

### NOTIFICATION OF MANDATORY POSTING CHANGE: KANSAS WORKERS' COMPENSATION

#### **Summary of Posting Change**

New law requires employers to post two Kansas Workers' Compensation posters. One poster applies to injuries on or after May 11, 2011 and before April 25, 2013. The second poster applies to injuries sustained at work on or after April 25, 2013. A new law reduced the time employees have to report workplace accidents to 20 days for injuries sustained on or after April 25, 2013.

Statutory language regarding this posting: SB 187: In order to be eligible for workers compensation, the new law shortens certain time periods for employees to give notice to the employer of the accident or injury: \* From 30 days to 20 days, starting from the date of the accident or injury due to repetitive trauma; and \* From 20 days to 10 days, starting after the employee's last day of work for the employer.

#### **Who Is Affected**

This is a mandatory change affecting all businesses in Kansas. All employers must update their state posters.

#### **Compliance Reminders**

The effective compliance date is April 2013. As a best practice, customers should display the new poster by June 3, 2013.

#### **To be in full compliance, Kansas employers must display ALL of the following:**

##### State:

Workers' Compensation (2 Posters)  
Fair Employment  
Child Labor  
Unemployment Insurance

##### Federal:

Equal Employment Opportunity Commission (EEOC)  
Employee Polygraph Protection Act (EPPA)  
Family Medical Leave Act (FMLA)  
Fair Labor Standards Act (FLSA)  
Occupation Safety Health Administration (OSHA)  
Uniformed Services Employment & Reemployment Rights Act (USERRA)