The U.S. Department of Labor’s Family and Medical Leave Act (FMLA) covers qualifying family and medical reasons. The FMLA allows employees to take up to 12 weeks of unpaid leave in a 12-month period for:

- the birth and care of a child
- the care of a parent, spouse, or child who has serious health conditions
- placement of a child for adoption or foster care

If you or your family member need medical leave, you may be able to take FMLA leave if:

- you work for a private employer with 50 or more employees
- you have worked for your employer at least 12 months
- you have worked for your employer at least 1,250 hours over the previous 12 months

You are eligible to receive up to 12 weeks of unpaid leave in a 12-month period for these reasons. Additional unpaid leave may be available if your leave is related to the deployment of a family member, the recipient of your spouse’s organ, or the recipient of a bone marrow transplant.

To request FMLA leave, you must provide your employer with written notice of your need for leave. Your employer may request that you provide medical certification to support your need for leave.

 worker rights

The Wyoming State Minimum Wage Law (WCS § 21-11-104) mandates that the minimum wage in Wyoming be at least $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.

worker rights

The State of Wyoming recognizes labor laws to be in compliance with federal and state standards and regulations. The Wyoming Occupational Health and Safety Act provides job safety and health protection for workers employed by general contractors, subcontractors, and any other person who may employ a worker in the State of Wyoming. The Wyoming OSHA operates under the authority of the Act and the Occupational Safety and Health Administration (OSHA) of the U.S. Department of Labor.

The Wyoming Department of Workforce Services is responsible for enforcing the Wyoming Occupational Health and Safety Act. The Wyoming OSHA is responsible for ensuring compliance with the Act.

ENFORCEMENT

The Wyoming OSHA investigates complaints of workplace hazards. If a complaint is substantiated, the Wyoming OSHA may issue a citation requiring the employer to correct the hazard. If the employer fails to correct the hazard, the Wyoming OSHA may impose penalties.

COMPLAINTS

Employee complaints of workplace hazards may be filed by an employee, a relative, or a representative of an employee. The complaint must be filed in writing, signed by the complaining employee, and filed with the Wyoming OSHA. The complaint must be filed within 180 days of the alleged violation.

The Wyoming OSHA investigates complaints of workplace hazards. If a complaint is substantiated, the Wyoming OSHA may issue a citation requiring the employer to correct the hazard. If the employer fails to correct the hazard, the Wyoming OSHA may impose penalties.

The Wyoming OSHA may also impose civil penalties for any person who obstructs or delays an OSHA inspection or refuses to allow entry to an OSHA agent.

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