQUAL USE
AND ENJOYMENT OF GOODS,
SERVICES, AND FACILITIES
OFFERED BY PLACES OF
PUBLIC ACCOMMODATIONS
WITHIN THE STATE OF KANSAS

*“Protecting your rights
Under the Law”*