

## Federal Posting Requirements for Employers



This listing indicates federal requirements for workplace posting notices. All required posters should be displayed in a prominent location on company premises and must be provided to employees who do not work at employer’s business location.

A set of posters can be printed from the [DOL website](#). In addition, MRA has a partnership with [GovDocs](#) so members can access a cost-effective provider of labor law posters to help them stay up-to-date. Note: Other posters as ordered by fire, factory, and safety inspectors such as floor capacity, etc. may be required.

Poster and Applicable Law	Posting Requirements
<p><b>Job Safety and Health Protection It’s the Law!</b> OSHA 3165 (English) (Rev. 4/19) Previous versions do not need to be replaced but must have been prepared by the DOL</p>	<p>Employers must display the <a href="#">poster</a> in a conspicuous place where workers can see it.</p> <p>OSHA regulations do not specify or require employers to display the OSHA poster in a foreign language. However, OSHA encourages employers with Spanish-speaking workers to also display the <a href="#">Spanish version</a> of the poster. Additional languages are also <a href="#">available</a>.</p> <p>States with an <a href="#">OSHA-approved state plan</a> may require a state version of the OSHA poster. Federal government agencies download the <a href="#">Federal Agency Poster</a>.</p>
<p><b>Equal Employment Opportunity is the Law</b> (Rev. 11/09)</p>	<p>Required <a href="#">poster</a> for all private employers, state and local Governments, educational institutions, employment agencies and labor organizations. Post copies of the poster in conspicuous places available to employees and applicants.</p> <p>Federal contractors and subcontractors covered by the Pay Transparency <a href="#">rule</a> must also post a <a href="#">supplement</a> (rev. 9/15) until a revised “Equal Employment Opportunity is the Law” poster is available.</p>
<p><b>Federal Minimum Wage, Your Rights Under the Fair Labor Standards Act</b> <b>WH 1088</b> (Rev. 7/16)</p>	<p>Every private, federal, state and local government employer employing any employee subject to the Fair Labor Standards Act (engaged in interstate commerce, etc.) is required to display this <a href="#">poster</a>.</p> <p>Information regarding posters applicable to state and local government workers, agricultural workers, special minimum wage workers and posters in languages other than English are available <a href="#">here</a>.</p>

Poster and Applicable Law	Posting Requirements
<p><b>Federal Minimum Wage for Contractors, Worker Rights under Executive Order 13658</b> (Rev. 1/20)</p>	<p>Federal contractors and subcontractors with workers performing work on or in connection with covered contracts under Executive Order 13658 must display this <a href="#">poster</a>.</p>
<p><b>Your Rights Under USERRA - The Uniformed Services Employment and Reemployment Act</b> (Rev. 4/17)</p>	<p>All employers are required to notify employees of their rights under USERRA and this <a href="#">poster</a> satisfies that requirement. Employers may provide the notice by posting it where employee notices are customarily placed.</p>
<p><b>Employee Polygraph Protection Act</b> WH 1462 (Rev. 7/16)</p>	<p>Required of all private employers covered by the law (enterprises involved with interstate commerce, etc.). The <a href="#">poster</a> must be displayed where employees and applicants for employment can readily observe it.</p>
<p><b>Employee Rights and Responsibilities Under the Family &amp; Medical Leave Act</b> WH 1420 (Rev. 4/16)</p>	<p>Required of employers with 50 or more employees in 20 or more work weeks in the previous or current calendar year. The <a href="#">poster</a> must be displayed prominently where employees and applicants for employment can see it. Covered employers must display the poster at all locations, even if no employees are eligible for FMLA leave.</p> <p>Where an employer's workforce is not proficient in English, the employer is required to provide the notice in a language in which the employees are literate. A <a href="#">Spanish</a> version is provided.</p>
<p><b>Notice to Employees Working on Government Contracts</b> (Service Contract Act or Public Contracts Act) WH 1313 (Rev. 4/09)</p> <p><b>Worker Rights Under Executive Order 13706 —Paid Sick Leave for Federal Contractors</b> WH1090 (Rev. 9/16)</p> <p><b>Displaced Employee Rights on Successor Contracts</b> WH-1503 (Rev. 1/13)</p>	<p>Employers working on federal government contracts of \$2,500 or more must post this <a href="#">notice</a>.</p> <p>Federal contractors and subcontractors covered by Executive Order 13706 must post this <a href="#">paid sick leave poster</a> in a prominent and accessible location at the worksite. Executive Order 13706 applies to "new" contracts and replacements for expiring contracts with the Federal Government issued or awarded on or after January 1, 2017.</p> <p>Where the successor contract is a contract subject to Executive Order 13495 and the Service Contract Act, the contracting officer (or designee) will ensure that the predecessor contractor provides written notice to the eligible employees of the predecessor contractor of their possible right to an offer of employment with the successor contractor. Such <a href="#">notice</a> may either be posted in a conspicuous place at the worksite or may be delivered to the employees individually.</p>
<p><b>Notice to All Employees Working on Federal or Federally Financed Construction Projects</b> (Davis-Bacon Act) WH 1321 (Rev. 10/17)</p>	<p>Required of employers working on federal or federally financed construction projects of \$2,000 or more. The <a href="#">poster</a> must be posted at the site of work, in a prominent and accessible place where it can easily be seen by workers.</p>

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<p><b>Notification of Employee Rights Under Federal Labor Laws</b> EO 13496; 29 CFR Part 471</p>	<p>Federal contractors and subcontractors are required to post the prescribed <a href="#">employee notice</a> conspicuously in plants and offices where employees covered by the National Labor Relations Act (NLRA) perform contract-related activity, including all places where notices to employees are customarily posted both physically and electronically.</p> <p>To link to the English version of the Notice of Employee Rights Under Federal Labor Laws Poster, the text for the link must read, "Important Notice about Employee Rights to Organize and Bargain Collectively with Their Employers" and it must link to this <a href="#">page</a>.</p> <p>Where a significant portion of a contractor's or subcontractor's workforce is not proficient in English, they must provide the employee notice in languages spoken by employees. The Office of Labor Management Standards will <a href="#">provide translations</a> of the employee notice that can be used to comply with the physical and electronic posting requirements.</p>
<p><b>Notice to Workers with Disabilities Paid at Special Minimum Wages</b> WH 1284 (Rev. 1/18)</p>	<p>The <a href="#">poster</a> shall be posted in a conspicuous place on the employer's premises where employees and the parents or guardians of workers with disabilities can readily see it.</p>
<p><b>Notice to Migrant and Seasonal Agricultural Worker Protection Act (MSPA)</b> WH 1376 (Rev. 4/1983)</p>	<p>Agricultural employers, agricultural associations and farm labor contractors must post this <a href="#">notice</a> in a conspicuous place at each place of employment.</p> <p>Note: Agricultural employers hiring temporary workers under H-2A visas should also post the Employee Rights Under H-2A <a href="#">Poster</a> (available in <a href="#">Spanish</a> and <a href="#">Haitian</a>). These workers are not covered under the MSPA, but posting is required.</p>
<p><b>Occupational Injuries and Illnesses Summary</b> OSHA-300A (Rev. 1/04)</p>	<p>All employers covered by the Occupational Safety and Health Act (OSHA) with 11 or more workers must post the <a href="#">annual summary</a> of occupational injuries and illness from February 1 to April 30. Retail trade, finance, insurance, and real estate services are generally exempt from this requirement. Only the Summary 300A must be posted.</p>
<p><b>Pay Transparency Nondiscrimination Provision</b> EO 11246 (Rev. 12/16)</p>	<p>Required of all contractors and subcontractors holding a single Federal contract or subcontract in excess of \$10,000 in any 12 month period. Every contractor covered by Executive Order 11246, as amended, is required to post the <a href="#">Pay Transparency Nondiscrimination Provision</a> and the "<a href="#">EEO is the Law</a>" poster and supplement, either electronically or hard copy in a conspicuous places available to employees and applicants. This provision must also be included in employee manuals and handbooks.</p>


Poster and Applicable Law	Posting Requirements
<p><b>E-Verify Employment Eligibility</b>  <i>Right to Work (rev. 4/19)</i>  <i>Participation Poster (rev. 8/17)</i></p>	<p>All employers who participate in the E-Verify program must post participation and right to work posters informing current and prospective employees of their legal rights and protections.</p> <p>After enrolling and completing the online tutorial, employers will be prompted to download these posters. Employers must print and then display the <a href="#">English and Spanish Notice</a> of the E-Verify Participation and the Office of Special Counsel <a href="#">Right to Work posters</a>. Employers can access downloadable posters after logging into <a href="#">E-Verify</a>.</p>

Have questions about required posters for your workplace? MRA's [HR Hotline](#) can help you!

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### MRA's HR Hotline can help you!

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