

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
US	<p>Many of the employment laws administered by the U.S. Department of Labor (DOL) require notices of employee rights to be posted in the workplace. A few examples include the Fair Labor Standards Act, the Occupational Safety and Health Act, and the Family and Medical Leave Act.</p> <p>In general, federal workplace posters must be displayed or posted in a conspicuous place where they are easily visible to all employees—the intended audience. Some posters, such as the FMLA, EEO, and EPPA posters, are also required to be placed where they can be seen by applicants for employment.</p> <p>In addition to the federal requirements, every state has provisions requiring the posting of various kinds of law-related notices in the workplace. In many states, the prescribed notices are available from state labor authorities at no charge to the employer. Most mandatory notices are intended to advise workers of their legal rights and duties in such areas as payment of wages, regulation of working hours, benefits for the unemployed and for those injured on the job, unlawful discrimination, family leave, “whistleblower” protections, plant closing regulations, and workplace safety and health. In some cases the manner of posting is prescribed, but the standard requirement is that mandatory notices be posted conspicuously and in enough places so that employees can see them as they enter and exit the workplace.</p>					
AL	There is no provision for this topic in this state.	“Alabama Child Labor Law” poster available from Dept. of Industrial Relations. <i>Citation:</i> Ala. Code § 25-8-38.	Notice available from Dept. of Industrial Relations summarizing benefits, claims procedures, and registration for work. <i>Citation:</i> Ala. Code § 25-4-145; Ala. Admin. Code 480-4-2-19.	Notice of insurance coverage, name of insurer, and services of workers’ compensation ombudsman. For coal mine operators, summary of laws on coal mine safety, provided by Dept. of Industrial Relations. Drug-free workplace employers must post notice of substance abuse testing policy. <i>Citation:</i> Ala. Code § 25-5-290, § 25-9-364, § 25-5-334.	There is no provision for this topic in this state.	Most required state posters available from the AL Department of Labor . Employers without an employee assistance program must post a listing of local abuse programs, mental health providers, or employee assistance programs. Signs must be posted where smoking prohibited by the Alabama Clean Indoor Air Act. <i>Citation:</i> Ala. Code § 25-5-336, § 8-17-221.

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
AK	The Alaska Department of Administration's Personnel and Labor Relations maintains a list of mandatory federal and state posters that must be placed in a common area where they can be seen by all employees in the workplace. The Alaska specific posters include an Alaska Human Rights Law/ Sexual Harassment poster, a Summary of the Alaska Wage and Hour Act, a Safety and Health Protection on the Job poster, an Americans with Disabilities Act poster, an Employer's Certificate of Self-Insurance poster, a Notice to Employees regarding Unemployment, a Summary of Alaska Child Labor Law poster, and an Alcohol and Drug Free Workplace Policy poster Under AS 39.90.100, a public employer is also required to post notices and use other appropriate means to inform employees of their protections and obligations under Alaska's whistleblowers laws. <i>Citation: AS 23.05.160, 23.10.105.</i>	"Summary of Alaska's Child Labor Law" (recommended).	Notice available from Dept. of Labor and Workforce Development, summarizing employer's liability for contributions, workers' rights to benefits, claim procedures, and registering for work under Employment Security Act. <i>■ Citation: AS 23.20.335.</i>	"Safety and Health Protection on the Job" and "Right-to-Know" poster from Dept. of Labor and Workforce Development. "No Smoking" sign where smoking is prohibited. Name and address of workers' compensation insurer and period of insurance. Warning signs near high voltage lines. Emergency information. <i>■ Citation: AS 18.60.068, 23.30.060, 18.60.675.</i>	All employers must post notice regarding sexual harassment, provided by Commission for Human Rights. <i>■ Citation: AS 23.10.440.</i>	Most required state posters available from the AK Division of Labor Standards & Safety . Notice informing employees of their rights and responsibilities under the state whistleblowers' protection law. Emergency phone numbers must be prominently posted in several locations. Employers certificate of self-insurance. <i>■ Citation: AS 39.90.100, 23.30.060.</i>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
AZ	Minimum wage poster. In laundries, summary of hours employees are required to work daily. Paid sick time poster. See www.azica.gov/posters-employers-must-display . Citation: A.R.S. §§ 23-284, 23-364; A.A.C. § R20-5-1208.	Wage orders, wherever minors are employed. Citation: A.R.S. § 23-323.	Notice must be posted, and printed statement must be provided to separating employee. Available from Dep't of Economic Security. Citation: A.R.S. § 23-772.	Information about employee protections and obligations under OSHA. Notice of compliance with workers' compensation law (state authorization, if self-insured) and workers' right to reject coverage. Work Exposure to Bodily Fluids, MRSA posters. See www.azica.gov/posters-employers-must-display . Citation: A.R.S. §§ 23-427, 23-804, 23-906, 23-964, 23-1043.02, 23-1043.03, 23-1043.04; A.A.C. §§ R20-5-164, R20-5-609, R20-5-1208.	Notice of rights under Arizona Civil Rights Act available from Civil Rights Division, Atty. General's Office. Constructive discharge notice as prescribed by statute. Citation: A.R.S. §§ 23-1502 and 41-1483.	Most required state posters are available from the Industrial Commission of AZ . Must provide written notice on drug and alcohol testing requirements. Notice of Fair Wages and Healthy Families Act (Proposition 206) required. No smoking notices must be posted at every entrance and one clear and conspicuous sign no smaller than 4 inches by 6 inches that states "no smoking" or shows the international no-smoking symbol, cites to A.R.S. § 36-601.01, and contains the telephone number and website address for making complaints (1-877-4-AZNOSMOKE, 1-877-429-6676, www.smokefreearizona.org). No smoking signs also must be posted in company-owned vehicles that have more than one occupant. Citation: A.R.S. §§ 23-493.04, 36-601.01; A.A.C. § R9-2-105.

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
AR	<p>"Arkansas Wage and Hour Regulations Notice To Employer and Employee" (minimum wage, overtime) and "Arkansas Dept. of Labor Notice To Employer and Employee" available from Dept. of Labor. Public contractors must post prevailing wage scale. <i>Citation:</i> Ark. Code Ann. § 11-4-216, § 22-9-309.</p>	<p>"Arkansas Dept. of Labor Notice To Employer and Employee" available from Dept. of Labor.</p>	<p>Notice available from Employment Security Division summarizing claim procedures and benefit rights. <i>Citation:</i> Ark. Code Ann. § 11-4-216.</p>	<p>Public Employer's Chemical Right to Know Act requires posting of adequate notice informing employees of their rights under the law, ensuring proper chemical labeling, and maintaining and making available safety data sheets and chemical lists. Notice of Workers' Compensation Insurance. Job Safety and Health Protection available from Department of Labor. Signs must be posted near flammable liquids informing employees that smoking is prohibited within 20 feet of location. <i>Citation:</i> Ark. Code Ann. § 8-7-1004, § 11-9-407.</p>	<p>"Arkansas Dept. of Labor Notice to Employer and Employee" available from Dept. of Labor. <i>Citation:</i> Ark. Code Ann. § 11-4-216.</p>	<p>Most required state posters available from the AR Department of Labor. "No Smoking" signs or signs containing the international "No Smoking" symbol must be clearly posted by the owner, operator, manager, or other person in control of any area where smoking is prohibited. The Human Trafficking Act of 2013 requires certain Arkansas employers to post conspicuous notices about human trafficking in the workplace. <i>Citation:</i> Ark. Code Ann. § 20-27-1806, § 12-19-102.</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
CA	<p>California Minimum Wage and Payday notices. Employers must post mandatory poster regarding employee's right to paid sick days. Copy of applicable wage order. Public contractors must post prevailing wage rate. Employers must provide non-exempt new hires with Cal. Labor Code 2810.5 notice of: their rate of pay and its basis; any allowances claimed as part of the minimum wage; regular payday; employer's name and dba; address (and mailing address, if different) of the employer's principal place or business or main office; employer's telephone number; name, address, and telephone number of the employer's workers' compensation carrier; and other information required by the labor commissioner. That Cal. Labor Code 2810.5 notice to non-exempt employees must include that an employee: may accrue and use sick leave; has a right to request and use accrued paid sick leave; may not be terminated or retaliated against for using or requesting the use of accrued paid sick leave; and has the right to file a complaint against an employer who retaliates. See Department of Industrial Relations website for model Labor Code</p>	<p>Daily and weekly hours, wherever minors work. In agricultural employment child labor notice in Spanish and English, plus application for exemption from hour laws during peak harvest season. <i>Citation:</i> Cal. Labor Code § 1299, § 1393, Educ. Code § 49140.</p>	<p>Notice available from Employment Development Dept. summarizing unemployment, paid family insurance, and disability benefit rights. <i>Citation:</i> Unemployment Ins. Code § 2706, § 1090.</p>	<p>Name of workers' compensation insurer (or statement of self-insurance) and name of adjuster. Notice of workers' compensation benefits; safety rules, employee rights regarding unsafe conditions. CAL/OSHA poster, plus citations at site of violation for three days or until abatement. Rights of employees working with hazardous/toxic substances. Employers of 20 or more that provide health insurance must notify terminating employees of possible continued coverage at the state's expense. <i>Citation:</i> Cal. Labor Code § 2807, § 3550, § 3551, § 6318(a), § 6328, § 6408; CA Code Reg. Tit. 8 § 1512, § 3204, § 9810.</p>	<p>Fair Employment and Housing Act provisions available from California Dept. of Fair Employment and Housing. "Equal Opportunity is the Law" (includes ADA); family and pregnancy leave. Sexual harassment poster; distribution of information sheets. If the workforce includes 10% or more non-English-speaking persons, information must be translated. <i>Citation:</i> Cal. Govt. Code § 12950, § 12945; FEHRR § 7287; Cal. Code Reg. Tit. 2 § 7297.9.</p>	<p>Most required state posters available from the Department of Industrial Relations and Department of Fair Employment and Housing.</p> <p>Notice of right to request Family Care Leave; smoking/no smoking areas and policy; time off to vote posted 10 days before every election; emergency responder phone numbers; pregnancy leave; whistleblower protections; and Drug-free Workplace Act for government contractors; notice of possible right to an earned income tax credit on federal income tax returns; human trafficking notice (certain industries); Immigrant Worker Protection Act notices (effective 1/1/18); ban-the-box notifications (effective 1/1/18).</p> <p>A number of California municipalities have passed paid sick leave ordinances. Information about covered employers and applicable notice requirements is available from the municipalities.</p> <p>San Francisco employers must also post notice of San Francisco Family Friendly Workplace Ordinance, Fair Chance Ordinance, Lactation in the Workplace Ordinance (effective 1/1/18), and</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
	<p>2810.5 notice. Employers must notify each employee in writing of any changes to the information set forth in the notice within 7 calendar days of the changes unless such changes are reflected on a timely wage statement or another writing, as specified.</p> <p>Cal. Labor Code 2810.5 additionally requires that, if the employer is a temporary services employer, the notice include the name, the physical address of the main office, the mailing address if different from the physical address of the main office, and the telephone number of the legal entity for whom the employee will perform work, and any other information the Labor Commissioner deems material and necessary. Notice need not be provided to public employees, exempt employees, or employees covered by a collective bargaining agreement whose pay exceeds 30 percent of the state minimum wage, with overtime paid at the proper rate.</p> <p><i>Citation:</i> Cal. Labor Code § 1183, § 207, § 1773.2, § 2810.5; Assembly Bill 1522 (2014).</p>					<p>Parity in Pay Ordinance (effective 7/1/18).</p> <p><i>Citation:</i> Cal. Labor Code § 6404.5; Elec. Code § 14001; 2 CCR 7291.16; 7297.9.9 Cal. Labor Codes § 1102.8 Gov't Code § 8355; Cal. Rev. & Tax Code § 19853.</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
CO	<p>Minimum wage poster available from Dept. of Labor and Employment. Time and place of payment of wages. Wage or pay schedule changes must be posted at least 30 days in advance. <i>Citation:</i> C.R.S. § 8-4-107, Minimum Wage Order Number 32.</p>	<p>Minimum wage poster available from Dept. of Labor and Employment includes child labor provisions. <i>Citation:</i> C.R.S. § 8-4-107, Minimum Wage Order Number 32.</p>	<p>Notice available from Div. of Employment and Training informing workers of employer's duties under unemployment provisions. <i>Citation:</i> C.R.S. § 8-74-101(2); 7 CCR 1101-2 (7.3).</p>	<p>Workers' compensation notice informing employees that they must notify employer within four days of a work-related injury. Employers otherwise exempt from the non-smoking provisions of Colorado's Clean Indoor Air Act may post signs indicating that smoking is prohibited/permitted. <i>Citation:</i> C.R.S. § 8-43-102; § 25-14-206.</p>	<p>Employers must post a notice of rights under the Colorado Anti-Discrimination Act available from the Civil Rights Commission.</p> <p>Effective December 8, 2016, employers must provide current employees with written notice of their rights under the Pregnant Workers Fairness Act. Thereafter, employers also must provide written notice to every new hire at the start of employment, as well as post the written notice.</p> <p>Employers subject to the municipal code for the city and county of Denver must post a notice provided by Denver's anti-discrimination office.</p> <p><i>Citations:</i> 3 CCR 708, Rule 20.1; § 24-34-402.3.; Denver Mun. Code, Ch. 28, art. IV, § 28-104.</p>	<p>Most required state posters available from the CO Department of Labor & Employment.</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
CT	Labor regulations poster available from Dept. of Labor. Notification in writing at time of hiring of wages, hours of employment, and payment schedule; notification in writing or by posting employment policies concerning wages, vacation pay, sick leave, health and welfare benefits, and comparable matters. Public works contractors must post prevailing wage rates. <i>Citation:</i> Conn. Gen. Stat. § 31-66, § 31-71f, § 31-55.	Labor regulations poster available from Dept. of Labor includes minor, elderly, handicapped, and disabled veterans' provisions. Must post the hours of work for minors under 18. <i>Citation:</i> Conn. Gen. Stat. § 31-12, § 31-13, § 31-18.	Form UC-8 available from Employer Status Unit, DOL, informing workers of availability of unemployment compensation ■ Citation: Conn. Admin. Code. § 31-22-10.	Notice of workers' compensation availability. Information about toxic materials and list of carcinogens in workplace. Copies of OSHA citations at place of violation. Job Safety and Health Protection notice and members of employer's safety committee. ■ Citation: Conn. Gen. Stat. § 31-279 § 31-284, § 31-40c, § 31-40k, § 31-375; Conn. Admin. Code § 31-372-2.	"Discrimination Is Illegal" poster, plus information on sexual harassment and state family and medical leave law. Act Concerning Pregnant Women in the Workplace. Public works contractors must post compliance with Affirmative Action in State Contracts law. ■ Citation: Conn. Gen. Stat. § 46a-54, § 46a-97, § 4a-60(a); Conn. Admin. Code § 31-371-2; Conn. Gen Stat. § 46a-60(b).	Most required state posters available from the CT Department of Labor . Notice that occupation may be designated as high-risk for purpose of random urinalysis drug testing. Employers that intend to electronically monitor employees must post conspicuous notice. If employer provides health insurance (other than self-insured plans), notice concerning the office of Managed Care Ombudsman. Employers subject to the state's paid sick leave law must provide notice to each service worker of the provisions of the law. ■ Citation: Conn. Gen. Stat. § 31-51V, § 31-48d, § 38a-1046, T Gen. Stat. § 31-57w.

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
DC	Summary of minimum wage act available from mayor's office. Government contractors and subcontractors must post a notice of living wage requirements, including complaint procedure information. <i>Citation:</i> D.C. Code § 32-1009, § 2-220.06; D.C. Mun. Regs., tit. 7, § 912.	Summary of regulations governing employment of minors under 18 years of age, hours of employment, list of minors under 18 employed, work hours, and occupations prohibited to minors. <i>Citation:</i> D.C. Code § 32-202.	Notice available from District Unemployment Fund summarizing regulations. <i>Citation:</i> D.C. Code § 51-111.	Rights and obligations under Occupational Safety and Health Act. Citations must be posted at place of violation until defect is abated. Workers' Compensation policy name, address of workers' compensation, carrier, and expiration date. <i>Citation:</i> D.C. Code § 32-1536, § 32-1114.	Summary of Human Rights Law. Protecting Pregnant Workers Fairness Act. For public works contractors, "Equal Employment Opportunity Contract Compliance" poster. Posters available from Office of Human Rights. District must post notices of whistleblower laws in all personnel offices and other public places. <i>Citation:</i> D.C. Code § 2-1402.51, § 1-615.57, § 2-223.06. Further information is available at http://ohr.dc.gov/page/workplaceposters	Most required posters available from the D.C. Department of Minimum Wage . D.C. Minimum Wage. Summary of Family and Medical Leave Law available from Office of Human Rights. Parental Leave Act. Paid Sick and Safe Leave Act of 2008. Smoking policy notice. <i>Citation:</i> D.C. Code § 32-1009, § 32-131.09, § 32-511, § 32-109, § 32-1206, § 7-1704.

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
DE	<p>Minimum wage poster and summary of Wage Payment Act available from Dept. of Labor. Advance notice in writing or by posting of reduction in pay or change in payday, working hours, or place of payment. Written notice or posting of vacation pay, sick leave, breaks, etc. Notice at time of payment of wages due, pay period for wages due, and total amount of deductions made from wages due; total number of hours for pay period if paid at an hourly rate. Employers must post wage rates that apply to public works projects over \$100,000 for new construction or \$15,000 for alteration, decoration, demolition, or reconstruction. <i>Citation:</i> 19 Del. C. §§ 707, 908, 1108; 29 Del. C. § 6960.</p>	<p>Employers of minors must post a general summary of Delaware's child labor law. <i>Citation:</i> 19 Del. C. § 501 <i>et seq.</i></p>	<p>Notice of compliance with unemployment compensation law and an explanation about filing for benefits. <i>Citation:</i> 29 Del. C. § 3317.</p>	<p>Notice of employee rights under Hazardous Chemical Information Act. Citations must be posted at place of violation. Notice informing employees that employer is covered by workers' compensation law and explaining claim procedure. <i>Citation:</i> 19 Del. C. § 2405; 19 Del. C. § 2306.</p>	<p>Notices on Fair Employment Practices Act and sexual harassment. For public contractors, notice on Discrimination in Public Works Law. All available from Dept. of Labor. Employers must provide notice of the right to be free from discrimination in relation to pregnancy, childbirth, and related conditions, including the right to reasonable accommodation to known limitations related to pregnancy, childbirth, and related conditions. All employees must receive notice of those rights at the time of hire, and pregnant employees must receive notice again within 10 days of disclosing a pregnancy. A copy of the policy must also be posted in the same place as other required notices. A copy of the policy must also be posted in the same place as other required notices. <i>Citation:</i> 19 Del. C. § 716; 29 Del. C. § 6962.</p>	<p>Most required state posters available from the DE Department of Labor. Smoking/no smoking signs. Notice of whistleblower protection. Employers who electronically monitor employees must provide notice to employees. <i>Citation:</i> 16 Del. C. § 2905; 19 Del. C. §§ 705, 1707.</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
FL	State minimum wage poster. <i>Citation: FSA § 448.109.</i>	Child labor law poster available from Dep't. of Labor, Employment, and Training. <i>Citation: FSA § 450.045(2).</i>	Notice available from Division of Employment Security summarizing benefit rights and claim procedures. <i>Citation: FSA § 443.151.</i>	Notice of compliance with workers' compensation law, and name and address of insurer. Notice of noncoverage if appropriate. Notice informing employees of their rights under toxic substance laws if toxins are present in workplace. <i>Citation: FSA § 440.40, § 440.055, § 442.108.</i>	Notice summarizing Human Rights Act available from Commission on Human Relations. State employers must post notice regarding age discrimination in employment. <i>Citation: FSA § 760.10(10), § 112.044(5).</i>	Most required state posters available from the FL Department of Economic Opportunity . Standalone bars, Customs smoking rooms, smoking cessation programs, and scientific or medical research facilities must post signs if smoking is permitted. <i>Citation: FSA § 386.201 et seq.</i>
GA	Provisions of state minimum wage law and form DOL 154 regarding vacation insurance. <i>Citation: O.C.G.A. § 34-4-5.</i>	There is no provision for this topic in this state.	Employers must post notices including Unemployment Insurance for Employees and a Vacation Unemployment Insurance Notice informing employees of the Employment Security Law. <i>Citation: O.C.G.A. § 34-8-190.</i>	Notice of compliance, plus name of insurer and list of six physicians from which injured employees may choose; Employee Workers' Compensation Bill of Rights. "Right to Know" notice on hazardous chemicals. <i>Citation: O.C.G.A. § 34-9-201, § 34-9-81.1, § 45-22-7.</i>	Equal Pay Act poster available from Office of Fair Employment Practices, plus excerpts of Fair Employment Practices Act. State agencies must post antidiscrimination notice available from the state Commission of Equal Opportunity. <i>Citation: O.C.G.A. § 34-5-7, § 45-19-27; O.C.G.A. 192-1-.10, § 186-1-.10.</i>	Most required state posters available from the GA Department of Labor . Employers who participate in E-Verify are required to post the E-Verify Participation poster and the Right to Work poster. Both posters must be posted in English and Spanish. <i>Citation: O.C.G.A. 36-60-6.</i> Public employers: Summary of Family Medical Leave Act and notice of Employee Assistance Programs and list of providers. Signs where smoking is permitted and where it is prohibited. <i>Citation: O.C.G.A. § 45-24-6, § 45-22-7; § 34-9-416, O.C.G.A. 478-1.23.302.</i>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
HI	Minimum wage notices available from Director of Labor and Industrial Relations. Employees must be notified in writing or by posting of change in pay rate or payday, hours of work, or place of payment, policies regarding vacation and sick leave. Public works contractors must post prevailing wages for nonunion help. <i>Citation:</i> HRS § 387-6, § 388-7, § 104-2.	There is no provision for this topic in this state.	Notice available from Dept. of Labor and Industrial Relations describing benefit rights and claim procedures. <i>Citation:</i> HRS § 383-31.	Workers' compensation benefits rights and claims procedures. Notice ("Safety and Health Protection on the Job") informing employees of rights and obligations under OSH Act. Citations at place of violation until problem corrected. Notice of workplace hazards. Smoking policy. <i>Citation:</i> HRS § 386-99, § 396-6(f), § 396-7, § 396-10, § 328J-9.	Hawaii Civil Rights Commission's poster notifying employees of the state's laws prohibiting discrimination in employment.	Most required state posters available from the HI Department of Labor & Industrial Relations . Notice of rights and obligations under whistleblower law. Vacation and sick leave policies. Notice of smoking policy in affected areas. Notice of medical confidentiality practices, rights under the policy, and procedures for disclosure and consent. Notice of rights under Dislocated Workers Act. Notice of employers' protections and obligations for providing employees an opportunity to express milk. <i>Citation:</i> HRS §§ 378-68, 328J-9, 388-7, 394B-9, 378-92.
ID	Summary of Minimum Wage Law. At the time of hire, pay rate and scheduled paydays in writing by notice or posting. Mining employers must post the time and place of payment, employer name and address, employer's status, accounting of mortgages and liens. Notice of time of payment to separated employees. <i>Citation:</i> Idaho Code § 44-1507, § 44-501, § 44-502, § 45-610.	There is no provision for this topic in this state.	Notice available from Industrial Commission describing benefits, claims, and related matters. <i>Citation:</i> Idaho Code § 72-1368.	Notice of legal compliance. Notice of order informing employees of unsafe or unsanitary conditions. Notice of protective and safety rules for employees. <i>Citation:</i> Idaho Code § 72-312.	Optional notice available from Idaho Human Rights Commission.	Most required state posters available from the ID Department of Labor . Employee leasing company must post its relationship with a client company. Employers must make a reasonable effort to prevent smoking by posting "No Smoking" signs. <i>Citation:</i> Idaho Code § 44-2405.

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
IL	<p>The Minimum Wage Act, summaries of applicable regulations, and information on the filing of a charge. Employers subject to a minimum fair wage order must post a copy of the order where women or minors work. Notice of regular paydays and the time and place of payment must be posted; any change in time or place must be posted taking effect. At time of payment, day labor service agency must give notice of availability of annual earnings summary or post notice. Public works contractors and construction managers must post on site the prevailing wage rates for each craft or type of work or mechanic needed. Before operating on Sunday, employers must post a schedule listing the employees required or permitted to work on Sunday and designating each employee's day of rest.</p> <p><i>Citation:</i> 820 ILCS 140/4, 115/10, 105/9, 125/14, 130/9, 140/4, 175/30.</p>	<p>Abstract of child labor law including a list of occupations prohibited to minors, in a conspicuous place; schedule of each minor's starting and ending times of work, mealtimes, and the Department of Labor's toll-free telephone number; posters available from Department of Labor.</p> <p><i>Citation:</i> 820 ILCS 125/14, 205/5; 56 ILAC 250.815.</p>	<p>Employers must post notices, provided by the Department of Labor, informing employees of the regulations of the Employment Security Act.</p> <p><i>Citation:</i> 820 ILCS 405/700; 56 ILAC 2760.1.</p>	<p>Notice of rights and obligations under Workers' Occupational Diseases Act, Occupational Safety and Health Act, and Toxic Substances Disclosure to Employees Act, from Dept. of Labor. Rules of Coal Mining Act, mine contents, and unsafe conditions in mine. All employers must post notices informing employees of workers' comp insurance coverage including the name and address of their insurer, the policy number, and effective and termination dates or notice that the employer is self-insured including the name and address of the company servicing the compensation and of the person or company in charge of making compensation payments. If the policy is terminated before the termination date, the posted notice must be corrected.</p> <p><i>Citation:</i> 56 Ill. Adm. Code 350.30; 820 ILCS 305/6, 255/7, 310/6; 225 ILCS 705/5.12.</p>	<p>Employers with at least 15 employees the Department of Human Rights' notice summarizing the IL Human Rights Act provisions on pregnancy discrimination and pregnancy reasonable accommodation. This notice must also be included in any employee handbook. Each war defense contractor must post a copy of the Defense Contract Employment Discrimination Act. Any employer may be required to post notice of compliance with Human Rights Act in accordance with remedial order. The Equal Pay Act requires employers with four or more employees to post information summarizing the requirements of the act. The Victims' Economic Security and Safety Act provides that employers, including the state or any person that employs at least 15 employees, must post a notice explaining the Act's requirements.</p> <p><i>Citation:</i> 775 ILCS 2-102(K), 775 ILCS 5/8A-104, 775 ILCS 20/6, 820 ILCS 112/40, 820 ILCS 180/40.</p>	<p>Most required state posters available from the IL Department of Labor. Notice of potential loss of health insurance. Juvenile records. The application for employment must specify that there is no obligation to disclose expunged juvenile arrest or conviction records. Smoking. "Smoking area" and "no smoking" signs are required to be appropriately posted in public places, including workplaces. Food service facilities must post the "Emergency Care for Choking" poster. Employers of 15 or more employees must post a notice of the provisions of the Victims' Economic Security and Safety Act. The "Illinois Human Trafficking Resource Center Notice Act" requires the following employers to post notices informing employees and other members of the public of a helpline to assist any person who is subject to human trafficking, including businesses where the sale of alcohol is the principal business and that hold on-premise consumption retailer licenses under the Liquor Control Act of 1934; adult entertainment facilities; primary airports; intercity passenger rail or light rail stations; bus stations; truck stops; emergency</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
						rooms within general acute care hospitals; urgent care centers; farm labor contractors; and private job recruitment centers. A model notice is available from the Illinois Department of Human Services. <i>Citation:</i> 820 ILCS 160; 705 ILCS 405/5-915(8)(a); 410 ILCS 82/15, 82/20; 410 ILCS 10/4; 820 ILCS 180/40; 775 ILCS 50/1 <i>et seq.</i>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
IN	<p>Summary of minimum wage law available from Dept. of Labor, also wage rules or orders. Employers must also post the Indiana Department of Labor's Minimum Wage Law poster.</p> <p><i>Citation:</i> I.C. § 22-2-2-8.</p>	<p>For employees under 18 in occupations for which an employment certificate is required, maximum number of daily/weekly hours allowed for the child to work and daily starting and quitting times.</p> <p><i>Citation:</i> I.C. § 20-33-3-34.</p>	<p>Employers must display and maintain in "places readily accessible to all employees" posters regarding unemployment regulations and must give each individual, at the time of the unemployment, printed benefits rights information. Additionally, all employers subject to Indiana's unemployment laws must post and maintain printed notices of coverage and/or notices that its coverage status has been terminated. The employer must also provide certain printed materials as provided by the Indiana Department of Workforce Development. Employer whose coverage status is terminated must post notice.</p> <p><i>Citation:</i> I.C. §§ 22-4-17-1 and 22-4-9-6.</p>	<p>Notice of workers' compensation coverage containing name, address, and telephone number of insurer (administrator if employer is self-insured). "Safety and Health Protection on the Job" notice summarizing safety and health protections and complaint procedures. Safety citations issued by the Commissioner of Labor near the place of alleged violation and mine inspection reports.</p> <p>■ <i>Citation:</i> I.C. §§ 22-3-2-22, 22-8-1.1-25.2, and 22-10-3-6.</p>	<p>Copy of "Equal Opportunity is the Law" notice available from the Indiana Civil Rights Commission. Civil Rights Commission may require special posting as remedial action for unlawful practice.</p> <p><i>Citation:</i> I.C. §§ 22-9-1-6(j) and 22-9-5-25.</p>	<p>Most required state posters available from the IN Department of Workforce Development. Employers must post a notice at each public entrance that reads "State Law Prohibits Smoking Within 8 Feet of this Entrance" or other similar language. Also, employers must inform employees and prospective employees that smoking is prohibited at the place of employment. The owner, operator, manager, or official in charge of a public place must post conspicuous signs that read "Smoking Is Prohibited By State Law" or other similar language. These provisions do not apply to owners, operators, managers, or officials in charge of public places or places of employment in which smoking is still permitted by law.</p> <p><i>Citation:</i> I.C. § 7.1-5-12-4.</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
IA	<p>"Your Rights Under the Iowa Minimum Wage Law" poster available from Div. of Labor. Changes in pay arrangements must be posted or announced by memo. <i>Citation:</i> Iowa Code § 91A.6; Iowa Admin. Code § 875-216.4(91D).</p>	<p>There is no provision for this topic in this state.</p>	<p>Notice of claim filing rights and procedures available from the Workforce Development Center. <i>Citation:</i> Iowa Code § 96.11.</p>	<p>Method of workers' comp coverage (or failure to insure) plus "Safety and Health Protection on the Job" poster and notice of hazardous chemicals. Health and safety protections and obligations. Safety and health citations at place of violation. OSHA injury and illness log each February. <i>Citation:</i> Iowa Code § 88.7(2), § 87.2; Iowa Admin. Code § 875-3.1(88).</p>	<p>Civil Rights Commission may require posting of Civil Rights Law as remedial action for unlawful practice. <i>Citation:</i> Iowa Code § 216.15.</p>	<p>Most required state posters can be found at the IA Workforce Development website.</p> <p>Employers must post "No Smoking" signs or the international no-smoking symbol at every workplace entrance and for vehicles that qualify as workplaces. <i>Citation:</i> Iowa Code § 142D.1 <i>et seq.</i></p>
KS	<p>Upon employee request, a notice of employment policies, rate of pay, day and place of payment, vacation pay, sick leave, and other benefits. Employers subject to wage orders must post them. <i>Citation:</i> Kan. Stat. Ann. §§ 44-320; 44-645.</p>	<p>Maximum hours, starting and quitting times, and meal periods. Forms available from Div. of Employment Standards Department of Labor. <i>Citation:</i> Kan. Stat. Ann. § 38-605.</p>	<p>Employers shall post in a conspicuous place an unemployment insurance benefit poster and the certificate of registration, available from the Department of Labor. Employers must also post printed statements related to claiming benefits, provided by the Secretary of Labor. <i>Citation:</i> Kan. Stat. Ann. § 44-709(a); Kan. Admin. Reg. § 50-3-1(a).</p>	<p>Employers shall post in a conspicuous place a notice advising employees what to do in the case of an injury, available from the Department of Labor. Upon receiving notice of an injury or death, the employer must deliver the employee or employee's beneficiary a copy of the appropriate Division of Workers Compensation form. <i>Citation:</i> Kan. Admin Reg. § 51-12-2.</p>	<p>Notice summarizing provisions of Kansas Act Against Discrimination and Kansas Age Discrimination in Employment Act available from Human Rights Commission <i>Citation:</i> Kan. Stat. Ann. § 44-1012; Kan. Admin. Reg. § 21-44-3.</p>	<p>Most required state posters available from the KS Department of Labor. Employers must post "Smoking" and "No Smoking" signs advising individuals where smoking is and is not allowed. <i>Citation:</i> Kan. Stat. Ann. § 21-6111.</p> <p>Employers prohibiting weapons within buildings must post an approved sign on the exterior of buildings. State/Municipal buildings exempted from the requirements discussed in the Weapons section must post a sign indicating this exemption. <i>Citation:</i> Kan. Stat. Ann. § 75-7c01 <i>et seq.</i></p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
KY	<p>Minimum wage. Each contractor and subcontractor subject to the provisions of KRS §§ 337.505 to 337.550 shall post and keep posted in a conspicuous place or places at the site of the construction work a copy or copies of prevailing rates of wages and working hours as prescribed in the contract with the public authority, showing the rates of wages prescribed and the working hours for each class of laborers, workmen, and mechanics employed by him or her in the work of constructing the public works provided for in the contract with the public authority. Available from Dept. of Labor. <i>Citation:</i> KRS § 337.530(3).</p>	<p>Summary of child labor law (available from Dept. of Labor), list of the occupations prohibited to such minor, and a notice stating the working hours per day for each day in the week required of the minor. The employer should also keep a separate register containing the names, ages, and addresses of each minor employee, the time of commencing and stopping of work for each day, and the time of the beginning and ending of the daily meal period. <i>Citation:</i> KRS § 339.400.</p>	<p>Notice summarizing regulations and explaining the filing procedures available from Dept. of Employment Services. A poster notifying the workers that the employer is a subject employer under the Kentucky Unemployment Insurance Law and that they may claim benefit payments for weeks of partial unemployment. <i>Citation:</i> KRS § 341.400; 787 KAR § 1:040.</p>	<p>“Safety and Health Protection on the Job,” available from Dept. of Workplace Standards, Labor Cabinet. Annual summary of occupational injuries and illnesses in February (OSHA’s Form 300). Notices informing employees that they are working in or near radioactive materials. Violations to be posted. Notice of insurance coverage for employees considered exempt from coverage. Workers’ compensation coverage including insurers’ name, policy number, the means to access medical care for injuries, employee obligations, rights. <i>Citation:</i> KRS § 342.610(6), ch. 338; 803 KAR § 2:060 Section 3; 902 KAR 100:165.</p>	<p>Most required state posters available from the KY Department of Workplace Standards.</p> <p>“Wage Discrimination Because of Sex” poster available from Dept. of Labor.</p> <p>Summary of Kentucky Civil Rights Act, disability discrimination poster, and notice of rights to pregnancy accommodation available from the Commission on Human Rights. <i>Citation:</i> KRS §§ 337.433, 342.660, 344.040(3)(a), 45.570(2)(d).</p>	<p>There is no provision for this topic in this state.</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
LA	<p>"Timely payment of wages" poster, which is available from Dept. of Labor. <i>Citation:</i> La. Rev. Stat. Ann. § 23:633 (D).</p>	<p>Employers are required to keep on file a copy of the Louisiana Workforce Commission employment authorization certificate issued by the parish or city school superintendent or by the principal of a private or public school for each minor employed who has not graduated from high school or received a GED. It is the minor employee's obligation to obtain the certificate. Minors employed in federally funded youth training programs or in theatrical, modeling, motion picture or television production, musical occupations, or other performing arts are excepted from the certificate requirement.</p>	<p>Child labor law and list of the occupations prohibited to such minors available from Dept. of Labor. <i>Citation:</i> La. Rev. Stat. Ann. § 23:217.</p>	<p>Notice of Compliance to Employees; also, consequences of fraud. Signs notifying employees of presence and toxic effect of hazardous materials in the workplace. <i>Citation:</i> La. Rev. Stat. Ann. §§ 23:1302, 23:1031.1(i), 23:15.</p>	<p>Notices about discrimination on the basis of sickle-cell trait, genetic information and privacy, and age discrimination, available from the Department of Social Services. Employers receiving federal funds must post equal opportunity notice from the Department of Labor. <i>Citation:</i> La. Rev. Stat. Ann. §§ 23:312-14, 23:352-54, 23:368-69.</p>	<p>Most required state posters available from the LA Department of Labor.</p> <p>Smoking policy and no smoking areas must be posted. Rights under state military leave law, Soldiers & Sailors Relief Act of 1940, and USERRA. Notice that all employees must register motor vehicles operated in the state within 30 days of employment. Public employers must post a notice of the state's whistleblower law in each building where more than 10 public employees are employed. <i>Citation:</i> La. Rev. Stat Ann. §§ 40.1300.261, 29:422, 47:501.1., 42:1169.</p>
ME	<p>Complete summary of the state minimum wage act available from Dept. of Labor. Regulation of Employment Poster. Textile factory employers must post piece-rate specifications and compensation rate. Public works contractors must post prevailing wage rates on job site. <i>Citation:</i> 26 M.R.S.A. §§ 668, 593, 42-B, 1310.</p>	<p>Notice of labor laws available from Dept. of Labor includes summary of child labor provisions. <i>Citation:</i> 26 M.R.S.A. § 42-B.</p>	<p>Notice available from Bureau of Employment Security summarizes regulations. <i>Citation:</i> 26 M.R.S.A. § 1194.</p>	<p>Workers' Compensation Notice to Employees notice summarizing workers' compensation provisions and stating that employer is in compliance. Health and safety citations at place of violation. Notice of OSHA regulations for public sector employers and smoking policies. <i>Citation:</i> 39-A M.R.S.A. § 406; 26 M.R.S.A. §§ 42-B, 44, 45; 22 M.R.S.A. § 1580-A.</p>	<p>Sexual Harassment poster. If required by the state upon a finding of discriminatory conduct, employers must post a summary of the Human Rights Act. <i>Citation:</i> 26 M.R.S.A. § 807(1).</p>	<p>Most required state posters available from the ME Department of Labor.</p> <p>Whistleblower protection provisions, plus name and phone number for reports and questions. Video Display Terminal Poster. Regulation of Employment poster. Signs where smoking permitted and prohibited. <i>Citation:</i> 26 M.R.S.A. § 839, 42-B, 252; 22 M.R.S.A. § 1543.</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
MD	<p>"Wage and Hour Fact Sheet," available from Dept. of Labor & Employment summarizing wage and hour laws/regulations. Public works contractors must post prevailing rates on jobsite. <i>Citation:</i> Md. Code Ann. Lab. & Empl. § 3-423, Md. Code Ann. State Fin. & Proc. § .17-219.</p>	<p>Summary of child labor laws available from Dept. of Labor, Licensing and Regulation. <i>Citation:</i> Md. Code Ann. Lab. & Empl. § 3-214.</p>	<p>Notice to Employees from Office of Unemployment Insurance. <i>Citation:</i> Md. Code Ann. Lab. & Empl. § 8-603.</p>	<p>Notice available from Workers' Compensation Commission or insurer on claims procedures and other provisions. Provisions of health and safety law, with citations, notice of the prohibited use of unsafe apparatus, applications for variances. <i>Citation:</i> Md. Code Ann. Lab. & Empl. § 5-104(c), § 5-212, § 5-210, MD ADC 14.09.01.03.</p>	<p>Summary of laws governing equal pay and copy of Equal Pay Act. State contractors must post nondiscrimination clause. Employment Discrimination. Available from Commission on Civil Rights and Dept. of Labor, Licensing & Regulation. <i>Citation:</i> Md. Code Ann. Lab. & Empl. § 3-306, § 3-423; Md. Code Ann., State Finance and Procurement § 13-219.</p>	<p>Most required state posters available from the MD Department of Labor, Licensing & Regulation. Signs indicating that smoking is permitted must be posted in areas where smoking is allowed. "No Smoking" signs must be posted in those areas where smoking is prohibited. Notice to employees concerning potential right to continuation of health insurance. Notice to tipped employees regarding provisions barring wage deductions for customers' failure to pay bill. Healthy Working Families Act (eff. 2/11/18) contains required notice and recordkeeping provisions. <i>Citation:</i> Md. Code Ann., Health-General §§ 24-506, 24-508; Md. Code Ann. Labor & Employment § 8-603, § 3-713.</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
MA	<p>Employers subject to minimum fair wage order must post the order conspicuously where employees are employed. "Minimum Fair Wage Law" poster available from Atty Gen Div. of Fair Labor and Business. Schedule showing names of employees required or allowed to work on Sunday along with their day off. Working hour limits, and starting times, quitting times, and meal periods. Summary of laws available from Dept. of Labor and Industries. <i>Citation:</i> Mass. Gen. Laws ch. 151 § 16, ch. 149 § 51, 56, §74, §75.</p>	<p>Working hour limits, and starting times, quitting times, and meal periods. Summary of laws available from Dept. of Labor and Industries. <i>Citation:</i> Mass. Gen. Laws ch. 149, § 56, § 74, § 75.</p>	<p>Notice available from Div. of Unemployment Assistance provisions involving benefits and health insurance continuation. <i>Citation:</i> Mass. Gen. Laws ch. 151A §, 14G.</p>	<p>Notice of compliance with workers' compensation act. Available from Workers' Compensation Department of Industrial Accidents. Employers subject to the Right-to-Know Law must post a notice concerning hazardous substances in the workplace with copy of safety rules. <i>Citation:</i> Mass. Gen. Laws ch. 152, § 21, ch. 111F, § 11; ch. 149, § 54.</p>	<p>Provisions of Fair Employment Practice Act available from Commission Against Discrimination, and provisions of sexual harassment law. Public employers must post notices of whistleblower protection law. Pregnant Workers Fairness Act (effective 4/1/18). <i>Citation:</i> Mass. Gen. Laws ch. 151B, § 7, § 3 A; ch. 149, § 185.</p>	<p>Most required state posters available from the MA Office of Labor and Workforce Development. Employers must post and provide notice of Paid Family and Medical Leave rights. Rights of full-time male and female employees to parental leave for birth, placement of a child with an employee pursuant to court order, or adoption of a child or from Commission Against Discrimination. Public project contractors must post a copy of Chapter 149, Section 29, regulating security bonds, wages, contracts, claims, etc. Signs where smoking prohibited/permitted. Temporary staffing agencies are required to provide certain notices to each employee (except professional employees as defined by the federal Fair Labor Standards Act) for new assignment or employment. Public employers must post notices under the state's whistleblower protection law. Employers must post Earned Sick Leave Notice published by the Attorney General's Office. <i>Citation:</i> Mass. Gen. Laws ch. 175M § 4; ch. 149, § 105D, 148C, 148D; ch. 270; ch. 149 § 159C, § 22; ch. 149, § 185(g); ch. 149, §148C, and 940 CMR</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
						33.00 <i>et seq.</i>
MN	Summary of minimum wage and overtime provisions available from Dept. of Labor & Industry. Public works and highway contractors must post hours, basic rates, and classifications for covered occupations, along with penalty provisions for violations of prevailing wage laws. <i>Citation:</i> Minn. Stat. § 177.31, 177.44, subd. 5.	There is no provision for this topic in this state.	Youth wage rates currently included on poster from Department of Labor and Industry.	Notice of rights and obligations under Workers' Compensation Act plus name of insurer. "Safety and Health Protection On The Job" poster available from Dept of Workers' Compensation and MNOSHA Compliance. Notice of managed care plan. <i>Citation:</i> Minn. Stat. § 176.139, § 182.658, § 176.185; Minn. R. § 5218.0250.	Mandatory retirement age, prohibitions under state Age Discrimination Act. Available from Dept. of Labor and Industry. <i>Citation:</i> Minn. Stat. § 181.81.	Most required state posters available from the MN Department of Labor & Industry . Whistleblower protection provisions. Notice of drug/alcohol testing policy. Optional parental leave poster from Dept. of Labor and Industry. Notice to new hires of rights under personnel records law. No-smoking signs as required by state law. Paid sick leave (Minneapolis and St. Paul). All employers who provide employees with an employee handbook must include notice of employees' rights and remedies under the state's wage disclosure protection provisions under the Women's Economic Security Act. <i>Citation:</i> Minn. Stat. § 181.9436, § 181.952, § 181.9631; Minn. R. § 4620.0500.

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
MS	There is no provision for this topic in this state.	There is no provision for this topic in this state.	Notice summarizing provisions on benefits and claims available from Department of Employment Security. <i>Citation:</i> Miss. Code Ann. § 71-5-515.	Notice that compensation payments have been secured and giving the name of workers' compensation insurance carrier or self-insurer, policy expiration date, address of state Workers' Compensation Commission, plus regulations for benefit claims. <i>Citation:</i> Miss. Code Ann. § 71-3-81.	There is no provision for this topic in this state.	Most required state posters available from the MS Department of Employment Security . Written alcohol/drug testing policy. State employees: notice on family/medical leave. <i>Citation:</i> Miss. Code Ann., § 71-7-3.
MI	"Michigan Minimum Wage," "Overtime Compensation Rules," and "Wage Deviation Rules" posters available from Wage Hour Administration. Public works contractors to post prevailing wages and benefits. <i>Citation:</i> MCL § 408.391 and § 408.555.	"Youth Employment Standards" poster available from Dept. of Labor & Economic Growth. <i>Citation:</i> MCL § 409.113.	UIA 1710, "Notice to All Employees" available from Unemployment Insurance Agency. <i>Citation:</i> MCL § 421.1 <i>et seq.</i>	Notice of protections and obligations under MIOSHA, material safety data sheet posters for hazardous materials on-site, safety citations. <i>Citation:</i> MCL § 408.1011, § 408.1033, § 408.1067.	Notices outlining compliance with state Civil Rights Act and Persons with Disabilities Civil Rights Act, available from Civil Rights Comm. <i>Citation:</i> MCL § 37.2605(2)(g) and § 37.1210.	Most required state posters available from the MI Unemployment Insurance Agency . Notice of protections and obligations under Whistleblower Protections Act from Dept. of Labor & Economic Growth. Signs that smoking is prohibited except in designated areas. <i>Citation:</i> MCL § 15.368. Poster detailing rights under Earned Sick Time Act required by April 1, 2019; written notice of these rights must also be provided to employees by April 1, 2019, or upon hire.

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
MO	Summary of minimum wage provisions available from Dept. of Labor and Industrial Relations. 30 days' advance notice, by mail or posting, of reduction in pay. Public works contractors must post prevailing wage rates. <i>Citation:</i> RSMo. § 290.522, § 290.265, § 290.100.	List of all employees under 16. <i>Citation:</i> RSMo. § 294.060.	"Notice To Workers Concerning Unemployment Benefits" available from Div. of Employment Security. Transient employers must post at each work site. Employers whose unemployment coverage has been terminated must post a notice to that effect for 90 days. <i>Citation:</i> RSMo. § 288.130(2); § 288.080.	Notice available from Div. of Workers' Compensation. Owners must conspicuously post notices relating to working hours and safety requirements in mining operations. Employers must conspicuously post notices of known occupational health hazards and methods for preventing injuries in any rooms where such dangers exist. <i>Citation:</i> RSMo. § 287.127; § 293.050.3; § 292.420.	"Discrimination in Employment" poster available from Commission on Human Rights. <i>Citation:</i> Mo. Admin. Code, Rule 8 CSR 60-3.010.	Most required state posters available from the MO Department of Labor and Industrial Relations: https://labor.mo.gov/posters For state employees only, copy of whistleblower protection law. <i>Citation:</i> RSMo. § 105.055.
MT	Montana requires the Fair Labor Standards Act poster. Employees entitled upon written demand to post rate of pay by hour, day, week, month, or year, and date of payday. Public works contractors must post statement of prevailing wages. <i>Citation:</i> Mont. Code Ann. §§ 18-2-406, 39-3-203.	There is no provision for this topic in this state.	Notice available from Dept. of Labor and Industry summarizing regulations. <i>Citation:</i> Mont. Code Ann. § 39-51-2401.	Notice of rights under the Employee and Community Hazardous Chemical Information Act. Notice of compliance with Workers' Compensation Act. Available from Department of Labor & Industry. <i>Citation:</i> Mont. Code Ann. §§ 50-78-201 <i>et seq.</i> , 39-71-401.	The Montana Human Rights Commission has the authority to require employers to post information regarding employment discrimination. <i>Citation:</i> Mont. Code Ann. § 49-2-202.	Most required state posters available from the MT Department of Labor & Industry . Signs clearly designating smoking and nonsmoking areas in the workplace, available from the state Department of Public Health and Human Services, (406) 444-7408; http://dphhs.mt.gov/publichealth/mtuppl/signage

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
NE	All employers are required to post Notice to Employees, available from Dept. of Labor, Safety & Labor Standards. <i>Citation:</i> Neb. Rev. Stat. § 48-1205.	Near workplace entrance, list of employees under 16, plus daily work hours, starting and quitting time, and meal periods. Available from Dept. of Labor, Safety & Labor Standards. <i>Citation:</i> Neb. Rev. Stat. § 48-302, § 48-310.	Notice available from Dept. of Labor, Safety & Labor Standards, describing procedures, claims, and benefits. <i>Citation:</i> Neb. Rev. Stat. § 48-629.	Notice of Job Safety and Health available from Workforce Development. Workers' compensation available from Dept. of Workers' Compensation. Notice of order to discontinue operation of dangerous machinery. Warning signs for operations near high voltage lines. <i>Citation:</i> Neb. Rev. Stat. 48-443 <i>et seq.</i> , § 48-106, § 48-414, § 48-439.	Notice must be posted setting forth the provisions of the state antidiscrimination law, available from the Nebraska Equal Opportunity Commission. <i>Citation:</i> Neb. Rev. Stat. § 48-1121.	Most required state posters available from the NE Department of Labor . Signs stating, "No smoking anywhere in this establishment" or "No smoking except in designated areas." <i>Citation:</i> Neb. Admin. Code Tit. 178 Ch. 7 § 7-003.04B2.
NV	Post abstract of wage and hour laws provided by the labor commissioner, plus adjusted minimum wage rate and payday time and place. Notice of group life, dental or health benefits. Intent to modify benefit or change insurance posted 15 days prior to change. Public contractors must post notice of prevailing wage. <i>Citation:</i> NRS 338.020, 608.080, 608.013, and 608.1577.	There is no provision for this topic in this state.	Notice available from Employment Security Division describing benefits, claims, and related matters. <i>Citation:</i> NRS 612.455.	Notice on benefits and claims available from Div. of Industrial Insurance Regulation plus insurer's and adjuster's name, address, and phone number. "Nevada Safety and Health Protection on the Job" poster available from Div. of Industrial Relations plus citations at or near place of violation. <i>Citation:</i> NRS 618.375(3), 618.465, 612.265, and 616A.490.	"Nevada Law Prohibits Discrimination" poster available from state Equal Rights Commission. <i>Citation:</i> NRS 613.310 <i>et seq.</i> The Nevada Pregnant Workers' Fairness Act requires covered employers to provide notice of rights relating to pregnancy, childbirth, or related medical conditions to new employees upon hire and within 10 days of notification of an employee's pregnancy; notice must also be posted. <i>Citation:</i> NRS 613.335	Most required state posters available from the NV Office of the Labor Commissioner . Notice of employer's failure to pay health insurance premium. Notice of limitations affecting the application of lie detector tests. Signs where smoking is prohibited. <i>Citation:</i> NRS 608.158 and 613.460(2). Nursing Mother's Accommodation Act notice (effective 7/1/17) Domestic Violence Victims Bulletin (effective 1/1/18)

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
NH	Employers must notify employees, at the time of hiring and prior to any changes, of the rate, day, and place of pay and must furnish each employee with a statement of deductions made from his or her wages for each pay period in which such deductions are made. Employers must make available to employees, in writing or through a posted notice maintained in an accessible place, employment practices and policies regarding vacation pay, sick leave, and other fringe benefits. Every employer subject to a statutory minimum wage must post copy of such statutory minimum wage in a conspicuous place; the "New Hampshire Minimum Wage Law" poster is available from NH Department of Labor. <i>Citation:</i> N.H. Rev. Stat. Ann. § 275:49, § 279:27; NH Admin. Rules Lab. 803.03.	Employers must post in a conspicuous place in every room where minors are employed, printed notice of working hours, meal periods, and the maximum number of hours minors are permitted to work in any one day. <i>Citation:</i> N.H. Rev. Stat. Ann. § 276-A:20.	Employers must post in a conspicuous place in each of its establishments a notice, available from N.H. Department of Employment Security, directing workers who are totally or partially unemployed to register and make benefits claim with the Department. An optional Vacation Shutdown poster is also available from the Department. <i>Citation:</i> NH Emp. 305.01.	Every employer whose employees are exposed to toxic substances must post a notice, in a conspicuous accessible location, with specific information concerning each toxic substance to which employees may be exposed and containing the word "Warning" in large letters; such employers must also post a notice of the availability of a material safety data sheet for each toxic substance and supply such data sheet upon request. Every employer subject to the state workers' compensation law (except employers subject to the law only because they employ domestics) must post a notice, in a conspicuous place, that the employer is working under the provisions of that law. <i>Citation:</i> N.H. Rev. Stat. Ann. § 277-A:5, § 281-A:4; § 275:49, VII.	Every employer subject to the state's Law Against Discrimination, N.H. Rev. Stat. Ann. Chapter 354-A, must post in a conspicuous place a notice, approved by the State Commission for Human Rights, concerning the law. Employers must also post a notice stating that it is illegal to pay employees different wages for the same work based solely on sex. If an employer is located in a place of "public accommodation," it is also required to place a conspicuous notice that discrimination in public businesses is against the law in New Hampshire. These notices are available from the Human Rights Commission in English and Spanish <i>Citation:</i> N.H. Rev. Stat. Ann. § 354-A:23.	Most required state posters available from the NH Department of Labor . A written smoking policy must be posted, or otherwise made available. No employer may operate a business on Sunday unless it posts schedule listing employees required or allowed to work on Sunday and designating a day of rest, which is also filed with the Labor Commissioner. Employers must post a "Criteria to Establish an Employee or Independent Contractor" poster, available from the N.H. Department of Labor. Employers must post a notice, prescribed by the Labor Commissioner, informing employees of whistleblower protections and obligations ("Whistleblower Protection Act" poster). <i>Citation:</i> N.H. Rev. Stat. Ann. § 155:68 <i>et seq.</i> , § 275:33, § 275:49, V, § 275-E:7.

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
NJ	<p>"New Jersey State Wage and Hour Law Abstract" and "Abstract Relating to the Payment of Wages". Employees must be notified in advance, personally or by posting, of any change in pay rates or payday. Posters available from Dept. of Labor and Workforce Development. Beginning July 13, 2010, employers that are required to retain records regarding wages, benefits, and taxes must post notification of their obligation to maintain these records.</p> <p>Employers must provide each employee with a written copy of this notification. Employers that are required to retain records regarding wages, benefits, and taxes must post notification of their obligation to maintain these records. The notice can be posted on an internet or intranet if it is used exclusively by employees and all employees have access to it. Employers also must provide a copy of the notification to employees at the time of hire. Notifications can be obtained from the DLWD.</p> <p><i>Citation:</i> N.J.S.A. 34:11-56a21 and 34:1A-1.14.</p>	<p>Abstract of child labor law available from Dept. of Labor, plus list of minors employed and work schedule, daily starting and quitting times, meal periods of each, and list of prohibited occupations. <i>Citation:</i> N.J.A.C. 12:59-1.8 and N.J.S.A. 34:2-21.5.</p>	<p>Notice of unemployment and disability insurance. Form PR1 available from Dept. of Labor and Workforce Development.</p> <p><i>Citation:</i> N.J.S.A. 43:21-11.2 and 43:21-49.</p>	<p>Notice of workers' compensation protections, including name of insurer from carrier. Abstract of hazardous substances provisions. Notice warning of operations near high voltage lines. Notice of order to comply at or near place of health and safety violation. Job Safety and Health (public employers). Mercantile establishments, summary of law regulating working conditions. A conspicuous notice of danger at the surface or entrance of a mine. <i>Citation:</i> N.J.S.A. 34:2-34, 34:6-98.6(e), 34:15-80, 34:5A-12, 34:6A-41, 34:6-47.4, N.J.A.C. 12:110-4.2.</p>	<p>Notice summarizing New Jersey Law Against Discrimination available from Dept. of Law and Public Safety, Div. on Civil Rights. Public contractor must post nondiscrimination clauses. <i>Citation:</i> N.J.A.C. 13:8-1.2, N.J.S.A. 10:5-33, 34:8-51.</p>	<p>Most required state posters available from the NJ Department of Labor & Workforce Development.</p> <p>Notice of family and leave rights and obligations. Whistleblower protections and obligations, including person designated to receive notification. Signs where smoking is permitted and prohibited. Employers with 50 or more employees (regardless of whether they work in or outside of the state) are required to post a copy of the gender equity notice in a conspicuous place in the workplace.</p> <p>The notice must be displayed in a location accessible to all employees or on the employer's intranet site, so long as the site is for the exclusive use of employees and all employees have access to it. The notice must be posted in English and Spanish and any other language that's primarily spoken by at least 10 percent of the workforce if the NJDOL publishes the notice in that language. Employers must distribute a copy of the notice to all employees annually by December 31 of each year and anytime an employee requests a copy. The notice may be distributed through</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
						e-mail, by hard copy, or on an intranet site, so long as the site is for the exclusive use of employees and can be accessed by all employees and employees are informed that the notice is available online. The law also requires a signed acknowledgment or electronic verification from each employee with each distribution of the notice. <i>Citation:</i> N.J.S.A. 34:11B-6, 34:19-7, 26:3D-61.
NM	Summary of Minimum Wage Act available from Comm. of Labor. Public works contractors with projects of greater than \$60,000 must post applicable wage scale. <i>Citation:</i> NMSA 1978, § 50-4-25, § 13-4-11.	List of employees under age 16 employed under work permits. <i>Citation:</i> NMSA 1978, § 50-6-9.	"Notice to Employees" available from Employment Security Dept. <i>Citation:</i> NMSA 1978, § 51-1-8.	Notice of Employee Obligation under workers' compensation law. Notice of Occupational Safety and Health program requirements and benefits. Citations to be posted at or near place of violation. Notice of Accident forms available at work site. <i>Citation:</i> NMSA 1978, § 52-3-19, § 50-9-5, § 52-1-29, § 50-9-17.	Notice available from Human Rights Commission displaying excerpts from the Human Rights Act and other information. <i>Citation:</i> NMSA 1978, § 28-1-14.	Most required state posters available from the NM Department of Workforce Solutions . "No Smoking" signs in nondesignated smoking areas in the workplace. <i>Citation:</i> NMSA 1978, § 24-16-7.

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
NY	<p>Minimum wage notice, available from Dept. of Labor, plus working hours, mealtimes, and applicable wage orders. Regular list of those employees scheduled for Sunday work, and of their day(s) off. Employers on public works jobs must post notice of public work project. Public works contractors must post prevailing wage for building service employees. For employees in food/beverage sales/service, notice of prohibited deductions. Notice of policies on sick leave, vacation, personal leave, holidays, and hours. Written notice to new hires of the rate of pay and of the regular payday designated by the employer.</p> <p>For employees who are eligible for overtime, the notice must state the regular hourly rate and the overtime rate of pay. New York has increased penalties for an employer's violation of wage notices.</p> <p><i>Citation:</i> NY Labor Law, § 195, § 201, § 661, § 231, § 198-d, § 679, § 220 3-a, § 161, § 162, § 195.</p> <p>New York City: Temporary Schedule Change Law. The Fair Workweek Law allows employees two temporary</p>	<p>Abstract of child labor provisions available from Commissioner of Labor, plus schedule of working hours, with starting and quitting times and meal periods.</p> <p><i>Citation:</i> NY Labor Law § 144, § 201.</p>	<p>Notice to Employees (IA 133) available from Dept. of Labor.</p> <p><i>Citation:</i> NY Labor Law § 500 <i>et seq.</i></p>	<p>"You Have a Right To Know" poster available from Labor Dept (public employers); also, notice of compliance, and notice of employee rights under workers' compensation (available from insurance carrier).</p> <p><i>Citation:</i> NY Labor Law. § 27-a, § 51, § 876, § 229.</p>	<p>Fair employment practices notice available from Div. of Human Rights. For public contractors, notice on Non-Bias Clause in Public Contracts Law. Written notice regarding leave and other pay policies. Employers requiring physical exam must post a notice informing females of right to have the physical done by a female physician or surgeon or to have another female present if the exam is done by a male.</p> <p><i>Citation:</i> NY Exec. Law Part 466, § 466.1; NY Labor Law Ch.31 Art. 7 § 195.5, § 206-a.</p> <p>New York City: Pregnancy Accommodations: Employees covered under the New York City Human Rights Law (NYCHRL) must provide written notice detailing pregnancy discrimination and accommodation rights to new employees at the start of employment. Posting of the law is encouraged but not required.</p> <p>New York City: Sexual Harassment. Effective September 6, 2018, all employers are required to provide written notice of employees' anti-sexual harassment rights and</p>	<p>Most required state posters available from the NY Department of Labor.</p> <p>Smoking policy must be posted. Voting rights (the right to take time off to vote if the employee does not have sufficient time outside of work hours) must be posted 10 days before election. Abstracts of any laws, rules, and orders affecting employees, from Dept. of Labor. Notice of right to use any break time to express breast milk. Notice of right to take blood donation leave. Provisions of Article 23-A of the Corrections Law dealing with the hiring of persons convicted of crimes. The New York State Department of Labor has issued an Opinion Letter stating that employers must post notices at all work locations when they have employees at numerous work sites. One posting at the employer's central location is insufficient. The DOL has also stated that a poster informing employees of the location of a binder containing all workplace posters would not be acceptable. An earlier Opinion Letter rejected the electronic posting of workplace notices. Thus, employers should post all required notices at each</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
	<p>schedule changes each calendar year for specified personal events. Employers must post the notice <i>You Have a Right to Temporary Changes to Your Work Schedule</i> in a conspicuous area of the workplace.</p>				<p>responsibilities under the Human Rights Law. A sample poster that fulfills these requirements is available from www1.nyc.gov.</p> <p>New York City: Lactation Accommodations Effective March 18, 2019, New York City employers with 15 or more employees are required to provide a written policy informing employees of the right to request lactation accommodations and the process for doing so. The policy must be distributed to all new employees upon hire.</p>	<p>location where employees work.</p> <p><i>Citation:</i> NY Public Health Law § 1399-O; Election Law § 3-110; NY Labor Law § 201, § 195; NY Labor Law §§ 206-c, 202-j, 201-f; NYS DOL Op. Letter No. RO-10-0118 (Feb. 3, 2011).</p> <p>New York City sick and safe time: Employers with five or more employees working in New York City must provide up to 40 hours of paid sick leave per calendar year, provide new employees with written notice of those rights, and post a notice conspicuously in an area accessible to employees.</p> <p>Effective April 8, 2018, leave (safe time) may be used for absence from work when the employee or a family member has been the victim of a family offense matter (e.g., domestic violence, harassment), sexual offense, stalking, or human trafficking. Employers must provide existing employees with an updated sick and safe time notice within 30 days of the law's effective date, or May 8, 2018.</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
NC	<p>"Notice to Employees: Wages and Hours" (minimum wage, employment conditions, day and place for payment) available from Dept. of Labor. Notice of the law regarding hours and working conditions. Notice of regulation of hours and conditions of employment, including vacation pay, sick leave, and of any changes. Notice of jobs for which the employer is providing on-the-job training.</p> <p><i>Citation:</i> N.C. Gen. Stat. § 95-9, § 95-25.15(c), § 95-13.</p>	<p>"Youth Employment" poster available from Dept. of Labor includes summary of child labor laws.</p> <p><i>Citation:</i> N.C. Gen. Stat. § 95-9, § 95-25.15.</p>	<p>"Notice to Employees: Wages and Working Conditions" poster, available from Dept. of Labor, includes summary of unemployment compensation laws.</p> <p><i>Citation:</i> N.C. Gen. Stat. § 95-25.15(c).</p>	<p>Notices stating that employer subject to workers' compensation law and whether the employer is commercially or self-insured, or if insurance lapses. Job safety and health program posters. Health and safety citations.</p> <p><i>Citation:</i> N.C. Gen. Stat. § 95-25.15(c), § 97-93, § 93-143.</p>	<p>Notice of the Retaliatory Employment Discrimination Act available from the Dept. of Labor.</p> <p><i>Citation:</i> N.C. Gen. Stat. § 95-241 <i>et seq.</i></p>	<p>Most required state posters available from the NC Department of Labor.</p> <p>Public employers must post notice of Whistleblower Act and other laws affecting state employees. For designated state buildings, employers must post signs indicating that smoking is or is not permitted.</p> <p><i>Citation:</i> N.C. Gen. Stat. § 126-88, § 95-25.3A, § 143-597.</p>
ND	<p>Most required state posters available from the ND Department of Labor & Human Rights. Notice summarizing state Wage and Hour Act. Employers subject to order concerning wages or working conditions must post a copy of the order.</p> <p><i>Citation:</i> N.D.C.C. § 34-06-12.</p>	<p>Schedule of working hours, including starting and quitting time, and meal periods.</p> <p><i>Citation:</i> N.D.C.C. § 34-07-15.</p>	<p>Notice providing employees with information about rights, claim procedures, and other matters, available from Bureau of Unemployment Compensation.</p> <p><i>Citation:</i> N.D.C.C. § 52-06-35.</p>	<p>Copies of a payment certificate showing compliance with the workers' compensation law and toll-free telephone number used to report unsafe working conditions and workers' compensation fraud. "Workforce Safety and Insurance" poster available from the Dept. of Labor (optional).</p> <p><i>Citation:</i> N.D.C.C. § 65-04-04.</p>	<p>There is no provision for this topic in this state.</p>	<p>There is no provision for this topic in this state.</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
OH	<p>Employers must post minimum wage and overtime pay laws or rules and must keep an approved summary of the law and copies of any applicable rules, or a summary of the rules, posted in a conspicuous and accessible place in or about the workplace. Public works contractors must post schedule of wage rates. New hires must be given employer's name, address, telephone number, and other contact information, and updates of any changes.</p> <p><i>Citation:</i> Ohio Rev. Code § 4111.09, § 4115.07. For a copy of Ohio's 2016 Minimum Wage Poster, visit: www.com.ohio.gov/dico/.</p>	<p>Employers must post a list of all employees under age 18 and the "Minor Labor Laws" poster is available from the Ohio Department of Commerce. The list and the poster must be posted in plain view in a conspicuous place which is frequented by the largest number of minor employees, and to which all minor employees have access.</p> <p><i>Citation:</i> Ohio Rev. Code § 4109.08(A). For a copy of Ohio's Minor Labor Laws Poster, visit: www.com.ohio.gov/dico/.</p>	<p>"Notice to Employees" poster available from Office of Unemployment Compensation at www.odjfs.state.oh.us/forms.</p>	<p>Ohio Notice to Employees (of Self-insuring Employers) stating compliance with provisions of workers' compensation, date of premium payments, payment period is available from Bureau of Workers' Compensation. Notice of rebuttable presumption notifying employees they can disprove the presumption that alcohol or illegal drugs caused a workplace injury. Public employers must post federal OSHA notice. Notice of radiation sources or of a restricted area, plus instructions about safety and operating procedures and previous violations.</p> <p><i>Citation:</i> Ohio Rev. Code §§ 4123.83, 4123.54, 4123.84 and 4167.11; Ohio Admin. Code §§ 3701:1-38-10 and 4167-4-01. Ohio Job Safety and Health Poster is available from the Ohio Bureau of Workers' Compensation. www.bwc.ohio.gov/bwccommon/forms/BWCForms/nlbwc/EmployerForms.asp</p>	<p>Notice of Fair Employment Practices Law provisions available from the Ohio Civil Rights Commission.</p> <p><i>Citation:</i> Ohio Rev. Code § 4112.07.</p>	<p>Most required state posters available from the OH Department of Administrative Services. Employers must post "No Smoking" signs where smoking is prohibited, including at each entrance to public places or places of employment. State agencies must post certain materials regarding domestic violence.</p> <p><i>Citation:</i> Ohio Rev. Code § 3794.06(A); Executive Order 2008-08S.</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
OK	<p>"Notice to Employees" available from Dept. of Labor. <i>Citation:</i> 40 Okla. Stat. § 197.6.</p>	<p>Child Labor and Door-to-Door Sales posters available from the Dept. of Labor (optional). <i>Citation:</i> 40 Okla. Stat. § 71.</p>	<p>Notice available from Employment Security Commission describing benefit rights and claims procedures. <i>Citation:</i> 40 Okla. Stat. § 2-502.</p>	<p>PEOSH poster (safety and health standards). Ventilation fan starting and stopping times must be posted at mine entrances. Notice indicating compliance with the workers' compensation law and availability of counseling services at workers' compensation court (OK Stat. Tit. 80 § 43). <i>Citation:</i> 85 Okla. Stat. § 43, 45 Okla. Stat. § 518; OK ADC 380:40-1-7.</p>	<p>Remedial posting of "Oklahoma Law Prohibits Discrimination in Employment" poster. <i>Citation:</i> 25 Okla. Stat § 1505, OK ADC 317:1-9-7.</p>	<p>Most required state posters available from the OK Employment Security Commission. Drug/alcohol testing policy. Whistleblower protections for state employees of higher education. Smoking and nonsmoking areas. <i>Citation:</i> 40 Okla. Stat. § 555; 74 Okla. Stat. § 840-2.5; 63 Okla. Stat. § 1-1525; 21 Okla. Stat. § 1247(K).</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
OR	<p>Summary of minimum wage, overtime, and wage payment provisions available from Bureau of Labor and Industries. Public contractors must post prevailing wage rates at the work site.</p> <p><i>Citation:</i> ORS 653.050.</p>	<p>Schedule of maximum working hours for employees under age 16.</p> <p><i>Citation:</i> ORS 653.315.</p>	<p>Notice informing employees of unemployment law, describing claims procedures, and warning of potential disqualification for voluntarily quitting.</p> <p><i>Citation:</i> ORS 657.260; OAR 471-031-0010.</p>	<p>Notice of compliance with workers' compensation law, including ombudsman number. OR-OSHA poster and any citations issued. Notice on right to information on hazardous substances.</p> <p><i>Citation:</i> ORS 656.056, 654.071(6), 654.196.</p>	<p>There is no provision for this topic in this state.</p>	<p>Most required state posters available from the OR Bureau of Labor & Industries.</p> <p>"Family Leave Act" poster (for employers with 25 or more employees) available from Bureau of Labor and Industries. No smoking signs where appropriate. Employee protections against mandatory attendance at meetings where the employer gives its opinion on religious and political matters, including labor organizations. "No Smoking" signs at each entrance to a place of employment where smoking is prohibited. Summaries of the law and all rules promulgated by the commissioner of the Bureau of Labor and Industries for the enforcement of the law must be posted in a conspicuous and accessible place in or about the premises where the employees work.</p> <p>Employers may obtain the summaries from the website of the Bureau of Labor and Industries at www.oregon.gov/boli or, on request, from the Bureau (the first copy is free). Oregon sick leave poster must be posted for covered employers effective January 1, 2016. Poster regarding protections because of domestic violence, harassment,</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
						sexual assault, or stalking. <i>Citation:</i> ORS 659A.180; OR S.B. 519; ORS 433.850.
PA	<p>Pennsylvania Minimum Wage Act of 1968 Poster and Fact Sheet. Pennsylvania Equal Pay Law abstract of the law.</p> <p><i>Citation:</i> 43 P.S. §§ 333.104 and 336.7 and 34 Pa. Code §§ 231.37 43 and 9.63.</p>	<p>Pennsylvania Child Labor Act abstract and weekly schedule of every minor's work hours.</p> <p><i>Citation:</i> 43 P.S. § 40.2, 40.8(c) and 34 Pa. Code § 11.23.</p>	<p>Unemployment Compensation law—summary of rights and procedures for filing claim—available from Department of Labor and Industry.</p> <p><i>Citation:</i> 43 P.S. § 805.</p>	<p>Abstract of Right to Know Law. Lists of hazardous substances and environmental hazards, plus information on employee rights available from Dept. of Labor and Industry. Warning signs near high voltage lines. Notice on dangers and precautions in lead manufacturing. Notice of workers' compensation coverage.</p> <p><i>Citation:</i> 35 P.S. §§ 7303 and 7307; 43 P.S. §§ 26-3 and 476; 77 P.S. § 501(e).</p>	<p>Human Relations Act provisions available from Human Rights Commission; Public Accommodation Provisions of Pennsylvania Human Relations Act; Abstract of Equal Pay Act available from Dept. of Labor and Industry.</p> <p><i>Citation:</i> 43 P.S. §§ 955.</p>	<p>Most required state posters available from the PA Department of Labor & Industry. Employee protections and obligations under whistleblower law. "No Smoking" sign or symbol must be prominently posted. For limited workplaces where smoking is permitted, must post a "Smoking Permitted" sign at the entrance. Employers with apprentice programs must post a list of eligible employees 30 days in advance of the application date. Public employees must post "Pennsylvania Right to Know Law" poster, available from Dept. of Labor and Industry.</p> <p><i>Citation:</i> 43 P.S. § 1428; 35 P.S. § 637.4; 35 P.S. § 7307.</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
RI	<p>Summary of minimum wage law. Employer must also post working hours, with starting and quitting times. Prevailing rate for public work contractors for each employee from Dept. of Labor and Training.</p> <p><i>Citation:</i> R.I. Gen. Laws § 28-3-12, § 28-12-11, § 37-13-11.</p>	<p>Notice of minimum pay rate, maximum daily working hours, starting and quitting times. Copy of child labor law from Dept. of Labor and Training.</p> <p><i>Citation:</i> R.I. Gen. Laws § 28-3-12, § 28-3-19.</p>	<p>DES-TX-6, "Notice To All Employees" under Employment Security Act and Temporary Disability Act available from Dept. of Labor and Training.</p> <p><i>Citation:</i> R.I. Gen. Laws § 28-44-38.</p>	<p>Workers' compensation and Hazardous Substances Right-to-Know Act posters, available from Dept. of Labor and Training. Laws on temporary disability.</p> <p><i>Citation:</i> R.I. Gen. Laws § 28-29-13, § 28-41-15, § 28-21-1, § 28-20-27, § 28-20-11.</p>	<p>Summary of Fair Employment Practices Act available from Commission for Human Rights. State agencies must post the EEOC-P/E-1 poster. "Sexual Harassment is Against the Law" available from the Dept. of Labor. As of July 2015, employers are required to post the "Notice of Right to be Free from Discrimination because of Pregnancy, Childbirth and Related Conditions," available from Dept. of Labor and Training.</p> <p><i>Citation:</i> R.I. Gen. Laws §§ 28-5-37, 28-5-6; RI ADC 41 030 010.</p>	<p>Most required state posters available from the RI Dept. of Labor and Training.</p> <p>Family leave poster from Dept. of Labor and Training. Whistleblower protections/ obligations. Signs where smoking prohibited. Sick and safe leave (effective 7/1/18).</p> <p><i>Citation:</i> R.I. Gen. Laws § 28-48-10, § 28-50-8, § 23-20.10-7.</p>
SC	<p>Notices of wage, child labor, and right to work rights; summary of wage and hour laws; available from Dept. of Labor, Lic. and Reg. Notice of wages and hours, time and place of payment, and deductions, with advance notice of changes.</p> <p><i>Citation:</i> S.C. Code Ann. § 41-10-30, § 41-1-10.</p>	<p>Summary of labor laws on working hours and conditions available from Dept. of Labor. Right to Work Law available from Dept. of Labor, Licensing and Regulation.</p> <p><i>Citation:</i> S.C. Code Ann. § 41-1-10.</p>	<p>Unemployment Compensation information on need for prompt reporting and location of nearest office. Notice summarizing benefits, available from Dept. of Labor, Licensing and Regulation.</p> <p><i>Citation:</i> S.C. ADC Rule 47-11.</p>	<p>Workers' Comp Notices. SC-OSH, protections and obligations under health and safety laws. Available from Dept. of Labor, Licensing and Regulation. Citations at place of violation. Workers' comp notice for leased employees.</p> <p><i>Citation:</i> S.C. ADC 67-301, 28-975; S.C. Code Ann. § 40-68-60, § 41-15-90, § 41-15-280.</p>	<p>"Equal Opportunity Is The Law" poster available from the Human Affairs Commission.</p> <p>Effective September 18, 2018, notice of pregnancy accommodation rights, which has been added to the state discrimination poster, must also be provided to all existing employees and new hires.</p> <p><i>Citation:</i> S.C. Code Ann. §§ 1-13-70, 1-13-80, S.C. Regs., Rule 65-24.</p>	<p>Most required state posters available from the SC Department of Labor, Licensing and Regulation.</p> <p>Notice of intention to shut down at least two weeks in advance if employer requires notice before quits. Smoking and non-smoking area signs. Drug-free workplace notice.</p> <p><i>Citation:</i> S.C. Code Ann. § 41-1-40, § 44-107-30.</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
SD	There is no provision for this topic in this state.	There is no provision for this topic in this state.	<p>Most required posters available from the SD Department of Labor & Regulation.</p> <p>Unemployment compensation information available from Unemployment Insurance Division.</p> <p><i>Citation:</i> SDCL § 61-7-1.</p>	<p>Safety in the workplace posters.</p> <p><i>Citation:</i> SDCL § 62-2-11; SD Administrative Rules 47:03:03:01.</p>	<p>Commission on Human Rights may order notices posted to remedy unlawful employment bias.</p> <p><i>Citation:</i> SDCL § 20-13-42.</p>	There is no provision for this topic in this state.

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
TN	<p>Summary of applicable laws, plus designation of payday, to be posted in two conspicuous places. Public works contractors and subcontractors must post prevailing wage rates on work site.</p> <p><i>Citation:</i> Tenn. Code Ann. § 50-2-103(d), § 12-4-410.</p>	<p>Employers of minors must post a notice of child labor laws furnished by the Department of Labor including hours of work allowed and employment prohibited to minors.</p> <p><i>Citation:</i> Tenn. Code Ann. § 50-5-111(3).</p>	<p>Notice of benefit rights, claim procedures available from Department of Labor. Exempt employers must notify present and prospective employees in writing of lack of coverage.</p> <p><i>Citation:</i> Tenn. Code Ann. § 50-7-106, § 50-7-304; TN Regs. 0800-10-03-.09.</p>	<p>Notice of employee rights under state OSHA and Hazardous Chemical Right to Know Law. Citations at or near each location referred to in the citation. Notice of stop order. Material safety data sheets. Notice of workers' compensation insurance information including the duties and obligations of the employer and employee, contact information for the individual to notify of the work-related injury, and contact information for the Department of Labor. Emergency stop order and hazardous conditions.</p> <p><i>Citation:</i> Tenn. Code Ann. § 50-3-207, § 50-6-407, § 50-3-918.</p>	<p>Summary of Anti-Discrimination Act available from Human Rights Commission, and provide the address for filing complaints.</p> <p><i>Citation:</i> Tenn. Code Ann. § 4-21-306; TN Regs. 1500-1-02-.01(15).</p>	<p>Most required state posters available from the TN Department of Labor & Workforce Development.</p> <p>Employers participating in the optional Drug-Free Workplace Program must post notice of drug testing policy.</p> <p>Education agencies must post notice of employee rights under the Education Truth in Reporting Act. Notice of the ban on smoking. "No Smoking" signs at the entrance of every place of employment where smoking is prohibited. Employers with Spanish-speaking employees must post equivalent posters in Spanish.</p> <p>Private employers may post the TN "Right to Work Law" poster at their discretion.</p> <p><i>Citation:</i> Tenn. Code Ann. § 50-9-105, § 49-50-1411, § 39-17-1805, § 50-1-206.</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
TX	<p>Employers required to post in conspicuous places, notices indicating the paydays. Notice of paydays form available from Texas Workforce Commission.</p> <p><i>Citation:</i> Tex. Labor Code. § 61.012.</p>	<p>There is no provision for this topic in this state.</p>	<p>Employers required to post printed notices that provide general information about filing a claim for unemployment benefits. Notice available from Texas Workforce Commission containing general information about claim filing.</p> <p><i>Citation:</i> Tex. Labor Code § 208.001.</p>	<p>Employer's notice of ombudsman program available from the Office of Injured Employee Counsel. Notice of existence or absence of workers' compensation, available from the Texas Department of Insurance. Uninsured employers must post notice informing workers of right to sue, available from the Texas Department of Insurance. Employers of emergency medical service employees, paramedics, fire fighters, law enforcement officers, or correctional officers and state agencies must post a Notice Regarding Certain Work-Related Communicable Diseases and Eligibility for Workers' Compensation Benefits, which is available from the Texas Department of Insurance. Governmental entities must post a notice about required workers' compensation coverage for building/construction projects, available from Texas Department of Insurance. Notice of law regarding hazardous substances, available from Texas Workforce Commission. Alcoholic beverage retailers must post a human trafficking notice.</p> <p><i>Citation:</i> Tex. Labor Code § 404.153, § 406.005, Tex. Health and Safety Code §</p>	<p>Antidiscrimination posters provided by the Texas Commission on Human Rights. Employers may, but are not required to, post this poster.</p> <p><i>Citation:</i> 40 Tex. Admin. Code Ch. 321.</p>	<p>Most required state posters are available from the TX Workforce Commission.</p> <p>Public employees, notice of rights under Whistle-blower Act from Office of Attorney General. Food service establishments must post Heimlich maneuver notice. Signs indicating nonsmoking areas.</p> <p><i>Citation:</i> Tex. Govt. Code § 554.009, 25 Tex. ADC § 229.173.</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
				502.017, 28 Tex. ADC § 110.101, § 110.108, § 110.110; 25 Tex. ADC § 295.12; Tex. Alco. Bev. Code § 104.07.		
UT	<p>Notice at time of hiring summarizing wage and hour laws; changes in day or place of payment, rate of pay prior to the change. Public employers must post a copy of the executive order pertaining to fair employment practices in state agencies.</p> <p><i>Citation:</i> Utah Code § 34-28-4.</p>	<p>There is no provision for this topic in this state.</p>	<p>Notice available from Dept. of Workforce Services describing benefit rates and claims procedures.</p> <p><i>Citation:</i> Utah Code § 35A-4-406.</p>	<p>Notice of compliance with workers' compensation law and occupational disease act, available from Labor Commission, Industrial Accidents Division. Rights and obligations under state OSHA. Available from Labor Commission. Citations to be posted at or near place of violation.</p> <p><i>Citation:</i> Utah Code § 34A-6-302.</p>	<p>There is no provision for this topic in this state.</p>	<p>Most required state posters available from the UT Labor Commission.</p> <p>Public employee protections and obligations under whistleblower law. Smoking and nonsmoking signs.</p> <p><i>Citation:</i> Utah Code § 67-21-9.</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
VT	<ul style="list-style-type: none"> Minimum Wage Notice (mandatory notice of applicable minimum wage). <p>In addition, the Department of Labor provides recommended notices and brochures for tipped and service employees; meals and lodging allowance; a summary of wage and hour laws; equal pay rights; permissible wage deductions; and permissible room and board deduction rates.</p> <p><i>Citation:</i> 21 V.S.A. § 393.</p>	<ul style="list-style-type: none"> Child Labor Law Poster (mandatory notice of hazardous occupation restrictions and protections); <p><i>Citation:</i> 21 V.S.A. § 442.</p>	<ul style="list-style-type: none"> Unemployment Insurance Poster (mandatory notice of procedures for filing for unemployment benefits and notice of termination of coverage.) <p><i>Citation:</i> 21 V.S.A. § 1346.</p>	<ul style="list-style-type: none"> Employer's Liability and Workers' Compensation, Notice to Employees; Notice of Workers' Compensation Reinstatement Rights; Safety and Health Protection on the Job (mandatory VT OSHA job safety notice); <p>Employers must also post citations issued for violations and information regarding employee protections and obligations.</p> <p><i>Citation:</i> 21 V.S.A. §§ 691, 225, 228; 643(c).</p>	<ul style="list-style-type: none"> Accommodations for Pregnant Employees in Vermont, Notice of Employee Rights; "Sexual Harassment is Illegal" Notice. <p><i>Citation:</i> 21 V.S.A. § 495h.</p>	<ul style="list-style-type: none"> Employment Protections for Victims of Crime, Notice of Employee Rights (mandatory notice of employee leave and anti-discrimination rights); Vermont's Earned Sick Time Act, Notice of Employee Rights (mandatory notice of employee leave and anti-retaliation rights); Parental Leave, Family Leave, and Short-Term Family Leave (mandatory notice of employee leave rights and protections against retaliation); Healthcare Whistleblower's Protection Act (notice of employee rights required in hospitals and nursing homes). <p>The Department of Labor also provides recommended notices and brochures for nursing</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
						<p>mothers' rights and prevention of human trafficking.</p> <p>Most required state posters are available from the VT Department of Labor.</p> <p><i>Citation:</i> 21 V.S.A. §§ 472(d), 509.</p>
VA	There is no provision for this topic in this state.	There is no provision for this topic in this state.	<p>"Notice to Workers" available from Employment Commission.</p> <p><i>Citation:</i> VA Code § 60.2-106.</p>	<p>Notice of rights and responsibilities under occupational health and safety law and citations for violations. "Workers' Compensation Notice" from Workers' Comp Commission. In mines, lung disease claims filing, including Workers' Comp Commission address and phone number.</p> <p><i>Citation:</i> VA Code § 40.1-51.1, § 65.2-405; Va. Admin. Code tit. 16, § 30-50-80, Rule 7.</p>	<p>Public contractors must post notices of the state Fair Employment Contracting Act's nondiscrimination clause.</p> <p><i>Citation:</i> VA Code § 2.2-4201, § 2.2-4311.</p>	<p>Most required state posters available from the VA Department of Labor & Industry.</p> <p>Permitted, No Smoking, or No-Smoking Section Available signs, as appropriate. Notices about the federal earned income tax credit and the state low income credit. Copies can be obtained from the Dept. of Social Services.</p> <p><i>Citation:</i> VA Code § 15.2-2826, § 63.2-527.</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
WA	<p>"Your Rights as a Worker In Washington State" poster (Form 700-074-909).</p> <p>Prevailing wages for public works contractors with contracts of over \$10,000.</p> <p><i>Citation:</i> Wash. Rev. Code § 49.12.091, § 39.12.020.</p>	<p>Copy of permit to employ minors. "Your Rights as a Worker" poster includes summary of child labor laws.</p> <p><i>Citation:</i> Wash. Rev. Code § 49.12.091; Wash. Admin. Code § 296-125-0224, § 296-126-080, § 296-131-110(1).</p>	<p>Poster (Form EMS 9874) available from Employment Security Dept. summarizing claims regulations; church and religious organizations are required to post a special poster (Form UI-07-0119).</p> <p><i>Citation:</i> Wash. Rev. Code § 50.20.140.</p>	<p>Posters of protections and obligations under Safety and Health Act (Forms F416-081-909 and F700-074-909); workers' compensation poster (Form F242-191-909 for state fund employers; Form F207-037-909 for self-insured employers).</p> <p><i>Citation:</i> Wash. Rev. Code § 49.17.120, § 49.17.180, § 51.14.100, § 49.17.220, § 49.70.105.</p>	<p>Recommended "Washington State Law Prohibits Discrimination in Employment" poster available from the state.</p>	<p>Most required state posters available from the WA Department of Labor and Industries.</p> <p>Summary of Family Leave Act and sick leave for child care, employer's leave policies. Employers of "learners" must post learner certificate received from Dept. of Labor and Industries. Smoking and nonsmoking signs as appropriate. The City of Seattle requires a poster explaining Seattle's Paid Sick and Safe Time ordinance.</p> <p><i>Citation:</i> Wash. Rev. Code § 49.12.275, § 49.78.200; WA Admin. Code § 296-130-050, § 296-128-125.</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
WV	<p>Summary of wage and hour laws and summary of Wage Payment and Collection Act from the WV Division of Labor. Notice at time of hire of pay rate, day, hour, and place of payment; notice of practices and policies with regard to vacation pay, sick leave, and comparable matters; and an itemized statement of deductions. Notice of changes at least one pay period prior. Wage rates for public works.</p> <p><i>Citation:</i> W. Va. Code §§ 21-5A-7, 21-5-9; W. Va. C.S.R. § 43-1-3(g).</p>	<p>There is no provision for this topic in this state.</p>	<p>The claim procedure regulations prescribed by the Bureau of Employment Programs Commissioner must be posted and maintained. Employers must furnish those persons who become unemployed with a copy of the regulations.</p> <p><i>Citation:</i> W. Va. Code § 21A-7-2.</p>	<p>Warning of chemical substance over-exposure symptoms. Notice of WV OSHA laws. Notice of employer default under Workers' Compensation. Notice that food not allowed in rooms in a factory where poisonous substances or noxious fumes are present. Notice and other means regarding protections and obligations set forth in the WV Asbestos Abatement Act. Notice of employer's workers' compensation insurer.</p> <p><i>Citation:</i> W. Va. Code §§ 16-32-14(b), 21-3-10, 21-3-18(c), 23-2-5 (h)(3), 23-2C-15.</p>	<p>Notice explaining employers' obligations and employee rights under Human Rights Act available from Human Rights Commission.</p> <p><i>Citation:</i> W. Va. Code § 5-11-17.</p>	<p>Most required state posters are available from the WV Division of Labor. State employee rights under Parental Leave Act. For public employees only, notice of employee protections and obligations under whistleblower law.</p> <p><i>Citation:</i> W. Va. Code §§ 6C-1-8, 21-5D-9.</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
WI	<p>Wisconsin requires the posting of posters regarding minimum wage rates, maximum allowances for board and lodging, hours and times of day minors may work in Wisconsin, and notice to Wisconsin workers with disabilities paid at special minimum wage.</p> <p><i>Citation:</i> Wis. Admin. Code § DWD 272.13; Wis. Admin. Code § DWD 270.03; Wis. Admin. Code § DWD 272.09(10).</p>	<p>"Hours and Days of Work Minors May Work" poster available from Dept. of Workforce Development.</p> <p><i>Citation:</i> Wis. Admin. Code § DWD 270.03.</p>	<p>This poster is required to be posted by all Wisconsin employers.</p> <p><i>Citation:</i> Wis. Admin. Code § DWD 120.01.</p>	<p>Certain public and private employers must post "hazardous chemicals in the workplace?" poster or "public employee safety and health" poster.</p> <p><i>Citation:</i> Wis. Stat. § 101.581(1); § 101.055(7).</p>	<p>All employers must post a poster regarding the Wisconsin Fair Employment Law.</p> <p><i>Citation:</i> Wis. Stat. § 111.31 et seq.; Wis. Admin. Code § DWD 218.</p>	<p>Most required state posters available from the WI Department of Workforce Development.</p> <p>Each employer must post a notice in a form approved by the department setting forth employee rights under the Wisconsin Family and Medical Leave Act. Additionally, any person employing at least 25 individuals shall post a notice describing the employer's policy with respect to leave for family and medical leave reasons. For employers who use honesty testing, "Employee Protections Against Use of Honesty Testing Devices."</p> <p>Employers with 25 through 49 workers must have and post own family and medical leave policy. Employers of 50 or more employees must post "Employee Business Closing/Mass Layoff Law."</p> <p>Employers with 50 or more employees planning to discontinue healthcare benefits must provide and display notice 60 days in advance.</p> <p>Licensed healthcare facilities must post "Retaliation Protection for Healthcare Workers" notice. Signs where smoking is prohibited. Employers are required to post notice of employee rights for cessation of</p>

State Law Chart Builder

Customizable employment law answers for HR

Posters/Notices

- What posters or notices are employers required to display/provide under state law?

State	Wages and hours	Child labor	Unemployment benefits	Safety and health/ workers' compensation	Discrimination	Other
						<p>healthcare benefits to employees. All employers with 50 or more employees are required to display a copy of a poster regarding Wisconsin Bone Marrow and Organ Donation Leave Act. Each employer must post a notice in a form approved by the department setting forth employee rights under the Wisconsin Family and Medical Leave Act. Employers with at least 25 individuals shall post a notice describing the employer's policy with respect to leave for family and medical leave reasons.</p> <p><i>Citation:</i> Wis. Stat. § 109.07, § 109.075, § 103.10(14), § 111.37, § 146.997, Wis. Stat. § 109.075(7), Wis. Stat. § 103.11(14), Wis. Stat. § 103.10(14); Milwaukee Code of City Ordinances Ch.112-1, <i>et seq.</i></p>
WY	<p>Notice in at least two locations outlining the wage and hour law in factories, mills, workshops, railroads mines, refineries, or others facilities for the production of oil and gas.</p> <p><i>Citation:</i> Wyo. Stat. § 27-4-101.</p>	<p>There is no provision for this topic in this state.</p>	<p>Notice on benefit rights available from Employment Security Comm.</p> <p><i>Citation:</i> Wyo. Stat. § 27-3-401(b).</p>	<p>Notice summarizing Workers' Compensation Act and claim filing procedures. "Health and Safety on the Job" poster, provided by the Wyoming Occupational Health and Safety Division.</p>	<p>Most required state posters available from the WY Department of Workforce Services.</p> <p>"Discrimination Is Against The Law" poster available from Fair Employment Comm.</p>	<p>There is no provision for this topic in this state.</p>