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Please Note: This resource provides only a general overview of some of the laws that may be applicable in a given state. We cannot guarantee the completeness of the information featured in our Multi-State Laws Comparison Tool. For information regarding whether a state has a law governing a particular topic, please contact your state labor department.

Posters

Federal Law

Federal Law

Employers are required to post notices relating to employee rights under the [Fair Labor Standards Act](#), the [Occupational Safety and Health Act](#), the [Family and Medical Leave Act](#) (employers with 50 or more employees), the [Uniformed Services Employment and Reemployment Rights Act](#), the [Employee Polygraph Protection Act](#), and [Equal Opportunity laws](#). Note that some of these requirements vary based on employer size and business type. Additional posting requirements apply to employers participating in E-Verify, federal contractors, and agricultural employers.

Alabama

Alabama Notices and Posters

The following posters are mandatory for Alabama employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Child Labor Law		English (PDF)
Your Job Insurance - Unemployment Insurance		English (PDF)
Workers' Compensation Information		English (PDF)
Clean Indoor Air Act	Employers must prominently post "no-smoking" signs in enclosed work areas and appropriate "smoking area" signs in entrances to enclosed designated smoking areas.	
Special Industries	Notes	Poster Format
Human Trafficking Law	Special size requirement: this poster must be at least 8.5 x 11 inches Businesses that are required to post the human trafficking poster	English (PDF) Spanish (PDF)

Special Industries

Notes

Poster Format

include:

- Establishments that require a liquor license or alcoholic beverage license and that do not also have a food or beverage permit, or both;
- Certain hotels cited as a nuisance under state law;
- Airports, buses, or train stations; and
- Businesses that provide entertainment commonly called strip-teasing or topless entertainment that have employees who are not clad both above and below the waist.

[Click here](#) for additional information.

Alaska

Alaska Notices and Posters

The following posters are mandatory for Alaska employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Emergency Information		English (PDF)
Human Rights Law - Sexual Harassment		English (PDF)
It's Your Right to Know-Safety & Health Protection on the Job	Must be at least 8 1/2 by 14 inches with 10 point type Designed to be printed on 11 x 17 inch paper	English (PDF)
Notice to Employees - Unemployment Insurance		English (PDF)
Summary of Alaska Child Labor Law		English (PDF)
Summary of Alaska		English

Posting Requirements	Notes	Poster Format
Wage & Hour Act	This poster may be obtained by contacting your Workers' Compensation Insurance Company. Self-insured employers may use the following form: Employer's Certificate of Self-Insurance (English PDF)	h (PDF)
Workers' Compensation Poster	Employers who are in charge of a place or vehicle where smoking is prohibited must conspicuously display in the place or vehicle a sign that:	
Smoking Law	<ul style="list-style-type: none"> • Reads "Smoking Prohibited by Law—Fine \$50"; • Includes the international symbol for no smoking; or • Includes the words "No Puffin" with a pictorial representation of a puffin holding a burning cigarette enclosed in a red circle crossed with a red bar. 	
Alaska Whistleblower Act (Public employers)	Click here for signs. Public employers must post notices and use other appropriate means to inform employees of protections and obligations under the Alaska Whistleblower Act .	
Alaska - Americans with Disabilities Policy	Posting the ADA Policy Poster provides Notice per Administrative Order 129 , Section X.	English h (PDF)
Alaska - Alcohol- and Drug-free Workplace Policy		English h (PDF)
Whistleblower Act		English h (PDF)

Arizona

Arizona Notices and Posters

The following posters are mandatory for Arizona employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Constructive Discharge Notice		English (PDF)
Discrimination is Prohibited in Employment		English (PDF) Spanish (PDF)
Earned Paid Sick Time	Employers (with \$500,000 or more in gross annual revenue) generally must conspicuously post this notice in every establishment where employees are employed and where employee notices are customarily placed.	English (PDF) Spanish (PDF)
Employee Safety and Health Protection	Must be at least 8 1/2 by 14 inches with 10 point type	English (PDF) Spanish (PDF)
Minimum Wage Act	Review the poster for details on exemptions from state minimum wage requirements.	English (PDF) Spanish (PDF)
Notice to Employees: Unemployment Insurance Coverage		English (PDF) Spanish (PDF)
Smoke-Free Program		English (PDF) Spanish (PDF)
Workers' Compensation		English (PDF) Spanish (PDF)
Work Exposure to Bodily Fluids		English (PDF) Spanish (PDF)
Work Exposure to MRSA, Spinal Meningitis, or Tuberculosis (TB)		English (PDF)

Arkansas

Arkansas Notices and Posters

The following posters are mandatory for Arkansas employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Hand Washing Notice	Restaurants and other food handling businesses. To obtain the notice, contact the Arkansas Department of Health at 1-800-462-0599.	
Notice to Employer and Employee	Minimum Wage, Overtime, Child Labor, Wage Collection etc.	English (PDF)
Notice to Employees, How to Claim Unemployment Insurance	The Arkansas Division of Workforce Services has published Form DWS-ARK-237 to satisfy this requirement. Click here for more forms.	English (PDF)
Public Employees' Chemical Right to Know Act	State, County, and Municipal Operations	English (PDF)
Workers' Compensation Instructions to Employers and Employees		English (PDF) Spanish (PDF)
Health Care Notice for Employees Under Managed Care		English (PDF)
Clean Indoor Air Act of 2006	To obtain the notice, contact the Arkansas Department of Health at 1-800-462-0599. <u>Note:</u> Restaurants or bars exempt from the law must post signage at all entrances and wherever else necessary to clearly describe smoking is allowed. Click here (§ 20-27-1805) for more information.	
Prevailing Wage (Public contractors)	Public contractors must post the scale of wages to be paid in a prominent and easily accessible place at the worksite.	
Human Trafficking	Required for hotels, motels or other establishments that have been cited as a public nuisance for prostitution, strip clubs or other sexually	English (PDF)

Posting Requirements	Notes	Poster Format
	oriented business, private clubs with a liquor permit for on-premise consumption that are not considered food service establishments, airports, train stations that serve passengers, bus stations, and privately owned and operated facilities that provide food, fuel, shower or other sanitary facilities, and overnight parking.)

California

California Notices and Posters

The following posters are mandatory for California employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

Special Announcement: on July 16, 2021, California [amended](#) its Labor Code to allow employers to distribute certain workplace notices and posters as an email attachment, in addition to displaying the postings as required by law. The amendment becomes effective **Jan. 1, 2022**.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Supplemental Paid Sick Leave (2021)		English (PDF)
COVID-19 Paid Sick Leave for Food Sector Workers	The poster must be displayed where workers can easily read it. If workers do not frequent a physical workplace, it may be disseminated electronically. The requirement affects hiring entities covered by specified state wage orders and that have more than 500 employees nationwide. Affected individuals includes food sector workers, not just employees who perform work for or through the hiring entity.	English (PDF)
Discrimination & Harassment in Employment are Prohibited		English (PDF) Spanish (PDF)
Sexual Harassment	Either the poster or the fact sheet can be distributed to employees to meet legal requirements	Poster <ul style="list-style-type: none"> • English (PDF) • Chinese

Posting Requirements

Notes

Poster Format

- [\(PDF\)](#)
- [Korean \(PDF\)](#)
- [Spanish \(PDF\)](#)
- [Tagalog \(PDF\)](#)
- [Vietnamese \(PDF\)](#)

Fact Sheet

- [English \(PDF\)](#)
- [Chinese \(PDF\)](#)
- [Korean \(PDF\)](#)
- [Spanish \(PDF\)](#)
- [Tagalog \(PDF\)](#)
- [Vietnamese \(PDF\)](#)

Transgender Rights	Employers must post this notice regarding transgender rights in a prominent and accessible location in the workplace.	English (PDF)
Emergency Phone Numbers		English (PDF)
Minimum Wage		English (PDF) Spanish (PDF)
Industrial Welfare Commission Wage Orders	<u>Note:</u> IWC wage orders, which govern wages, hours and working conditions in California, must be posted by all employers in an area frequented by employees, where they may be easily read during the workday.	Current Industry Wage Orders (PDF)
No Smoking Signage	Employers must conspicuously post "No smoking" signs at entrances of any building or structure where smoking is prohibited throughout. Employers must also conspicuously post signs stating,	

Posting Requirements	Notes	Poster Format
Notice to Employees: Injuries Caused by Work	<p>"Smoking is prohibited except in designated areas," at entrances of buildings where smoking is limited to certain areas.</p> <p>Advises employees of workers' compensation benefits. Claims administrators and employers need to revise the notice they are currently using and send it to the DWC administrative director for review and approval or they may download and use this version. NOTE: Employers may obtain professionally printed copies of the poster and workers' comp claim form from their claims administrator.</p>	English (PDF) Spanish (PDF)
Notice to Employees: Unemployment Insurance, Disability Insurance, & Paid Family Leave		English (PDF)
Unemployment Insurance Benefits		English (PDF)
Your Rights and Obligations as a Pregnant Employee	<p>This notice replaces former Notice A. It satisfies employers' Pregnancy Disability Leave (PDL) posting requirements. According to the Department of Fair Employment and Housing, employers will not be penalized if they have not replaced Notice A with this notice by April 1, 2016.</p>	English (PDF)
Family Care and Medical Leave and Pregnancy Disability Leave	<p>Click here for additional languages.</p> <p>This notice satisfies employers' California Family Rights Act (CFRA) and New Parent Leave Act (NPLA) posting requirements.</p> <p>Click here for additional languages.</p>	English (PDF) Chinese (PDF) Korean (PDF) Spanish (PDF) Tagalog (PDF) Vietnamese (PDF)
Paid Sick Leave	<p>Employees will accrue paid sick days at the rate of 1 hour per every 30 hours worked, beginning at the commencement of employment or July 1, 2015 (whichever is later).</p>	English (PDF)
Payday Notice Right to Vote Notice	<p>Employers must post 10 days before a statewide election.</p>	English (PDF) English (PDF) Spanish (PDF)

Posting Requirements	Notes	Poster Format
Safety and Health Protection on the Job	Must be at least 8 1/2 by 14 inches with 10 point type; designed to be printed on 11 x 17-inch paper	English (PDF)
Whistleblowers Protection	Special size requirements: 8.5 x 14 inch paper with margins no larger than one-half inch in order to conform to the statutory requirement that the lettering be larger than size 14 point type	English (PDF)
Prevailing Wage Rate Determination	Businesses awarded public work contracts must post a copy of the prevailing wage rate determination at each jobsite. Click here for more information regarding prevailing wage rate determinations.	
Notice of Workers' Compensation Carrier and Coverage	States the name of the employer's current compensation insurance carrier, or the fact that the employer is self-insured. Obtained from the employer's workers' compensation insurance carrier.	
Rights of Victims of Domestic Violence, Sexual Assault, and Stalking	Employers with 25 or more employees must inform each employee in writing of his or her rights regarding domestic violence, sexual assault, and stalking established under California Labor Code § 230.1 and other related provisions of state law (§§ 230(c), (e), and (f)). The information must be provided to new employees upon hire and to other employees upon request .	English (PDF) Spanish (PDF)
Notice of Inspection by Immigration Agencies	If an employer elects not to use the model notice developed by the Labor Commissioner, the notice provided by the employer to its employees must be substantially similar in content and clarity to the notice developed by the Labor Commissioner. An employer must generally provide a notice to each current employee of any inspections of federal Forms I-9 or other employment records conducted by an immigration agency within 72 hours of receiving notice of the inspection. Such notice must be posted in the language the employer normally uses to communicate employment-related information to the employee. Click here (§ 90.2(a)(1)) for more details.	English (PDF) Spanish (PDF)

Select City Requirements

Berkeley	Notes	Poster Format
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Berkeley	Notes	Poster Format
Minimum Wage Poster	Click here for additional languages.	English (PDF)

Los Angeles	Notes	Poster Format
Fair Chance Initiative for Hiring (Ban the Box)	<u>Note:</u> A downloadable Notice to Applicants and Employees is available for both city contractors (who are subject to a related separate ordinance) and private employers. Additional resources are also available by clicking here .	English (PDF) (private employers with 10 or more employees) Spanish (PDF) (private employers with 10 or more employees)
Minimum Wage and Paid Sick Leave Poster	Click here for additional sizes and languages.	English (PDF) Spanish (PDF)
County of Los Angeles Minimum Wage Ordinance (County of Los Angeles)	Every employer must post this notice in a conspicuous place at any workplace or jobsite located within the unincorporated areas of the County where any Employee works. Posting reproductions or facsimiles of this notice must be at least 8 1/2 inches by 14 inches, and the printing size is in at least a 10 point font. This poster must be displayed in a conspicuous and accessible place at job sites, in English, Spanish, and the primary language used by the employer to communicate with employees regarding employees' work functions, if other than English or Spanish. Click here for additional languages.	English (PDF) Spanish (PDF)

Oakland	Notes	Poster Format
Minimum Wage / Paid Sick Leave / Service Charge		English (PDF) Spanish (PDF) Chinese (PDF)

San Jose	Notes	Poster Format
San Jose Official		English (PDF) Spanish (PDF)

San Jose	Notes	Poster Format
Minimum Wage Bulletin		Vietnamese (PDF) Chinese (PDF)
San Jose Opportunity to Work Notice	The ordinance generally applies to employers with 36 or more employees (additional details on coverage are available by clicking here).	English (PDF) Spanish (PDF) Chinese (PDF) Vietnamese (PDF)

San Francisco	Notes	Poster Format
Minimum Wage Poster		English (PDF) Spanish (PDF) Chinese (PDF) Vietnamese (PDF) Russian (PDF) Tagalog (PDF)
Paid Sick Leave Ordinance San Francisco		English (PDF)
San Francisco "Ban the Box" Ordinance		English (PDF) Spanish (PDF) Chinese (PDF) Tagalog (PDF)
San Francisco Health Care Security Ordinance (HCSO)	Employers with 20 or more employees	PDF
San Francisco Family	Employers with 20 or more employees must comply with the Family Friendly Workplace Ordinance and must conspicuously post a notice informing employees of their rights under the ordinance in English,	English (PDF)

San Francisco	Notes	Poster Format
Friendly Work Ordinance	Spanish, Chinese, and any language spoken by at least 5% of the employees at the workplace or job site. The notice is available in multiple languages .	
Formula Retail Employee Rights Ordinances	Covered employers under the "Retail Workers' Bill of Rights" (formula retail establishments) with at least 40 retail sales establishments worldwide and 20 or more employees in San Francisco) must post the Formula Retail Employee Rights Notice in a conspicuous place at any workplace or job site where any of their covered employees work. The notice is formatted for 8.5" x 14" paper. Additional languages are available by clicking here .	English (PDF)
San Francisco Paid Parental Leave Ordinance	Covered employers must post the required Paid Parental Leave Ordinance poster at every work place and job site. The poster should be printed on 8.5" x 14" paper.	PDF
San Francisco Protections for Nursing Mothers Ordinance	San Francisco enacted an ordinance that imposes certain obligations on employers regarding nursing mothers . Among other things, each private employer must develop and implement a policy regarding lactation accommodation. Such policy must meet the elements set forth in § 3300I.5(a) of the ordinance . The employer's lactation accommodation policy must be distributed to all employees upon hiring . The employer must also offer a copy of the policy to any employee who inquires about or requests pregnancy or parental leave . If the employer has an employee handbook or set of policies that the employer makes available to employees, the lactation accommodation policy must be included in those materials. The San Francisco Office of Labor Standards Enforcement has created a model lactation accommodation policy and a model lactation accommodation request form .	
San Francisco Salary History Ordinance	Employers must post a notice in certain places and must send a copy to each labor union or representative of workers with which the employer has certain agreements. The notice must be posted in English, Spanish, Chinese, and any language spoken by at least 5% of the employees at the workplace, job site, or other location at which it is posted. Click here (§ b) for additional details. Click here for information regarding the notice and salary history ordinance.	English (PDF)
	<u>Note:</u> The ordinance contains additional provisions regarding city contractors.	

Industry-Specific Poster Requirements

Posting Requirements	Notes	Poster Format
	<p>Special size requirement: minimum 8.5 x 11 inches with a size 16 font</p> <p>The following businesses and establishments must post this notice: on-sale general public premises licensees; certain adult or sexually oriented businesses; primary airports; intercity passenger rail or light rail stations; bus stations; truck stops; emergency rooms within general acute care hospitals; urgent care centers; farm labor contractors; privately operated job recruitment centers; roadside rest areas; certain businesses or establishments that offer massage or bodywork services for compensation; and hotels, motels, and bed and breakfast inns (not including personal residences). Click here for more information.</p> <p>This notice must be posted in English and Spanish. A third language posting is required for establishments located in specific counties.</p>	
California (CA) Human Trafficking		PDF
California (CA) Access to Medical & Exposure Records	Employers using hazardous or toxic substances	English h (PDF) Spanis h (PDF)
California (CA) Farm Labor Contractor Statement of Pay Rates (Licensed farm labor contractors)	<p><u>Note:</u> This posting must be at least 12 inches high and 10 inches wide. The downloaded version of this posting may not comply with this size requirement. Also, the posting must be displayed prominently where work is to be performed and on all vehicles used by the licensee for transportation of employees.</p>	English h (PDF) Spanis h (PDF)
California (CA) Operating Rules for Industrial Trucks	Employers operating forklifts and other types of industrial trucks or tow tractors	English h (PDF) Spanis h (PDF)
California (CA) Cosmetology Notice	An establishment licensed by the Board of Barbering and Cosmetology is required to post a notice pertaining to workplace rights and wage and hour laws, in languages that include English, Spanish, Vietnamese, and Korean. Click here for more information.	PDF

Additional Required Notices and Pamphlets

Employers generally must provide a copy of the following notices and pamphlets to each employee when appropriate. [Click here](#) for more information and requirements, including Voluntary Disability Insurance (DI) Plans.

Requirements	Notes
Notice to Employee Pursuant to the California Wage Theft Protection Act	Employers must provide to each new employee notice of specified information. The law requires that the notice be provided at the time of hiring and within 7 days of a change if the change is not listed on the employee's pay stub for the following pay period. The notice must be provided in the language the employer normally uses to communicate employment-related information.
Workers' Compensation Pamphlet to New Employees	Employers must provide a written notice to every new employee either at the time of hire or by the end of the first pay period. Such notice must be available in both English and Spanish (where there are Spanish-speaking employees).
For Your Benefit - California's Programs for the Unemployed	Click here to download.
Disability Insurance Provisions	Click here to download.
Paid Family Leave	Click here to download.
Earned Income Tax Credits	All employers are required to notify all of their employees of both the California Earned Income Tax Credit and the federal Earned Income Tax Credit. Provide information about the California and federal Earned Income Tax Credits to each employee within one week before or after providing them their W-2 or 1099.
Notice to Employee as to Change in Relationship	Written notice must be given immediately to employees of their discharge, layoff, leave of absence, or change in employment status.
Worker Adjustment and Retraining Notification Act	The Worker Adjustment and Retraining Notification (WARN) Act requires certain employers to give affected employees at least 60 days written advance notice of any plant closing or mass layoff. Some changes in location require a WARN notice.

Colorado

Colorado Notices and Posters

The following posters are mandatory for Colorado employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Anti-Discrimination Laws		English h (PDF) Spanis h (PDF)
Employment Security Act		English h (PDF) Spanis h (PDF)
Minimum Wage and Overtime Pay Standards		English h (PDF)
Notice to Employer of Injury	Special size requirement: 11 x 14 inch paper with each letter at least 1/2 an inch high.	English h (PDF) Spanis h (PDF)
Notice of Paydays		English h (PDF)
Pregnancy Accommodations	Employers must provide written notice of the right to be free from discriminatory or unfair employment practices under the law to new employees at the start of employment; and existing employees within 120 days after the law's effective date. Employers must also post the required notice in a conspicuous place in the employer's place of business in an area accessible to employees.	English h (PDF) Spanis h (PDF)
Workers' Compensation		English h

Posting Requirements	Notes	Poster Format
Act		(PDF) Spanish h (PDF)
Paid Leave, Whistleblowing and Personal Protective Equipment Notice		English h (PDF)

Connecticut

Connecticut Notices and Posters

The following posters are mandatory for Connecticut employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Paid Sick Leave Law	Required of employers of 50 or more employees	English (PDF) Spanish (PDF)
Discrimination is Illegal		English (PDF) Spanish (PDF)
Minimum Wage		English (PDF) Spanish (PDF)
Sexual Harassment is Illegal	The Connecticut Commission on Human Rights and Opportunities strongly recommends, but does not require, that the poster also include a statement concerning: (1) the employer's policies and procedures regarding sexual harassment; (2) a statement concerning the disciplinary action that may be taken if sexual harassment has been	English (PDF) Spanish (PDF)

Posting Requirements	Notes	Poster Format
Unemployment Insurance Workers' Compensation Notice of Electronic Monitoring	committed; and (3) a contact person at the place of employment to whom one can report complaints of sexual harassment or direct one's concerns regarding sexual harassment. Contact the Connecticut Department of Labor at (860) 263-6550 for this poster. You will need your Federal Tax ID to receive this poster.	English (PDF) English (PDF)
Office of the Healthcare Advocate	Per Connecticut Statute 38a-1046 , employers must post the Healthcare Advocate's poster in the workplace. Printed posters and brochures are available by request by emailing healthcare.advocate@ct.gov .	English (PDF) Style 1 Style 2 Style 3 Spanish Style 3 (PDF)
Prevailing Wage Law	Contractors and subcontractors performing work for the state Employers of fewer than 5 employees must post signs that clearly designate nonsmoking areas.	English (PDF)
Clean Indoor Air Act	Certain establishments where smoking is prohibited by law (e.g., health care institutions, retail food stores, restaurants and bars) must post signs stating that smoking is prohibited by state law. Signs must be posted in a conspicuous place and must meet specific size requirements. Click here for more information.	
Pregnancy Discrimination	To request free signs, contact the Connecticut Department of Health at (860) 509-8251. Employers with 3 or more employees must (among other things) provide written notice of the right to be free from discrimination in relation to pregnancy, childbirth, and related conditions, including the right to a reasonable accommodation to the known limitations related to pregnancy under the law to: new employees at the commencement of employment ; existing employees within 120 days after the law takes effect; and any employee who notifies the employer of her pregnancy within 10 days of such notification.	English (PDF) Spanish (PDF)
	An employer may comply with the provisions of the law by displaying a poster in a conspicuous place , accessible to employees, at the employer's place of business that contains the information	

Posting Requirements

Notes

Poster Format

required by the law in both **English** and **Spanish**. [Click here](#) for additional information.

Industry-Specific Poster Requirements:

Industry-Specific	Notes	Poster Format
Minimum Fair Wage Rates	Required for Employers in Mercantile Trade	English (PDF)
Employment of Minors in Mercantile/Retail Trades		English (PDF)
Minimum Fair Wage Rates	Required for Employers in Restaurant and Hotel Restaurant Occupations	English (PDF) Spanish (PDF)
Employment of Minors in Restaurant/Food Service		English (PDF)

Note: Connecticut also has specific wage orders with regulations that cover beauty shops, dry cleaning and laundry businesses. Posters with these regulations must be posted at the place of business and are provided by the Labor Department free of charge. Employers may request these posters by calling 860-263-6790.

Delaware

Delaware Notices and Posters

The following posters are mandatory for Delaware employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

Note: Employers with **4 or more employees** must provide [written 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, to:

- New employees at the commencement of employment;
- Existing employees within 120 days after the effective date of the new law; and
- Any employee who notifies the employer of her pregnancy within 10 days of such notification.

Such notice must also be conspicuously [posted](#) at an employer’s place of business in an area accessible to employees.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Open Labor Law Poster	Includes minimum wage, payment of wages, workers' compensation, discrimination, breaks, and child labor	English (PDF) Spanish (PDF)
Clean Indoor Air Act	Employers must post appropriate "Warning: Smoking Permitted" signs where they permit smoking in their workplaces	
Whistleblowers' Protection	An employer must post notices and use other appropriate means to keep employees informed of their protections and obligations under the Delaware Whistleblowers' Protection Act . Contact the Division of Unemployment Insurance :	
Unemployment Insurance Poster	<ul style="list-style-type: none"> • New Castle County: (302) 761-6576 • Kent & Sussex Counties: (800) 794-3032 	
Prevailing Wage (Public contractors)	Contractors with public works projects in excess of \$100,000 (new construction) or \$15,000 (alteration, repair, renovation, rehabilitation, demolition or reconstruction, including painting and decorating of buildings or works) must post the scale of wages to be paid in a prominent and easily accessible place at the worksite.	
Sexual Harassment Notice	Provides information about the 2018 law that protects all individuals against workplace gender discrimination.	English (PDF)

District of Columbia

District of Columbia Notices and Posters

The following posters are mandatory for District of Columbia employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

Notice Requirements

By law, employers in D.C. must display a [poster](#), to be created by the Mayor's office, that provides certain information about the D.C. labor and anti-discrimination laws and procedures listed below in a conspicuous place accessible to all employees, including **at each breakroom**

or time clock. In addition, employers must keep printed copies of information posted to a dedicated website maintained by the D.C. mayor about those laws and procedures in a **single source**, such as a binder, at every location where the poster mentioned above is posted. Employers must ensure, **at least monthly**, that the printed materials are up to date and identical to the information provided on the website.

- Accrued Sick and Safe Leave Act of 2008
- An Act to provide for the payment and collection of wages in the District of Columbia, approved Aug. 13, 1956
- Building Service Employees Minimum Work Week Act of 2016
- District of Columbia Family and Medical Leave Act of 1990
- District of Columbia Workers' Compensation Act of 1979
- How to report violations of the laws mentioned above
- How to submit labor-related or anti-discrimination complaints
- Human Rights Act of 1977
- Living Wage Act of 2006
- Minimum Wage Act Revision Act of 1992
- Parental Leave Act of 1994
- Protecting Pregnant Workers Fairness Act of 2014
- Universal Paid Leave Amendment Act of 2016
- Resources individuals may consult if they believe their labor rights have been violated (including contact information for legal services or community-based organizations).

Employers that comply with this notification requirement are exempt from the poster requirements for the laws mentioned above. Employers that fail to comply with this notice law may face a **\$100 penalty for each day** of noncompliance.

Additional Poster Requirements

Posting Requirements	Notes	Poster Format
Child Labor Law	Explains provisions of the DC Child Labor Law regarding the employment of minors and work permit requirements. Employers can call the DC Public Schools office at 202-442-5885 to obtain this poster.	
Equal Employment Opportunity		English (PDF) Spanish (PDF)
Equality in Education	Educational Institutions	English (PDF)
Fair Housing Law	Rental or Sale of Housing Accommodations and Commercial Space	English (PDF)
DC Family & Medical Leave Act	Required for employers with at least 20 employees.	English (PDF) Spanish (PDF)

Posting Requirements	Notes	Poster Format
Minimum Wage and Wage Payment Laws		English (PDF) Spanish (PDF)
Parental Leave Act		English (PDF) Spanish (PDF)
Protecting Pregnant Workers Fairness Act	A fact sheet is also available. Click here for more information.	English (PDF) Spanish (PDF)
Unemployment Compensation Workers' Compensation		English/Spanish (PDF) English (PDF) Spanish (PDF)
Accrued Sick and Safe Leave Act of 2008		English (PDF)
Living Wage Smoke-Free Law	Government Contractors Signage is required. Click here for more information.	English (PDF)
	Employers are generally required to furnish to each employee at the time of hiring, and whenever any of the information contained in the written notice changes, a written notice in English. If the Mayor has made a sample template available in a language other than English that the employer knows to be the employee's primary language or that the employee requests, the employer must furnish the written notice to the employee in that other language also. The notice must contain certain information (§ 32-1008(c)).	
Wage Theft Prevention Act	Additionally, within 90 days of February 26, 2015, and within 30 days of any change to the information contained in the prior written notice, employers generally must furnish each employee with an updated notice containing the information required by law in English and in any additional language required by law. An employer must retain either copies of the written notice furnished to employees that are signed and dated by the employer and by the employee acknowledging receipt, or electronic records demonstrating that the employee received and acknowledged the notice via email or other electronic means. There is a special notice for staffing firms (click here for the Spanish version).	English (PDF) Spanish (PDF)
Whistleblower Protection	District instrumentalities (quasi-governmental entities operating in part with public funds) must conspicuously display notices of employee protections and obligations in	

Posting Requirements	Notes	Poster Format
	each personnel office and in other public places and must use all other appropriate means to keep employees informed of their protections under the district’s whistleblower protection law.	
	Contractors and employers of security officers must inform all employees of their rights under the district’s whistleblower protection law.	
Paid Family Leave	Each covered employer must, at the time of hiring and annually thereafter, and at the time the covered employer is aware that the leave is needed, provide a notice to each covered employee explaining employees’ legal right to paid leave benefits. Each covered employer must post and maintain the notice in a conspicuous place in English and in all languages in which the mayor has published the notice. Click here to download the notice in multiple languages.	English (PDF) French (PDF)
Right to Breastfeed		English (PDF)
Job Safety and Health	A notice informing employees in the private sector of the protections and obligations provided under the federal Occupational Safety and Health Act.	English (PDF)
Non-Discrimination in Public Accommodations	Optional - the DC Office of Human Rights also encourages businesses to display this poster.	English (PDF)
LGBTQ Diversity in the Workplace	Optional - the DC Office of Human Rights also encourages businesses to display this poster.	English (PDF)

Florida

Florida Notices and Posters

The following posters are mandatory for Florida employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Child Labor Law	Designed to be printed on 8.5 x 14 inch paper	English (PDF)
Discrimination is Prohibited	Designed to be printed on 11 x 17 inch paper	English (PDF) Spanish (PDF)
Employee Notice for Unemployment Compensation Coverage		English (PDF) Spanish (PDF) English (PDF)
Minimum Wage		Spanish (PDF)
Workers' Compensation Anti-Fraud Notice		Creole (PDF) English (PDF)
Workers' Compensation Notice	Special size requirements: 11 x 17 inch paper	English (PDF) Spanish (PDF)
Clean Indoor Air Act	The person in charge of an enclosed indoor workplace may, at his or her discretion, post "NO SMOKING" signs as deemed appropriate. Establishments where smoking is permitted may also be required to post signs .	
Equal Opportunity is the Law	Poster Requirement for Employers who Receive Federal Financial Assistance. Designed to be printed on 8.5 x 14 inch paper	English (PDF) Spanish (PDF)

Georgia

Georgia Notices and Posters

The following posters are mandatory for Georgia employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Equal Pay for Equal Work Act		English (PDF) Spanis h (PDF)
Unemployment Notice		English h (PDF) Spanis h (PDF)
Vacation Unemployment Insurance		English h (PDF) Spanis h (PDF)
Workers' Compensation Bill of Rights		English h (PDF) Spanis h (PDF)
Workers' Compensation Panel of Physicians		English h (PDF) Spanis h (PDF)
Workers' Compensation Managed Care Organization		English h (PDF) Spanis h (PDF)
Public Employee Hazardous Chemical Protection		English h (PDF)

**Posting
Requirements**
Notice (Public
Sector
Employers)

Notes

**Poster
Format**

Smokefree Air
Act of 2005

- The law's prohibition on smoking must be communicated to each prospective employee upon his or her application for employment.
- 'No Smoking' signs or signs bearing the international 'No Smoking' symbol must be easily readable, be conspicuously posted, and must not be obscured in any way.
 - In a public place where smoking is prohibited, the building owner, agent, operator, person in charge or proprietor must conspicuously post a sign bearing the words 'No Smoking' or conspicuously post the international 'No Smoking' symbol on all entrances or in a position clearly visible on entry into the place.
 - In a public place where smoking is allowed in an enclosed area, the building owner, agent, operator, person in charge or proprietor must conspicuously post a sign bearing the words 'Smoking Permitted, No One Under the Age of 18 Allowed' on all entrances or in a position clearly visible on entry into the place.
 - The building owner, agent, operator, person in charge or proprietor must conspicuously post a sign inside the exit of all smoking areas, if the exit leads to a smoke-free area. The sign must bear the words, 'No Smoking Beyond this Point' or bear the international 'No Smoking' symbol.
 - The building owner, agent, operator, person in charge or proprietor of a public place that is exempt from the Act must conspicuously post a sign using the words 'Smoking Permitted, No One Under the Age of 18 Allowed' on all entrances or in a position clearly visible on entry into the place. Private residences that are not used as a licensed child care, adult day care, or health care facility are not required to comply with this provision.
- The words 'No Smoking', 'Smoking Permitted', 'Smoking Permitted, No One Under the Age of 18 Allowed', and 'No Smoking Beyond this Point' must not be less than 1.5 inches in height. These signs must bear the applicable annotated code section, 'O.C.G.A. § 31-12A-1 et seq.'.

Hawaii

Hawaii Notices and Posters

The following posters are mandatory for Hawaii employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Laws Prohibiting Employment Discrimination		English h (PDF)
Military Leave		English h (PDF)
Wage and Hours Laws		English h (PDF)
Occupational Safety & Health Laws		English h (PDF)
Required Notice to Dislocated Workers/Plant Closings		English h (PDF)
Unemployment Insurance Law		English h (PDF)
Whistleblower Protection Law		English h (PDF)
Disability Compensation Law		English h (PDF)
Smoke-Free Law	Employers must conspicuously post appropriate signs that read "Smoking Prohibited by Law" with letters at least 1 inch in height or the international "no smoking" symbol in buildings and at entrances to buildings where smoking is prohibited.	

Posting Requirements	Notes	Poster Format
Break Time for Nursing Mothers		English (PDF)
Prevailing Wage (Public contractors)	Contractors generally must post the rates of wages to be paid in a prominent and easily accessible place at the job site.	
Human Trafficking	Applicable only in certain industries .	English (PDF)

Idaho

Idaho Notices and Posters

The following posters are mandatory for Idaho employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Department of Labor Required Posters Packet	Includes minimum wage, unemployment insurance benefits, and anti-discrimination posters.	English (PDF) Spanish (PDF)
Workers' Compensation	The employer must obtain this poster from its carrier.	

Illinois

Illinois Notices and Posters

The following posters are mandatory for Illinois employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Rate of Pay Notice

Under [state law](#), an employer is required to notify an employee in writing—at the time of

hiring—of the **rate of pay**. Employers are generally prohibited from changing an agreement regarding the payment of wages and compensation without first notifying the employee prior to the effective date of the change. Copies of all such notices provided to employees (regardless of their status as either exempt administrative, executive, or professional) must be maintained for at least 3 years. [Click here](#) for more information.

Posting Requirements	Notes	Poster Format
Employee Rights	Includes requirements for minimum wage, domestic or sexual violence leave, equal pay, wage payment, meal and rest periods and child labor.	English (PDF) Spanish (PDF)
No Smoking		English (PDF) Spanish (PDF)
Pregnancy Rights Notice		English (PDF) Spanish (PDF)
Unemployment Insurance Notice		English (PDF)
Workers' Compensation Notice		English (PDF)
Discrimination and Sexual Harassment		English (PDF)
Servicemember Employment & Reemployment Rights Act (ISERRA)		English (PDF)
Victims' Economic Security and Safety Act (VESSA)		English (PDF)
Job Safety and Health	For employers covered by Illinois' Occupational Safety and Health program (public employers)	English (PDF)

Industry-Specific Poster Requirements

Industry-Specific	Notes	Poster Format
Day & Temporary Labor Services Act	Day and Temporary Labor Service Agencies <u>Additional Notice Requirement:</u> Whenever a day and temporary labor service agency agrees to send one or more persons to work as	English (PDF) Spanish (PDF)

Industry-Specific	Notes	Poster Format
Employee Classification Act of 2008	<p>day or temporary laborers, the agency must provide to each day or temporary laborer (at the time of dispatch) a notice containing certain items listed in the law (§ 10(a)).</p> <p>Effective <u>June 1, 2018</u>, the notice must also include the types of equipment, protective clothing, and training that are required for the task. A sample notice (which does not yet incorporate the provisions effective in June 2018) is available from the state. Click here (see "Forms/Links") to check for updates.</p>	<p>English (PDF) Spanish (PDF) Polish (PDF)</p>
Emergency Care for Choking	Food Service Establishments	<p>English (PDF) Spanish (PDF)</p>
Defense Contract Employment Discrimination Act	<p>Defense contractors must prominently display a copy of the Defense Contract Employment Discrimination Act inside employment offices and rooms where applicants for employment or training are interviewed.</p>	
Human Trafficking Notice	<p>Liquor stores, adult entertainment facilities, airports, bus stations, rail stations, truck stops, emergency rooms, urgent care centers, farm labor contractors, and privately-operated job recruitment centers must post a notice with the National Human Trafficking Resource Center hotline number in a conspicuous place.</p> <p>The notice must be at least 8 1/2 inches by 11 inches in size, written in a 16-point font.</p> <p>The notice must be printed in English, Spanish, and in one other language that is the most widely spoken language in the county where the establishment is located and for which translation is mandated by the federal Voting Rights Act. Click here for the poster in additional languages.</p> <p>The owner of a hotel or motel must also post this notice.</p>	<p>English (PDF) Spanish (PDF)</p>

Chicago Poster Requirements

Posting Requirements	Notes	Poster Format
Chicago Minimum Wage and Paid Sick Leave Ordinance	Employers generally must post in a conspicuous place at each facility where any covered employee works (that is located within the geographic boundaries of Chicago) a notice advising the covered employee of the current Chicago minimum wage and of his or her rights under the law, including the right to paid sick leave.	English (PDF)
	Employers must also give covered employees a notice with the first paycheck subject to Chapter 1-24 (the Chicago Minimum Wage and Paid Sick Leave Ordinance). Such notice must advise the covered employee of the current Chicago minimum wage and of his or her rights under the law, including the right to paid sick leave.	
	Minimum wage notices (in English, Spanish, and Polish) and the paid sick leave notice is available by clicking here .	

Cook County Poster Requirements

Posting Requirements	Notes	Poster Format
Cook County Earned Sick Leave Ordinance	Employers generally must post in a conspicuous place at each facility where any covered employee works (that is located within the geographic boundaries of Cook County) a notice advising the covered employee of his or her rights to earned sick time under the Cook County Earned Sick Leave Ordinance.	English (PDF)
	Employers must also give covered employees a written notice at the commencement of employment, advising the covered employee of his or her rights to earned sick time under the Ordinance.	
	This notice can be used for both posting and for providing written notice to individual employees.	

Indiana

Indiana Notices and Posters

The following posters are mandatory for Indiana employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Fair Employment		English (PDF) Spanish (PDF)
IOSHA Safety and Health	Must be at least 8 1/2 by 14 inches with 10 point type	English (PDF) Spanish (PDF)
Minimum Wage		English (PDF)
Teen Work Hour Restrictions		English (PDF) Spanish (PDF)
Workers' Compensation Notice		English (PDF) Spanish (PDF)
Unemployment Insurance		English (PDF)
	All public places and places of employment must post one or more of five types of signs, depending on the nature of the business :	
Smoke-Free Air Law	<ul style="list-style-type: none"> • Smoking Prohibited • Smoking Prohibited in Restaurant • Smoking Allowed • No Smoking At Building Entrance • Cigar Specialty Store / Hookah Bar Sign 	

Iowa

Iowa Notices and Posters

The following posters are mandatory for Iowa employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Minimum Wage Law		English (PDF)
Safety and Health Protection on the Job	Special size requirement: reproductions or facsimiles of this poster must be at least 8.5 x 14 inches with 10 point type	English (PDF)
Unemployment Insurance Notice		English (PDF)
Smoke-free Air Act	Click here for more details.	
Workers' Compensation	Employers who fail to insure liability as required by law must post a sign of sufficient size in a place easily seen by employees in the immediate vicinity where they work, which reads: NOTICE TO EMPLOYEES You are hereby notified that the undersigned employer has failed to insure the employer's liability to pay compensation as required by law, and that because of such failure the employer is liable to the employer's employees in damages for personal injuries sustained by the employer's employees. (Signed) [Employer]	English (PDF)
Fair Housing		English (PDF)
Equal Employment Opportunity		English (PDF) Spanish (PDF)
Summary of Work-Related Injuries	Iowa with more than 10 employees must post the following completed summary of work-related injuries and illnesses each year by Feb. 1, and keep it posted until Apr. 30.	English (PDF)

Kansas

Kansas Notices and Posters

The following posters are mandatory for Kansas employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Workers' Compensation Law		English (PDF)
Child Labor		English (PDF)
Equal Opportunity in Employment		English (PDF) Spanish (PDF)
Unemployment Insurance Notice		English & Spanish (PDF)
Indoor Clean Air Act		English (PDF) Spanish (PDF)
Equal Opportunity in Public Accommodations		English (PDF)
Fair Housing		English (PDF)

Kentucky

Kentucky Notices and Posters

The following posters are mandatory for Kentucky employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Child Labor Law		English h (PDF) Spanis h (PDF)
Equal Employment Opportunity		English h (PDF))
Equal Housing Opportunity	Sale, Rental, and Financing of Housing For poster in additional languages, click here and scroll down to Fair Housing.	English h (PDF)
Public	Places of Public Accommodation	English

Posting Requirements	Notes	Poster Format
Accommodations		h (PDF)
Safety and Health on the Job	<p>Must be at least 8 1/2 by 14 inches with 10 point type</p> <p>Designed to be printed on two sheets of 8.5 x 11 paper and taped together</p>	Englis h (PDF) Spanis h (PDF)
Unemployment Insurance Notice		Englis h (PDF) Spanis h (PDF)
Wage and Hour Laws		Englis h (PDF) Spanis h (PDF)
Wage Discrimination Because of Sex		Englis h (PDF) Spanis h (PDF)
Workers' Compensation	<p>Employers are required to post a notice, at the employer's principal office and such other locations where employees customarily report for payroll and personnel matters, stating the name of its workers' compensation insurance carrier and policy number, setting forth the means to access medical care for injuries, the employee's obligation to give notice of accidents, and certain other required information.</p>	Englis h (PDF) Englis h (DOC)
Prevailing Wage (Public contractors)	<p>Public contractors subject to the state prevailing wage law must conspicuously post a copy of prevailing wages and working hours for each class of laborers, workmen, and mechanics.</p>	
Pregnant Workers Act	<p>The law is effective June 27, 2019. Employers with 15 or more employees must provide written notice of the right to be free from discrimination related to pregnancy, childbirth, and related medical conditions (including the right to reasonable accommodations) to:</p> <ol style="list-style-type: none"> 1. New employees when they begin employment; and 2. Existing employees within 30 days of the law's effective date. <p>Employers with 15 or more employees must also conspicuously post</p>	

Posting Requirements

Notes

Poster Format

a written notice of these rights at their places of business in an area accessible to employees.

Louisiana

Louisiana Notices and Posters

The following posters are mandatory for Louisiana employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements

Notes

Poster Format

Age Discrimination

[English](#)
[h](#)
(PDF)
[Spanis](#)
[h](#)
(PDF)

Earned Income Credit

[English](#)
[h](#)
(PDF)
[Spanis](#)
[h](#)
(PDF)

Equal Opportunity Posting

[English](#)
[h](#)
(PDF)
[Spanis](#)
[h](#)
(PDF)

Genetic Discrimination

[English](#)
[h](#)
(PDF)
[Spanis](#)
[h](#)
(PDF)

Human Trafficking

All of the following establishments are required to post information regarding the National Human Trafficking Resource Center hotline:

- Every massage parlor, spa, or hotel that has been found to be a

[English](#)
[h](#)
(PDF)
[Spanis](#)

Posting Requirements

Notes

Poster Format

- public nuisance for prostitution;
- Every strip club or other sexually-oriented business;
- Every full-service fuel facility adjacent to an interstate highway or highway rest stop;
- Every outpatient abortion facility; and
- Every [hotel](#).

[h](#)
(PDF)

Independent Contractor

[English](#)
[h](#)
(PDF)

Military Employer Support of the Guard and Reserve (ESGR)

[English](#)
[h](#)
(PDF)
[Spanish](#)
[h](#)
(PDF)

Minor Labor Law

[English](#)
[h](#)
(PDF)
[Spanish](#)
[h](#)
(PDF)

Out of State Motor Vehicles

[English](#)
[h](#)
(PDF)
[Spanish](#)
[h](#)
(PDF)

Sickle Cell Trait Discrimination

[English](#)
[h](#)
(PDF)
[Spanish](#)
[h](#)
(PDF)

Timely Payment of Wages

[English](#)
[h](#)
(PDF)
[Spanish](#)
[h](#)
(PDF)

Unemployment Insurance

[English](#)
[h](#)

Posting Requirements	Notes	Poster Format (PDF)
Workers' Compensation		Spanish h (PDF) English h (PDF) Spanish h (PDF)
Smoke-Free Air Act	"No smoking" signs or the international "No smoking" symbol consisting of a pictorial representation of a burning cigarette enclosed in a red circle with a red bar across it must be clearly and conspicuously posted by the owner, operator, manager, or other person in control in every public building, public place, and place of employment where smoking is prohibited by state law. Click here for more information.	
Whistleblower Protection	Public employers	English h (PDF)

Maine

Maine Notices and Posters

The following posters are mandatory for Maine employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster
Child Labor Laws		English (PDF)
Domestic Violence	Not mandatory	English (PDF)
Employment Security Act		English (PDF)
Minimum Wage		English (PDF)

Posting Requirements	Notes	Poster
Occupational Safety & Health Regulations	Public sector only	English (PDF)
Regulation of Employment		English (PDF)
Video Display Terminal Poster		English (PDF) Spanish (PDF)
Whistleblower's Protection Act		English (PDF)
Workers' Compensation		English/French/Spanish (PDF)
Sexual Harassment		English (PDF)
Equal Pay Poster	Not mandatory	English (PDF)
Nursing Poster	Not mandatory	English (PDF)
Social Media Poster	Not mandatory	English (PDF)
Smoking Act	Employers located in public places must conspicuously post appropriate "no-smoking" signs, with letters at least one inch in height, or the international "no smoking" symbol in buildings where smoking is not permitted. Designated areas where smoking is permitted must have signs that read "Smoking Permitted," with letters at least one inch in height. Each employer must post its written policy concerning smoking and nonsmoking.	

Maryland

Maryland Notices and Posters

The following posters are mandatory for Maryland employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Employment Discrimination	Additional information, including brochures and black-and-white posters, is available by clicking here .	English h (PDF) Spanis h (PDF)
Employment of Minors		English h (PDF)
Equal Pay for Equal Work		English h (PDF)
Health Insurance Coverage		English h (PDF)
Reasonable Accommodations for Disabilities Due to Pregnancy	Employers with 15 or more employees are required to post in a conspicuous location, and include in any employee handbook, information concerning an employee's right to reasonable accommodations and leave for a disability caused or contributed to by pregnancy. Click here to read the text of the law. Guidance regarding these notice requirements is currently available.	English h (PDF) Spanis h (PDF)
Rights of Tipped Employees	Employers must conspicuously post a printed notice of the provisions of the law concerning prohibited deductions from tipped employees' wages in a place where a tipped employee is employed.	English h (PDF)
Safety & Health Protection on the Job	Must be at least 8 1/2 by 14 inches with 10 point type Designed to be printed on 11 x 17 inch paper	English h (PDF) Spanis h (PDF)
Unemployment Insurance Law		English h (PDF)
Wage & Hour Fact Sheet		English h (PDF) Spanis h (PDF)
Workers' Compensation	Special size requirement: must be printed on 8.5" x 14" gold or yellow paper	English h (PDF) Spanis

Posting Requirements	Notes	Poster Format h (PDF)
Workplace Smoking	Employers are required to post a sign stating that smoking is not permitted at each entrance to an indoor place of employment. The state has released a draft sample poster (in English and Spanish) for employer use. A translatable version of the poster is also available.	
Sick and Safe Leave	Additionally, model policies for employee handbooks or other employee benefits documents are available. These documents are intended to provide general guidance and may be subject to change. The state is expected to release final guidance documents in the future. Note that certain smaller employers are only required to provide unpaid earned sick and safe leave.	

Special County Requirements

Posting Requirements	Notes	Poster Format
Montgomery County Paid Sick Leave		English (PDF) Spanish (PDF)

Massachusetts

Massachusetts Notices and Posters

The following posters are mandatory for Massachusetts employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Wage and Hour Laws	Must be posted in English, and in any other language that is spoken by 5% or more of the employer's workforce and for which a translated notice in that language is available from the	English (PDF) Additional

Posting Requirements	Notes	Poster Format
	Commonwealth.	! language s
Earned Sick Time Notice of Employee Rights		English (PDF)
Fair Employment Law Notice		English (PDF)
Fair Housing Law	Rental or Sale of Housing Accommodations and Commercial Space	English (PDF)
Parental Leave Act (PLA)	The PLA applies to employers with 6 or more employees . Employers must display a notice explaining PLA provisions and their own parental leave policies. Click here for guidance and resources.	English (PDF)
Unemployment Insurance Benefits		English (PDF)
Workers' Compensation	Click here for additional languages.	English (PDF) Spanish (PDF)
Smoke-Free Workplace Law	No smoking signs must be posted in areas where smoking is prohibited. Special rules apply to retail tobacco stores, smoking bars and establishments with designated smoking rooms. Click here for signs.	
Pregnant Workers Fairness Act	This notice requirement applies to employers with 6 or more employees . Affected employer must provide written notice in a handbook, pamphlet, or other means. The written notice must also be provided to new employees (at or prior to the commencement of employment), and employees who notify the employer of a pregnancy or of a condition related to the employee's pregnancy (within 10 days of the notification). Click here for official guidance	
Paid Family and Medical Leave	Employers must post and provide a written copy of this notice to each employee within 30 days of the beginning employment. The notice must be provided in the employee's primary language. Click here for more details and requirements.	English (PDF)
Job Safety and Health	Required only for private companies.	English (PDF)

Posting Requirements	Notes	Poster Format
Temporary Worker Right to Know	Required for staffing agencies.	English (PDF) Additional language s
Domestic Worker Rights	Required for employers that hire domestic workers.	English (PDF)
Chemical Right-to-Know Workplace Notice	Required for public agencies	English (PDF)
Sexual Harassment	Massachusetts law requires employers with 6 or more employees to adopt a written policy against sexual harassment. The employer's policy must include notice to employees that sexual harassment in the workplace is unlawful and that it is unlawful to retaliate against an employee for filing a complaint of sexual harassment. The policy should also assert the employer's commitment to investigate any complaint of sexual harassment. The Commission has prepared a model sexual harassment policy and a poster.	English (PDF)

Michigan

Michigan Notices and Posters

The following posters are mandatory for Michigan employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Discrimination		English (PDF) Spanish (PDF) Arabic (PDF)
Minimum Wage		English (PDF) Spanish (PDF) Arabic (PDF)

Posting Requirements	Notes	Poster Format
Safety and Health Protection on the Job	Must be at least 8.5 by 14 inches with 10 point type	English (PDF) Spanish (PDF) Additional languages
Paid Sick Leave		English (PDF) Spanish (PDF) Arabic (PDF)
SDS Locations		English (PDF)
New or Revised SDS		English (PDF)
Unemployment Security Act		English (PDF)
Unemployment Compensation Notice		English (PDF)
Whistleblowers' Protection Act		English (PDF)
Youth Employment Standards		English (PDF)
Smoke Free Air	Employers must conspicuously post "no-smoking" signs or the international "no smoking" symbol in all buildings and at all entrances to buildings or other areas where smoking is prohibited.	

Minnesota

Minnesota Notices and Posters

The following posters are mandatory for Minnesota employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Know Your Rights - Laws Prohibiting Age Discrimination		English (PDF) Hmong (PDF) Somali (PDF)

Posting Requirements	Notes	Poster Format
Minimum Wage	Special size requirement: reproductions or facsimiles of this poster must be at least 8.5 x 14 inches with 10 point type	Spanish (PDF) English (PDF) Hmong (PDF) Somali (PDF) Spanish (PDF) English (PDF) Hmong (PDF) Somali (PDF) Spanish (PDF) English (PDF) Hmong (PDF) Somali (PDF) Spanish (PDF) English (PDF) Hmong (PDF) Somali (PDF) Spanish (PDF)
Safety and Health Protection on the Job		
Unemployment Insurance Benefits		
Workers' Compensation		

Mississippi

Mississippi Notices and Posters

The following posters are mandatory for Mississippi employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Mississippi (MS) Unemployment Insurance	English (PDF) Spanish (PDF)	
Mississippi (MS) Workers' Compensation	English (PDF) Spanish (PDF)	

Missouri

Missouri Notices and Posters

The following posters are mandatory for Missouri employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Discrimination in Employment	Designed to be printed on 11 x 17 inch paper	English (PDF) Spanish (PDF)
Discrimination in Housing	Places of business and establishments involved in any aspect of housing Designed to be printed on 11 x 17 inch paper	English (PDF) Spanish (PDF)
Discrimination in Public Accommodations	Employers doing business in places open to the public Designed to be printed on 11 x 17 inch paper	English (PDF) Spanish (PDF)
Minimum Wage		English (PDF) Spanish (PDF)
Notice to Workers Concerning Unemployment Benefits		English (PDF) Spanish (PDF)
Workers' Compensation	Designed to be printed on 11 x 17 inch paper	English (PDF) Spanish (PDF)
Youth Employment List	Required if employing workers under age 16 Special size requirements: 8.5 x 14 inch paper	English (PDF)
Clean Indoor Air Law	Employers or others in charge of work areas must conspicuously post signs in smoking and no-smoking areas to make clear where smoking is prohibited and permitted.	

Montana

Montana Notices and Posters

The following posters are mandatory for Montana employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Clean Indoor Air Act	Businesses are required to post “no smoking” signs that are clearly visible at all public entrances. Click here to order free "no smoking" signs from the Montana Department of Public Health and Human Services.	
Minimum Wage/Wage Payment Timing		English (PDF)
Unemployment Insurance Coverage	This poster is available through the agency which provides your unemployment insurance coverage.	
Workers' Compensation Coverage	This poster is available through the agency which provides your workers' compensation insurance coverage.	

Nebraska

Nebraska Notices and Posters

The following posters are mandatory for Nebraska employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below. Each poster link identifies the content of the poster, which employers are required to post it, and contact information for additional information about each poster.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Discrimination in Employment, Housing, Public Accommodations is Prohibited		English (PDF)
Job Safety and Health	Must be 11 x 17 inches	English (PDF)
Minimum Wage	Special size requirements: 11 x 17 inch paper	English (PDF) Spanish (PDF)
Unemployment Insurance Advisement of		English (PDF)

Posting Requirements	Notes	Poster Format
Benefit Rights		Spanish (PDF)
Notice Regarding Hours of Employment	Employers of Minors Under Age 16	English (PDF)

Nevada

Nevada Notices and Posters

The following posters are mandatory for Nevada employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Clean Indoor Air Act	Each place of employment where smoking is prohibited shall post, at every entrance, a conspicuous sign clearly stating that smoking is prohibited. Employers must clearly and conspicuously post "no-smoking" signs at building entrances and in areas where smoking is not allowed. Signs issued by the Southern Nevada Health District are available for downloading.	English (PDF)
Law Prohibits Discrimination		Spanish (PDF)
Minimum Wage		English (PDF)
Annual Daily Overtime Bulletin		Spanish (PDF)
Notice of Limitations Affecting the Application of Lie Detector Tests		PDF
		English (PDF)

Posting Requirements	Notes	Poster Format
Rules to be Observed by Employers (wage and hour laws)	Designed to be printed on 8.5 x 14 inch paper	English h (PDF)
Payday Notice	Employers are required to establish and maintain regular paydays and must post a notice setting forth these regular paydays in 2 conspicuous places.	English h (PDF)
Safety and Health Protection on the Job	Must be at least 8 1/2 by 14 inches with 10 point type	Spanish h (PDF)
Emergency Phone Numbers		English h (PDF)
Unemployment Insurance		English h (PDF)
Workers' Compensation / Workers' Rights Benefits if You Are Injured on the Job		Spanish h (PDF)
Tip Notice	Employers with employees who receive tips	English h (PDF)
Pregnant Workers' Fairness Act	Under the Nevada Pregnant Workers' Fairness Act , an employer with 15 or more employees must provide a written or electronic notice to employees that they have the right to be free from discriminatory or unlawful employment practices under state law. The notice must include a statement that a female employee has the right to a reasonable accommodation for her condition relating to pregnancy, childbirth, or a related medical condition.	English h (PDF)
	A covered employer must provide the notice required above:	Spanish h (PDF)
	<ul style="list-style-type: none"> • To a new employee upon commencement of employment; <u>and</u> 	

Posting Requirements

Notes

Poster Format

- Within **10 days** after an employee notifies her immediate supervisor that she is pregnant.

A covered employer must also **post** the [notice](#) in a conspicuous place at the employer's place of business that is located in an area which is accessible to employees.

Note: Covered employers must provide such written notice required under the provisions above to their **existing employees** to inform them of certain rights under the new law.

Domestic Violence Leave

All employers must post the required bulletin in a conspicuous location in each workplace maintained by the employer. The bulletin may be included in any printed abstract posted by the employer under [state law](#).

[English](#)
(PDF)

Under a [Nevada law](#), an employer must provide to a domestic worker—when he or she begins employment—a **written employment agreement** outlining the conditions of employment. If the domestic worker is not able to understand the provisions of the written agreement, the employer must ensure that those provisions are explained to the domestic worker in a **language that the domestic worker understands**.

Domestic Workers' Bill of Rights

The employment agreement must include (among other things) certain wage, hour, and benefits information, along with a **notice** of all applicable state and federal laws pertaining to the employment of domestic workers. The Labor Commissioner is expected to post a multilingual notice of employment rights provided under the state Domestic Workers' Bill of Rights and any applicable state and federal laws pertaining to the employment of domestic workers, which employers may use to comply with the notice provision mentioned. [Click here](#) (§ 6(1)(a)) for additional items that the **employment agreement** must include.

[English](#)
(PDF)

If a domestic worker **resides in the employer's household** and the employer terminates his or her employment **without cause**, the employer must provide **written notice** and at least **30 days of lodging** to the domestic worker, either on-site or in comparable off-site conditions.

[Click here](#) for more information.

Paid Leave

[English](#)
(PDF)
[Spanish](#)

Posting Requirements	Notes	Poster Format
Notice of Sickness or Injury		h (PDF) Englis h (PDF) Spanis h (PDF)

New Hampshire

New Hampshire Notices and Posters

The following posters are mandatory for New Hampshire employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Criteria to Establish an Employee or Independent Contractor		Englis h (PDF)
Employment Discrimination is Against the Law		Englis h (PDF) Spanis h (PDF)
Equal Opportunity to Housing	Employers involved in the sale, rental or financing of housing	Englis h (PDF)
Equal Pay Act		Englis h (PDF)
Minimum		Englis

Posting Requirements	Notes	Poster Format
Wage Law		h (PDF)
Protective Legislation Law		English h (PDF)
Right to Know Law		English h (PDF)
Unemployment Notice		English h (PDF)
Whistleblowers Protection Act		English h (PDF)
Workers' Compensation Law	This poster is available through the agency which provides your workers' compensation insurance coverage.	
Child Labor	Every employer must post in a conspicuous place in every room where youths are employed a printed notice stating the hours of work, the time allowed for dinner or other meals, and the maximum number of hours any youth is permitted to work in any one day. Click here for more information. Signs must be placed at all major entrances to buildings, facilities, or other enclosed places subject to the law .	
Indoor Smoking Act	Where smoking is prohibited, signs must state that "smoking is prohibited in this building or facility," or words to that effect, or the international symbol for "no-smoking" may be substituted for or used in addition to the prohibition statement. All exterior signs must be of a permanent nature.	

New Jersey

New Jersey Notices and Posters

The following posters are mandatory for New Jersey employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

Department of Labor & Workforce Development Poster Requirements

Posting Requirements	Notes	Poster Format
Earned Paid Sick Leave	All employers must post and provide this notice in English, Spanish, or any other language for which the state has a model notice and which is the first language of a majority of the employer's workforce.	English h (PDF)
Child Labor Law Abstract		English h (PDF)
Conscientious Employee Protection Act (Whistleblower Act)	All employers must post this notice. <u>Note:</u> Once each year, employers with 10 or more employees must distribute notice of this law to their employees. Please view the poster for further details.	English h (PDF) Spanis h (PDF)
Employer Obligation to Maintain and Report Records	This poster must be conspicuously posted. In addition, each employee must also be provided a written copy of the notice or, for employees hired after November 7, 2011, a written copy of the notice must be provided at the time of the employee's hiring. See the regulations for alternate methods of posting and distribution by electronic means.	English h (PDF) (notice) English h (PDF)
Family Leave Insurance		English h (PDF) English h (PDF)
Payment of Wages		Spanis h (PDF)
Schedule of Hours of Minors Under 18 Years of Age		English h (PDF)
State Wage & Hour Law Abstract		English h (PDF)
Unemployment Compensation &		English h

Posting Requirements	Notes	Poster Format (PDF)
Temporary Disability Insurance Laws		
Workers' Compensation Law	Every employer must post and maintain—in a conspicuous place (or places) in and about the worksite—a required notice. To obtain copies of this notice, employers should contact their insurers. Click here for more details.	
Smoke-Free Air Act	Signs must be placed in every public entrance to indoor public places and workplaces subject to the no-smoking requirements, clearly visible to the public, indicating that smoking is prohibited. Signs stating that smoking is permitted are required to be posted in areas where smoking is permitted.	
Victim Leave	Employers with 25 or more employees Employers with 50 or more employees	English (PDF)
Gender Equity	<u>Note</u> : Employers must also provide employees a written copy of the notice and obtain a signed acknowledgement at certain times. Click here for more information.	English (PDF)
Employee Misclassification		English (PDF)

New Jersey (NJ) Division on Civil Rights Poster Requirements:

Division on Civil Rights	Notes	Poster Format
Discrimination in Employment		English (PDF) Spanish (PDF)
Discrimination in Housing	Employers associated with the sale, rental, and/or lease of properties	English (PDF) Spanish (PDF)
Discrimination in Places of Public Accommodation	Employers that provide services to the public	English (PDF) Spanish (PDF)
Family Leave Act	Required for government entities and employers with 50 or more employees.	English (PDF) Spanish (PDF)

New Jersey (NJ) Industry-Specific Poster Requirements:

Special Industries	Notes	Poster Format
Child Labor Law Permits Farmers to Employ Children	Farm employers	English (PDF)
Food Service Occupations Regulations	Employers of food service occupations Hotels/motels	English (PDF)
Human Trafficking	Click here for more requirements.	English (PDF) Spanish (PDF)
Law Abstract for the Apparel Registration Act	Employers of minors in light manufacturing and apparel occupations	English (PDF) Spanish (PDF)
Mandatory Overtime Restrictions for Health Care Facilities	Licensed health care facilities and registered health care service firms	English (PDF)
Minimum Rates for Farm Workers	Farm employers	English (PDF) Spanish (PDF)
Supplement for Food Service and Hotel and Motel Occupations	Employers of food service and hotel and motel occupations	English (PDF)
Industry-Specific Wage Orders		Hotel and Motel Occupations (PDF) First Processing of Farm Products Occupations (PDF) Seasonal Amusement Occupations (PDF)
Industry-Specific Wage Orders for Employers of Minors		Minors in Laundry, Cleaning, and Dyeing Occupations (PDF) Minors in Mercantile Occupations (PDF) Minors in Beauty Culture Occupations (PDF)

New Mexico

New Mexico Notices and Posters

The following posters are mandatory for New Mexico employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Clean Indoor Air Act	Employers are required to post "NO SMOKING" signs which are easily seen at entrances to work areas where smoking is prohibited. Employers must also post "SMOKING PERMITTED" signs at entrances to work areas where employees may smoke. Click here for more information.	
Discrimination is Against the Law		English (PDF)
Job Health and Safety	Must be at least 8 1/2 by 14 inches with 10 point type Designed to be printed on 11 x 17 inch paper	English (PDF)
Minimum Wage Act		English (PDF) Spanis h (PDF)
Unemployment Insurance Notice	This poster is issued at the time of initial UI tax registration.	
Workers' Compensation Act	Employers are required by law to post the poster where their employees can read it and to post Notice of Accident forms with it. The poster without Notice of Accident forms does <u>not</u> comply with the law.	English (PDF) Spanis h (PDF)
Human Trafficking	Employers subject to the state Minimum Wage Act ; certain businesses licensed to sell alcohol (including clubs and restaurants); certain health facilities; and state or local government agencies that manage transportation facilities must post this notice. The notice must be at least 8.5 by 11 inches. It must be displayed in a conspicuous manner and be clearly visible to employees and the public. It must be posted in English, Spanish and any other language where 10% or more of the workers or users of a covered facility speak that language. The English and Spanish portions (and any other written language portions) of the sign must be equal in size. Click here for more information.	English (PDF) Spanis h (PDF) Navajo (PDF)

New York

New York Notices and Posters

The following posters are mandatory for New York employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

General State Posting Requirements

Posting Requirements	Notes	Poster Format
Criminal Conviction Records	Employers must post a copy of Article 23-A of the correlation law. This article relates to the employment of individuals with a criminal record.	English
Discrimination is Prohibited		English/Spanish (PDF)
Equal Pay Provision		English
Minimum Wage		English
No Smoking	Appropriate signage must be prominently posted where smoking and vaping is prohibited or permitted.	<ul style="list-style-type: none">• International No Smoking Symbol (PDF)• No Smoking Poster in English (PDF)• Smoking Permitted Poster in English (PDF)
Notice of Fringe Benefits and Hours	Employers must notify their employees of sick leave, vacation, personal leave, holiday and hours of work policies. The notice can be provided in writing or by publicly posting them. Click here for more information.	English
Nursing Mothers Notice	Employers must provide this notice to employees who are returning to work following the birth of a child and to all employees through a handbook or by posting it in a central location.	English

Posting Requirements	Notes	Poster Format
Paid Family Leave (PFL)	Employers generally must display or post a notice concerning PFL. Upon securing PFL insurance or Board-approved self-insurance, employers must obtain Form PFL-120 from their insurance carrier or licensed agent and display the form in a conspicuous location. Self-insured employers can obtain this form by contacting the Workers' Compensation Board .	
Sexual Harassment Prevention Policy Notice	Employers must provide, in writing, a copy of this policy. The policy must include annual sexual harassment prevention training. Click here for more information.	
Time Off to Vote		English (PDF)
Unemployment Insurance	This poster is obtained by registering with the Unemployment Insurance Division and calling 888-899-8810. These posters are required for employers subject to New York's workers' compensation laws:	
Workers' Compensation	<ul style="list-style-type: none"> • Workers' Compensation notice • Disability Benefits poster 	Employers must obtain from their insurance carrier

Industry-Specific and Other Special Poster Requirements

Industry	Poster Requirements	Poster Format
Agricultural Industry	Farm Minimum Wage: farm employers are required to post it where employees can see it. Print on legal size, 8.5 inch x 14 inch, paper. Click here and scroll down to "Postings/Fact Sheets."	English (PDF)
Apparel Industry	Minimum Wage poster	English (PDF)
Child care and mother health care facilities	Breastfeeding Mothers' Bill of Rights: must be conspicuously posted in a public place in each maternal health care facility and each child day care facility.	Multiple Languages (PDF)
Commissaries	Commissary Price List (for commissary operators)	English (PDF) Spanish (PDF)
Construction Industry	Fair Play Act poster	English (PDF) Spanish (PDF)

Industry	Poster Requirements	Poster Format
	Public Work Project poster Prevailing wage rate schedule: the current schedule must be:	English (PDF)
	<ul style="list-style-type: none"> • Posted on the site of the public work project where workers can see and access it; • Encased in, or made of, weatherproof materials; and • Titled "PREVAILING RATE OF WAGES" in letters that are at least 2 x 2 inches. 	Obtain from contracting agency. Click here for more information.
Domestic Workers	Minimum Wage poster	English (PDF) Spanish (PDF)
Food and Beverage Industry	Deductions from Wages poster Tip Appropriation poster	English (PDF) English (PDF)
Hospitality Industry	Minimum Wage poster. Click here for additional information and resources.	English (PDF)
Health Care	Nurse Coverage Plan poster: relates to mandatory nurse overtime work. Must be posted in a location accessible to all nursing staff.	English (PDF)
Nail Salons	Workers' Bill of Rights	English (PDF) Multiple Languages (PDF) (scroll down on page)

New York City Posters and Notices

New York City Poster	Notes	Poster Format
Fair Chance Act	Employers with 4 or more employees subject to the Fair Chance Act . Note: If, after a job offer, an employer wants to revoke the offer based on the existence of a criminal record, the employer must, among other things, use the Fair Chance Notice to explain why.	English (PDF)
Lactation Accommodation	New York City employers with at least 4 employees must provide lactation rooms, as well as refrigerators, in reasonable proximity to work areas for employees to express and store breast milk. these employers are also required to implement a written lactation room accommodation policy to be distributed to all new	

	employees. Click here to download model policies and a request form.	
Mandatory Sick Leave	Employers must provide employees, upon commencement of employment, a written notice about their right to sick leave. The notice must be in English and in the employees' primary language (as applicable). The notice may also be conspicuously posted at the employers' place of business in an area accessible to employees.	English (PDF) Additional languages
Pregnancy and Employment Rights	Employers in New York City employing 4 or more employees .	English (PDF)
Scheduling	Employers must conspicuously post a notice regarding the New York City Temporary Schedule Change Law in English and in any other primary language that is spoken by at least 5% of the employees who work at that particular location (provided the City has made the notice available in that language). These notices must be printed on and scaled to fill an 11" x 17" sheet of paper .	English (PDF)
Sexual Harassment Notices	NYC employers must post a sexual harassment poster in employee breakrooms or other common areas and distribute a sexual harassment fact sheet to employees at the time of hire. The poster must be posted in both English and Spanish .	<ul style="list-style-type: none"> • Sexual Harassment Notice (PDF) • Sexual Harassment Fact Sheet (PDF)

North Carolina

North Carolina Notices and Posters

The following posters are mandatory for North Carolina employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Minimum Wage/Wage and Hour Laws/Safety and Health	Designed to be printed on 11 x 17 inch paper These files are for temporary use. Employers may	English (PDF) Spanish (PDF)

Posting Requirements

Notes

Poster Format

	use the form available here to order free permanent posters or call 1-800-625-2267.	
Unemployment Insurance		English (PDF)
Workers' Compensation Notice		Spanish (PDF)
		English (PDF)
		Spanish (PDF)
Smoke-Free Law		English (PDF)
		Spanish (PDF)
		Chinese (PDF)

North Dakota

North Dakota Notices and Posters

The following posters are mandatory for North Dakota employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Minimum Wage and Working Conditions		English (PDF)
Unemployment Insurance Poster		English (PDF)
Workforce Safety Insurance Certificate of Premium Payment	A certificate of premium payment is the employer's proof of coverage and is issued upon receipt of premium payment. Contact: Workforce Safety Insurance e-mail: ndworkerscomp@nd.gov	
Workforce Safety Insurance (WSI) Notice	Optional poster for employees.	English (PDF - Optional poster)
Smoke-Free	To download signs for your workplace from the State of North Dakota,	

Posting Requirements	Notes	Poster Format
Law	click here .	

Note: The owner, operator, manager, or other person in control of a public place or place of employment where smoking is prohibited by state law may request the signs necessary to comply with the signage requirements set forth in the [law](#) from the [North Dakota Department of Health](#). The [North Dakota Tobacco Prevention and Control Executive Committee](#) (the agency previously designated to issue smoking signage), which has been [eliminated](#), is encouraging employers to contact the North Dakota [Department of Health](#) (701-328-2372) or their [local public health unit](#) for assistance. In the interim, signage templates are available by [clicking here](#).

Ohio

Ohio Notices and Posters

The following posters are mandatory for Ohio employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Fair Employment Practices Law		English (PDF)
Minimum Wage		2021 Minimum Wage Poster (English, PDF)
Minor Labor Laws	Only required when minors are employed	English (PDF)
No Smoking Notice	"No Smoking" signs or the international "No Smoking" symbol must be conspicuously posted in every public place and place of	English (PDF)

Posting Requirements	Notes	Poster Format
	employment where smoking is prohibited, including at each entrance to the public place or place of employment. The signs must be clearly legible and must contain a toll-free number for reporting violations.	
Unemployment Compensation Coverage		English (PDF)
Workers' Compensation Notice	Contact Ohio Bureau of Workers' Compensation customer service, at (800) 644-6292 FREE.	
Workers' Compensation Rebuttable Presumption of Drug/Alcohol Use Poster		English (PDF)

Oklahoma

Oklahoma Notices and Posters

The following posters are mandatory for Oklahoma employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Child Labor Law	Not mandatory	English (PDF)
Discrimination		English (PDF)
Employment Security Notice to Workers		English (PDF)
Smoke-free Workplace	Employers must post a sign or decal, at least four (4) inches by two (2) inches in size, at each entrance to the building indicating that the place	

Posting Requirements	Notes	Poster Format
	is smoke-free or tobacco-free.	
	<u>Note:</u> A person who owns or operates a public place (i.e., any enclosed indoor area where individuals other than employees are invited or permitted) must, at a minimum: post conspicuous signs at entrances to and in prominent locations within places where smoking is prohibited which state that smoking is prohibited or that the indoor environment is free of tobacco smoke. Click here for more information.	
State Minimum Wage		English (PDF)
Workers' Compensation Notice		English (PDF) Spanish (PDF)
Safety and Health	Public employers Designed to be printed on 11 x 17 inch paper	English (PDF)

Oregon

Oregon Notices and Posters

The following posters are mandatory for Oregon employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Employment Insurance Notice (Form 11)	The Employment Department automatically sends this notice after an account is set up or reopened, and employers can order a duplicate if necessary. When ordering a duplicate, employers should have their business identification number ready when they call.	
	<u>For additional information, contact:</u> Employment Department Unemployment Insurance Tax Unit Forms Hotline: 503-947-1488, Option 3	
Family Leave	Employers with 25 or more employees in Oregon	English

Posting Requirements	Notes	Poster Format
Act Poster		h (PDF) Spanis
Minimum Wage/Wage Payment Law		h (PDF) Englis
No Smoking Poster		h (PDF) Spanis
Paid Sick Leave	<p>Displaying the poster is optional. However, all Oregon employers must provide written notice of the requirements of Oregon's sick time law by:</p> <ul style="list-style-type: none"> • Distributing the written notice to each employee personally, by regular mail or email, or by including it with a paycheck; • Incorporating the written notice into a handbook or manual made available to employees, whether in a print or electronic format; or • Posting the written notice in a conspicuous and accessible location in each workplace of the employer. 	Englis h (PDF) Spanis h (PDF)
Right to a Safe and Healthful Workplace Poster	Must be at least 8 1/2 by 14 inches with 10 point type	Englis h (PDF) Spanis h (PDF)
Workers' Compensation Notice	The Workers' Compensation Division issues this notice after it receives the proof of coverage filing from the insurer.	
Notice to Employees on Senate Bill 519	Under Oregon law (ORS § 659.785), certain employers are prohibited from taking adverse employment action against employees who decline to attend meetings or participate in communications regarding an employer's opinion about religious or political matters. Employers subject to this law must post a notice in a place normally reserved for employment-related notices and in a place commonly frequented by employees.	
Domestic	Employers with 6 or more employees	Englis

Posting Requirements	Notes	Poster Format
Violence		h (PDF) Spanis h (PDF)
Notice Regarding Earned Income Tax Credits	<p>State law requires employers to provide written notice to each employee about the state and federal earned income tax credits (EITC) and that the notice be sent annually with the employee's federal Form W-2. Employers must send information by regular or electronic mail to employees about the EITC contemporaneously with the sending of the federal Form W-2. This information is also included in the minimum wage poster.</p>	
Equal Pay	<p>The notice must meet certain requirements. Click here for more, including template notice language.</p> <p>Employers must display the poster in every establishment where employees work. Click here for options if displaying the poster is not feasible.</p>	Englis h (PDF) Spanis h (PDF)
Pregnancy Accommodations	<p>In addition to posting, employers will need to provide a written copy of the notice to:</p> <ul style="list-style-type: none"> • New employees, at the time of hire; • Existing employees, by June 29, 2020; and • Any employee who informs the employer of the employee's pregnancy, within 10 days. 	Englis h (.docx)
Breaks and Overtime		Englis h (PDF) Spanis h (PDF)
Predictive Scheduling	For agricultural employers	Englis h (PDF) Spanis h (PDF)

Industry-Specific Poster Requirements:

Special Industries	Notes	Poster Format
Agricultural Employees: Your Rights Under Oregon's Minimum Wage/Child Labor Laws	Agricultural employers	English (PDF) Spanish (PDF)
Field Sanitation Notice	Agricultural Employees	English (PDF) Spanish (PDF)
Protect Yourself from Pesticides Poster	Forest Activity Workers	English (PDF)
Notice to Employees Regarding Meal and Rest Periods	Employers who allow their tipped food and beverage service workers to waive meal periods	English (PDF)
Posting for Live Entertainment	Applicable to operators of live entertainment facilities .	English (PDF)

Pennsylvania

Pennsylvania Notices and Posters

The following posters are mandatory for Pennsylvania employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

Department of Labor & Industry Poster Requirements

Posting Requirements	Notes	Poster Format
Abstract of the Child Labor Law		English (PDF) Spanish (PDF)
Abstract of Equal Pay Law		English (PDF) Spanish (PDF)
Clean Indoor Air Act Signage for No Smoking	"No Smoking" signs or the international "No Smoking" symbol must be prominently posted and properly maintained where smoking is prohibited.	English (PDF) Spanish (PDF)
Clean Indoor	A "Smoking Permitted" sign must be	Smoking Permitted Poster

Posting Requirements	Notes	Poster Format
Air Act Signage for No Smoking	prominently posted and maintained at every entrance to a public place where smoking is permitted.	(PDF) Smoking Permitted No One Under Age 18 Permitted Poster (PDF)
Hours of Work for Minors Under Eighteen		English (PDF) Spanish (PDF)
Minimum Wage Law Summary		English (PDF)
Right to Know Act	Public sector employers and private sector employers not covered by the OSHA Hazard Communication Standard	English (PDF) Spanish (PDF)
Unemployment Compensation Notice		English (PDF) Spanish (PDF)
Workers' Compensation Notice		English (PDF)

Industry-Specific Poster Requirements:

Special Industries	Notes	Poster Format
Fair Education	Educational institutions	English (PDF)
Fair Employment		English (PDF)
Fair Housing	Places of business where negotiations or agreements are customarily made for the renting or purchasing of housing accommodations	English (PDF)
Fair Lending	Places of business where negotiations or agreements are customarily made for the renting or purchasing of housing accommodations	English (PDF)

Special Industries	Notes	Poster Format
Public Accommodations	Owners, lessees, proprietors or managers of public accommodations	English (PDF)
National Human Trafficking Resource Center Hotline Sign	Certain restaurants, massage parlors, adult entertainment enterprises, hotels and motels found to be drug-related or common nuisances, airports, train and bus stations, welcome centers and truck stops See Pa. Act 197 , section 3, for required language and posting requirements	

Rhode Island

Rhode Island Notices and Posters

The following posters are mandatory for Rhode Island employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

[Required Postings in English of the following](#) from the Department of Labor and Training (DLT) (PDF):

Also available in [Portuguese](#) and [Spanish](#)

Posting Requirements	Notes	Poster Format
Child Labor		English (PDF)
Minimum Wage		English (PDF) Spanish (PDF)
Parental & Family Medical Leave Act Pregnancy		English (PDF) English

Posting Requirements	Notes	Poster Format
Discrimination		h (PDF)
Right to Know Law		Englis h (PDF)
Unemployment & Temporary Disability Insurance Benefits		Englis h (PDF)
Workers' Compensation Act		Englis h (PDF) Spanis h (PDF)
Working on State or Municipal Financed Construction Projects		Englis h (PDF) Spanis h (PDF)
Discrimination		Englis h (PDF)
It is Illegal to Smoke in this Establishment	Scroll down below law for posters.	Englis h (PDF)
Sexual Harassment is Against the Law		Englis h (PDF)
Notice Regarding Whistleblowers' Protection Act	Employers are required by §28-50-8 of the Rhode Island Whistleblowers' Protection Act to post notices and use other appropriate means to keep employees informed of their protections and obligations under this law.	
Notice to All Employees - Information Employers Must Post	Employers must post the Notice to All Employees - Information Employers Must Post poster in the workplace, which includes information on the Healthy and Safe Families and Workplaces Act, Ban the Box, etc. This poster is available in English, Spanish and Portuguese. Click here for different sizes and languages.	

South Carolina

South Carolina Notices and Posters

The following posters are mandatory for South Carolina employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Employment Discrimination		English (PDF)
		Spanish (PDF)
Labor Law Abstract	Designed to be printed on 8.5 x 14 inch paper with 10 point type Including payment of wages, child labor, safety and health protection on the job and right to work	English (PDF)
Safety and Health Protection On the Job	Must be at least 8.5 x 14 inches with 10 point type	Spanish (PDF)
Unemployment Insurance		English (PDF)
Workers' Compensation		English (PDF)

South Dakota

South Dakota Notices and Posters

The following posters are mandatory for South Dakota employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Minimum	There is no state statute requirement for the	English (PDF)

Posting Requirements	Notes	Poster Format
Wage	state minimum wage posting; it is provided as a courtesy and for informational purposes only.	
Reemployment Assistance Benefits Poster		English (PDF) Spanish (PDF)
Safety on the Job		Safety Team Work English (PDF) Safety First English (PDF) Spanish (PDF) Safety Team English (PDF)

Tennessee

Tennessee Notices and Posters

The following posters are mandatory for Tennessee employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Wage Regulation/Child Labor Laws		English (PDF) Spanish (PDF)
Law Prohibits Discrimination in Employment		English (PDF) Spanish (PDF)
Non-Smokers Protection Act	Click here for more information.	
Unemployment Insurance Poster		English (PDF) Spanish (PDF)

Posting Requirements	Notes	Poster Format
Safety and Health Poster	Must be at least 8 1/2 by 14 inches with 10 point type Designed to be printed on two sheets of 8.5 x 11 paper and taped together	English (PDF) Spanish (PDF)
Workers' Compensation Insurance Notice		English (PDF) Spanish (PDF)
Right to Work Poster	Not mandatory	English (PDF) English (PDF)
Human Trafficking Poster	Not mandatory	Bulgaria (PDF) French (PDF) Russian (PDF)
Restroom Usage Sign	Applies to entities that operate a building or facility open to the general public. If the entity has a policy allowing a member of either biological sex to use any public restroom within the facility the following language must be posted at the entrance of each public restroom and each entrance of the building accessible by the general public. THIS FACILITY MAINTAINS A POLICY OF ALLOWING THE USE OF RESTROOMS BY EITHER BIOLOGICAL SEX, REGARDLESS OF THE DESIGNATION ON THE RESTROOM. The notice must comply with the standard for signage for restrooms under the Americans with Disabilities Act. Click here for more information.	

Texas

Texas Notices and Posters

The following posters are mandatory for Texas employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Earned Income Tax Credit	Texas employers must notify their employees of the federal Earned Income Tax Credit (EITC) no later than March 1st of each year. The Internal Revenue Service provides EITC materials including posters.	English (PDF)
Employer's Notice of Ombudsman Program		English (PDF) Spanish (PDF)
Hazard Communication Act	Public employers and private employers not covered by federal Occupational Safety and Health standards	English (PDF) Spanish (PDF)
Payday Law		English (PDF) Spanish (PDF)
Payday Law & Unemployment Law	If a business's employees are covered by the Texas Unemployment Compensation Act and are also covered by the Texas Payday Law, use this poster.	English (PDF) Spanish (PDF)
Workers' Compensation Insurance Notice 5	Special size requirement: print with a title in at least 26 point bold type, subject in at least 18 point bold type, and text in at least 16 point normal type	English (PDF) Spanish (PDF)
Workers' Compensation Insurance Notice 6	Special size requirement: print with a title in at least 26 point bold type, subject in at least 18 point bold type, and text in at least 16 point normal type	English (PDF) Spanish (PDF)
Workers' Compensation Insurance Notice 7	Special size requirement: print with a title in at least 26 point bold type, subject in at least 18 point bold type, and text in at least 16 point normal type	English (PDF) Spanish (PDF) Vietnamese (PDF)
	Self-insured employers	
Workers' Compensation Insurance Notice 9	Special size requirement: print with a title in at least 15 point bold type and text in at least 14 point normal type	English (PDF) Spanish (PDF)
Regarding Communicable Diseases	Employers of law enforcement officers, fire fighters, emergency medical service employees, paramedics, and correctional officers	
Job Service Complaint System Notice	For public employers	English/Spanish (PDF)
Texas Whistleblower Act Poster	For public employers	English (PDF)

Utah

Utah Notices and Posters

The following posters are mandatory for Utah employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Indoor Clean Air Act	“No-smoking” signs are required and must be easily readable and must not be obscured in any way. The words "No Smoking" must be not less than 1.5 inches in height.	
Job Safety and Health	<p>Special size requirement: this poster must be at least 8.5 x 14 inches with 10 point type</p> <p>Designed to be printed on 11 x 17 inch paper</p>	<p>English (PDF)</p> <p>Spanish (PDF)</p>
Pregnancy and Related Conditions		<p>English (PDF)</p> <p>Spanish (PDF)</p>
Unemployment Insurance		<p>English (PDF)</p> <p>Spanish (PDF)</p>
Workers' Compensation Notice		<p>English (PDF)</p> <p>Spanish (PDF)</p>
Employee Polygraph Protection Act	The Utah Labor Commission requires employers to display this federal poster.	English (PDF)

Vermont

Vermont Notices and Posters

The following posters are mandatory for Vermont employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Child Labor Poster		English (PDF)
Earned Sick Leave		English (PDF) Spanish (PDF)
Employer's Liability & Workers' Compensation		English (PDF) Serbo-Croatian (PDF) French (PDF) Spanish (PDF) Vietnamese (PDF)
Employer's Reinstatement Liability		English (PDF)
Healthcare Whistleblower's Protection Act	Hospital and nursing home employers	English (PDF)
Minimum Wage		English (PDF)
Parental, Family, Short-Term Family Leave		English (PDF)
Posting of Safety Records		English (PDF)
Safety & Health Protection on the Job	Must be at least 8 1/2 by 14 inches with 10 point type	English (PDF)
Sexual Harassment is Illegal		English (PDF)
Unemployment Insurance		English (PDF)
Employment Protections for Victims of Crime		English (PDF)
Pregnancy Accommodations		English (PDF)

Virginia

Virginia Notices and Posters

The following posters are mandatory for Virginia employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Federal Earned Income Tax Credit		English/Spanish (PDF)
Indoor Clean Air Act	“No Smoking,” “Smoking Permitted,” and/or “No-Smoke Section Available” signs must be posted conspicuously by the appropriate employers. Click here for more information.	
Job Safety & Health Protection	Must be at least 8 1/2 by 14 inches with 10 point type Designed to be printed on 11 x 17 inch paper	English (PDF) Spanish (PDF)
Low Income Credit		English (PDF) Spanish (PDF)
Unemployment Insurance Benefits		English (PDF) Spanish (PDF)
Workers' Compensation Notice		English (PDF) Spanish (PDF)
Pregnancy Accommodation Notice	Beginning Oct. 29, 2020 employers must notify employees about the non-discrimination and reasonable accommodation aspects of the Human Rights Act in the form of a poster.	English (PDF)
Human Rights Act (optional)		English (PDF)

Industry-Specific Poster Requirement

Industry-Specific	Notes	Poster Format
Human Trafficking Poster	Businesses that provide stripteasing, topless entertaining or entertainment that has employees who are not clad above or below the waist	English (PDF)

Washington

Washington State Notices and Posters

The following posters are mandatory for Washington employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements:

Posting Requirements	Notes	Poster Format
Minimum Wage		2020 Announcement 2021 Announcement English/Spanish (PDF)
Clean Indoor Air Act	Employers must post appropriate "no-smoking" signs at each building entrance. In the case of retail stores and retail service establishments, "no-smoking" signs must be posted conspicuously at each entrance and in prominent locations throughout the place.	
Discrimination in Employment	Recommended	English (PDF) Spanish (PDF) English/Spanish (PDF) Additional languages
Job Safety & Health Protection	Must be at least 8 1/2 by 14 inches with 10 point type. Designed to be printed on 11 x 17 inch paper	Additional languages
Notice Regarding Unavailability of Unemployment Benefits	Churches and religious organizations	English (PDF) Spanish (PDF)
Unemployment Benefits		English (PDF) Spanish (PDF)
Workers' Compensation Notice to Employees		English/Spanish (PDF) Additional languages
Workers' Compensation Notice to Employees	Self-insured businesses	English/Spanish (PDF) Additional languages
Your Rights as a Worker	Includes information about wage and hour laws, family care, family leave, and paid sick leave Employers must notify each employee of their entitlement to paid sick leave by the commencement of employment.	English/Spanish (PDF)
Paid Sick Leave	Employers must provide such notification in written or electronic form, and must make this information readily available to all employees. Sample policies are also available.	English (PDF)
Sexual	Recommended	English (PDF)

Posting Requirements	Notes	Poster Format
Harassment Law		Spanish (PDF)
Domestic Violence		English (PDF) Spanish (PDF)

Seattle	Notes	Poster Format
Seattle Workplace Poster	The poster is available in multiple sizes, colors, and languages, and includes Minimum Wage, Wage Theft, Fair Chance Employment, and Paid Sick & Safe Time. The poster must be displayed in a conspicuous and accessible place at job sites, in English and the language(s) spoken by employees.	English (PDF)
Seattle Notice of Employment Information	Employers must provide written employment information to employees working in Seattle at the time of hire and within one pay period prior to any change in employment.	English (PDF)

West Virginia

West Virginia Notices and Posters

The following posters are mandatory for West Virginia employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Human Rights Act Prohibits Discrimination	<u>Note:</u> Employers engaged in the rental, sale or mortgage financing of housing also need to display the Right to Fair Housing Poster .	English (PDF)
Minimum Wage Law		English (PDF)
Parental Leave Act	State government and county boards of education only	English (PDF)
Nurses Overtime and	For hospitals only.	English

Posting Requirements	Notes	Poster Format
Patient Safety Act Poster		(PDF)
Unemployment Benefits Poster	Designed to be printed on 11 x 17 inch paper	English (PDF)
Wage Payment & Collection Act		English (PDF)
Workers' Compensation	Every employer must post a notice on its premises in a conspicuous place identifying the name, business address and telephone number of its worker's compensation insurer. The notice must also contain information regarding the person an injured worker may contact with any questions he or she may have regarding a claim.	

Wisconsin

Wisconsin Notices and Posters

The following posters are mandatory for Wisconsin employers so that employees have access to and information about applicable labor laws. These posters can be downloaded individually from the links below, however, the Wisconsin Department of Workforce Development also makes a [poster packet](#) available for employers with documents in both English and Spanish. This packet includes the entire set of 10 posters (21 pages) in one single PDF file.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Bone Marrow And Organ Donation Leave Act	Applies only to employers with 50 or more employees. Employers with 25 or more employees must post a notice describing their own policies with respect to leave for bone marrow and organ donation.	English (PDF) Spanish (PDF)
Employee Protections Against Use of Honesty Testing Devices	Employers who use honesty testing	English (PDF)
Employee Rights Under Business Closing/Mass Layoff Law	Employers with 50 or more employees	English (PDF) Spanish (PDF)
Fair Employment	All employers	English (PDF)

Posting Requirements	Notes	Poster Format
Law	Employers with 50 or more employees	Spanish (PDF)
Family and Medical Leave Law	<u>Note:</u> Employers with 25 or more employees must post a notice describing their own policies with respect to family or medical leave.	English (PDF) Spanish (PDF)
Hours/Times Minors May Work	Employers who hire minors, except agriculture and domestic service	English (PDF) Spanish (PDF)
Minimum Wage Rates	Informational	English (PDF) Spanish (PDF)
Minimum Wage Workers With Disabilities	Only employers with a special minimum wage license issued by the Department of Workforce Development are required to post this poster.	English (PDF)
Notice to Employees About Unemployment Benefits	Employers subject to unemployment compensation	English (PDF) Spanish (PDF) Hmong (PDF) Additional languages
Notification Required for Cessation of Health Care Benefit Plan	Employers with 50 or more employees	English (PDF)
Retaliation Protection for Health Care Workers	Employers who are health care providers or own or manage a health care facility	English (PDF) Spanish (PDF)
Smoke-Free Air Law	Employers must post the international no-smoking sign setting forth the prohibition on smoking and providing other appropriate notification and information concerning the prohibition.	
Public Employee Safety and Health	For public employers	English (PDF)
Hazardous Chemicals in the Workplace?	For public employers	English (PDF)

Wyoming

Wyoming Notices and Posters

The following posters are mandatory for Wyoming employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

Posting Requirements	Notes	Poster Format
Employment Discrimination		English (PDF)
Minimum Wage		English (PDF)
Health & Safety Protection on the Job	Must be at least 8 1/2 by 14 inches with 10 point type	English (PDF)
Unemployment Insurance		English (PDF)
Workers' Compensation Act		English (PDF)

Note: Employers engaged in the operation of a railroad, mine, refinery, and work incidental to prospecting for, or the production of, oil and gas, or other factory, mill or workshop within the state of Wyoming must post a copy of the [wage payment law](#) (see § 27-4-101), printed in plain type, in at least 2 conspicuous places where the notices can be seen by employees.

