PUBLIC EMPLOYEE
JOB SAFETY & HEALTH PROTECTION

The Oklahoma Occupational Health & Safety Standards Act of 1979 provides job safety and health protections to all employees working with public and/or private entities. The Act has been adopted to prevent accidents to all public employees, including public schools and all political subdivisions of the State of Oklahoma.

EMPLOYERS

As responsible employers, we must provide a safe and healthy workplace for our employees. Employers must comply with the rules and standards established by the Oklahoma Department of Labor. Failure to comply can result in fines and penalties.

EMPLOYEES

Employees have the right to a safe and healthy workplace. They must cooperate with employers to ensure compliance with workplace safety and health standards.

NO UNAUTHORIZED PERSONNEL

No unauthorized persons are allowed in safety-related areas. Employers must ensure that only authorized personnel are present in these areas.

SAFETY COMMITTEE

Safety committees are composed of employees and management. They are responsible for monitoring workplace safety and health conditions and identifying areas for improvement.

INJURY REPORTS

Injury reports must be made to management to ensure proper documentation and compliance with workplace safety and health standards.

WHEN EMPLOYMENT ENDS

When employment ends, employees must return safety-related items, such as protective equipment, to designated areas.

EMPLOYER POLYGRAPH PROTECTION ACT

The Act protects employees from being required to take polygraph tests as a condition of employment or continued employment.

PUBLIC EMPLOYEE
EMPLOYEE’S RIGHTS POLICY

This policy outlines the rights of public employees under the Employee Rights Policy. It includes the right to participate in mandatory training and education programs.

EMPLOYER’S RIGHT TO POLICY

Employers have the right to develop and implement policies to meet the needs of their workforce. Policies must be reasonable and in accordance with applicable laws and regulations.

PUBLIC EMPLOYEE
UNEMPLOYMENT COMPENSATION

The Act provides unemployment compensation to eligible employees who lose their jobs through no fault of their own.

EMPLOYER’S RESPONSIBILITIES

Employers must file required forms and provide information to the State Department of Labor to receive unemployment compensation benefits.

ANNUAL EMPLOYEE POLYGRAPH PROTECTION ACT

This act applies to employers who employ individuals in the State of Oklahoma.

STATE OF OKLAHOMA
LABOR LAW POSTER

The Labor Law Poster provides information on various labor laws, including the Fair Labor Standards Act, Minimum Wage Act, and Civil Rights Act.

ATTACHMENT A

Attachment A contains additional information on workplace safety and health requirements.

ATTACHMENT B

Attachment B provides information on the rights and responsibilities of public employees under the Employee Rights Policy.

ATTACHMENT C

Attachment C includes information on the rights and responsibilities of employers under the Employee Rights Policy.

ATTACHMENT D

Attachment D provides information on the rights and responsibilities of unions under the Employee Rights Policy.

ATTACHMENT E

Attachment E contains information on the rights and responsibilities of public employees under the Employee Rights Policy.

ATTACHMENT F

Attachment F provides information on the rights and responsibilities of employers under the Employee Rights Policy.

ATTACHMENT G

Attachment G includes information on the rights and responsibilities of unions under the Employee Rights Policy.

ATTACHMENT H

Attachment H contains information on the rights and responsibilities of public employees under the Employee Rights Policy.

ATTACHMENT I

Attachment I provides information on the rights and responsibilities of employers under the Employee Rights Policy.

ATTACHMENT J

Attachment J includes information on the rights and responsibilities of unions under the Employee Rights Policy.

ATTACHMENT K

Attachment K contains information on the rights and responsibilities of public employees under the Employee Rights Policy.

ATTACHMENT L

Attachment L provides information on the rights and responsibilities of employers under the Employee Rights Policy.

ATTACHMENT M

Attachment M includes information on the rights and responsibilities of unions under the Employee Rights Policy.

ATTACHMENT N

Attachment N contains information on the rights and responsibilities of public employees under the Employee Rights Policy.

ATTACHMENT O

Attachment O provides information on the rights and responsibilities of employers under the Employee Rights Policy.

ATTACHMENT P

Attachment P includes information on the rights and responsibilities of unions under the Employee Rights Policy.

ATTACHMENT Q

Attachment Q contains information on the rights and responsibilities of public employees under the Employee Rights Policy.

ATTACHMENT R

Attachment R provides information on the rights and responsibilities of employers under the Employee Rights Policy.

ATTACHMENT S

Attachment S includes information on the rights and responsibilities of unions under the Employee Rights Policy.

ATTACHMENT T

Attachment T contains information on the rights and responsibilities of public employees under the Employee Rights Policy.

ATTACHMENT U

Attachment U provides information on the rights and responsibilities of employers under the Employee Rights Policy.

ATTACHMENT V

Attachment V includes information on the rights and responsibilities of unions under the Employee Rights Policy.

ATTACHMENT W

Attachment W contains information on the rights and responsibilities of public employees under the Employee Rights Policy.

ATTACHMENT X

Attachment X provides information on the rights and responsibilities of employers under the Employee Rights Policy.

ATTACHMENT Y

Attachment Y includes information on the rights and responsibilities of unions under the Employee Rights Policy.

ATTACHMENT Z

Attachment Z contains information on the rights and responsibilities of public employees under the Employee Rights Policy.