

Workplace Posting Requirements

Many federal employment laws require employers to post notices informing employees of their rights in areas of the workplace that are conspicuous and accessible to all employees. In addition to federal labor law posting requirements, most states have also enacted provisions requiring employers to post certain notices within their workplaces. Below is a summary of federal labor law posting requirements and a state-by-state chart containing information regarding state specific notice posting requirements. If a particular state does not appear on the chart below, it is due to our not finding any evidence a statute exists for that state.

To check whether there is pending legislative issues or recently enacted legislative changes for your state(s) please [click here](#).

To access additional SHRM State Law & Regulation Resources [click here](#).

Note: Many of the posters in this chart are presented in PDF format, and in order to view or print the document, you must have a PDF viewer, such as the FREE Adobe Acrobat viewer.

If you have a properly installed PDF reader, it should launch when you click here for the 2006 U.S. Job Retention Poll Findings. If you do not have a viewer, you must download and install the program. You can receive a free copy of this software from Adobe software -- just [click here](#).

Click the letter corresponding to the state name below.

[A](#) | [C](#) | [D](#) | [F](#) | [G](#) | [H](#) | [I](#) | [K](#) | [L](#) | [M](#) | [N](#) | [O](#) | [P](#) | [R](#) | [S](#) | [T](#) | [U](#) | [V](#) | [W](#)

Federal Laws Requiring Notice Posting

- Age Discrimination in Employment Act (ADEA)
- Consolidated Omnibus Protection Act (COBRA)
- Americans with Disabilities Act (ADA)
- Davis-Bacon Act
- Employee Polygraph Protection Act (EPPA)
- Equal Pay Act (EPA)
- Executive Order 11246
- Executive Order 13201
- Fair Labor Standards Act (FLSA)
- Family and Medical Leave Act (FMLA)
- Occupational Safety and Health Act (OSHA)
- Rehabilitation Act
- Service Contract Act
- Title VII of the Civil Rights Act of 1964
- Uniformed Services Employment and Reemployment Rights Act (USERRA)
- Vietnam-Era Veterans' Readjustment Assistance Act (VEVRAA)
- Walsh-Healey Act

Federal Posting Requirements

Employers engaged in interstate commerce; state and local governments, federal employees, employment agencies, and labor organizations with 20 or more members:

[Consolidated Omnibus Protection Act \(COBRA\) Job Loss Poster](#)

Employers engaged in interstate commerce; state and local governments, federal employees, employment agencies, and labor organizations with 25 or more members:

Consolidated EEO "[Equal Employment Opportunity Is the Law poster](#)" "[EEO Is the Law Poster Supplement](#)" (this poster provides information regarding employee protections under:)

- [Title VII of the Civil Rights Act of 1964](#)
- [The Americans With Disabilities Act of 1990](#)
- [The Age Discrimination in Employment Act of 1967](#)
- [The Equal Pay Act of 1963](#)

[Uniformed Services Employment and Reemployment Rights Act of 1994 \(Non-Federal Employers\)](#)

[Uniformed Services Employment and Reemployment Rights Act of 1994 \(Federal Employers\)](#)

[Fair Labor Standards Act --Notice to Employees](#) (English) (Spanish) (Chinese)

[Occupational Safety and Health Act --OSHA Job Safety & Health Protection Poster](#) (English) (Spanish)

[Employee Polygraph Protection Act of 1988 --Notice](#) (English) (Spanish)

Private employers with 50 or more employees and public employers:

[Family and Medical Leave Act of 1993](#)

Federal government contractors and subcontractors:

[Combined EEOC-OFCCP Poster](#)

[Rehabilitation Act](#) (private employers with federal contracts or subcontracts of \$10,000 or more)

[Executive Order 11246](#) (federal government contractors, subcontractors and contractors working on federally-assisted construction contracts)

[Executive Order 13201 - Beck Notice](#) (federal contractors and subcontractors with 15 or more employees)

[McNamara-O'Hara Service Contract Act](#) (private employers with government agency service contracts in excess of \$2,500)

[Vietnam-Era Veterans' Readjustment Assistance Act](#) (employers with federal contracts of \$100,000 or more)

[Davis-Bacon Act](#) (employers working on public construction projects in excess of \$2,000)

[Walsh-Healey Act](#) (employers with federal contracts or subcontracts worth \$10,000 or more)

Farm labor contractors, agricultural employers and agricultural associations:

[Migrant and Seasonal Agricultural Worker Protection Act Poster](#)

State	Statute
Alabama	Child Labor Law Poster Child Labor Law Poster - Construction Industry Workers Compensation Insurance Unemployment Compensation

	<p>Child Labor Law Poster (Spanish) Unemployment Compensation Fraud Poster Workers Compensation Fraud Youth Rules Poster</p>
Alaska	<p>Child Labor Law Poster Emergency Information Poster Safety and Health Protection Poster Sexual Harassment Poster Summary of Wage and Hour Act Poster Unemployment Compensation Workers Compensation Insurance</p>
Arizona	<p>Constructive Discharge Poster Employment Discrimination Minimum Wage Act Poster (English) Minimum Wage Act Poster (Spanish) Safety and Health Protection on the Job Poster Unemployment Insurance Poster Workers' Compensation Poster Work Exposure to Bodily Fluids Poster (English) Work Exposure to Bodily Fluids Poster (Spanish)</p>
Arkansas	<p>Consolidated Wage and Hour Poster Managed Care for Injured Employees Poster Public Employees' Chemical Right-to-Know Poster Unemployment Insurance Statement Workers' Compensation Notice (English) Workers' Compensation Notice (Spanish)</p>
California	<p>Harassment/Discrimination Prohibitions Poster (English) Harassment/Discrimination Prohibitions Poster (Spanish) Family Care and Pregnancy Disability Leave Poster Pregnancy Disability Leave Poster Voting Leave Poster (English) Voting Leave Poster (Spanish) Minimum Wage Order Poster (English) Minimum Wage Order Poster (Spanish) Summary of California Industrial Welfare Commission Wage Orders 1-15 and Wage Order 17 Consolidated Wage-Hour and Working Conditions Poster, Manufacturing Industry (Wage Order 1) Consolidated Wage-Hour and Working Conditions Poster, Personal Service Industry (Wage Order 2) Consolidated Wage-Hour and Working Conditions Poster, Canning, Freezing, and Preserving Industry (Wage Order 3) Consolidated Wage-Hour and Working Conditions Poster, Professional, Technical, Clerical, Mechanical, and Similar Occupations (Wage Order 4) Consolidated Wage-Hour and Working Conditions Poster, Public Housekeeping Industry (Wage Order 5) Consolidated Wage-Hour and Working Conditions Poster, Laundry, Linen Supply, Dry Cleaning, and Dyeing Industry (Wage Order 6) Consolidated Wage-Hour and Working Conditions Poster, Mercantile Industry (Wage Order 7) Consolidated Wage-Hour and Working Conditions Poster, Industries Handling Products After Harvest (Wage Order 8) Consolidated Wage-Hour and Working Conditions Poster, Transportation Industry (Wage Order 9) Consolidated Wage-Hour and Working Conditions Poster, Amusement and Recreation Industry (Wage Order 10) Consolidated Wage-Hour and Working Conditions Poster, Broadcasting Industry (Wage Order</p>

11)
Consolidated Wage-Hour and Working Conditions Poster, Motion Picture Industry (Wage Order 12)
Consolidated Wage-Hour and Working Conditions Poster, Industries Preparing Agricultural Products for Market, On the Farm (Wage Order 13)
Consolidated Wage-Hour and Working Conditions Poster, Agricultural Occupations (Wage Order 14)
Consolidated Wage-Hour and Working Conditions Poster, Household Occupations (Wage Order 15)
Consolidated Wage-Hour and Working Conditions Poster, Certain On-Site Occupations in the Construction, Drilling, Logging, and Mining Industries(Wage Order 16)
Consolidated Wage-Hour and Working Conditions Poster, Miscellaneous Employees (Wage Order 17)
Pay Day Notice Poster
Prevailing Wage Poster
Job Safety and Health Poster (English)
Job Safety and Health Poster (Spanish)
Emergency Telephone Numbers Poster
Whistleblowers' Protection Act Poster
Notice to employees--injuries caused by work
Workers' Compensation Insurance Poster (English)
Workers' Compensation Insurance Poster (Spanish) - States the name of the employer's current compensation insurance carrier, or the fact that the employer is self-insured. Must be obtained from the employer's workers' compensation insurance carrier.
Unemployment Compensation Benefits Poster (English)
Unemployment Compensation Benefits Poster (Spanish)
Unemployment Compensation Benefits Poster (Chinese)
Unemployment Compensation Benefits Poster (Vietnamese)
Unemployment Compensation, Temporary Disability Benefits, and Paid Family Leave Poster (English)
Unemployment Compensation, Temporary Disability Benefits, and Paid Family Leave Poster (Spanish)
Unemployment Compensation and Temporary Disability Benefits Poster (Chinese)
Unemployment Compensation, Temporary Disability Benefits, and Paid Family Leave Poster (Vietnamese)

Unique Posters and Notices (applicable ONLY to businesses that meet the illustrated criteria):

Access to Employee Medical and Exposure Records. Must be posted by all employers using hazardous or toxic substances. Records must be made available to the exposed employees per requirements of Title 8, Section 3204.

Citations, Special Orders, Orders to Take Special Action and Notices of No Violation. Must be posted for a specified period of time when issued following a Cal/OSHA inspection or action. Available from Cal/OSHA at http://www.dir.ca.gov/occupational_safety.html, but issued only after an inspection.

Codes of Safe Practice. Must be posted by companies in the construction industry as required by Title 8, Section 1509, Plate A-3. These are industry-specific. To view this Title, go to <http://www.dir.ca.gov/Title8/1509.html>. To view the general code of safe practice, go to http://www.dir.ca.gov/dosh/dosh_publications/iipp.html#31.

Employee Operating Instructions. Required for operations involving forklifts, industrial trucks, industrial tow tractors, and agricultural or industrial tractors per Title 8, Section 3664.

Laser Warning Placard. Must be posted in a laser use area. Required by Title 8, Section

1801(d) of the Construction Safety Orders. Contact safety equipment suppliers for more information.

Notice: Employee Access to Material Safety Data Sheets (Right-To-Know Notice).

Employees must be advised of their rights to chemical hazard information according to Title 8, Section 5194. Training is required by employers whose workplace may contain chemicals or hazardous substances.

Registration for Companies Performing Asbestos Removal. Required by Title 8, Section 341.7. Contact Cal/OSHA for more information at http://www.dir.ca.gov/occupational_safety.html.

Asbestos Warning. Required by Title 8, Section 341.10. Contact safety equipment suppliers for more information.

Worksite Permits. Must be posted by companies in the construction industry as required by Title 8, Section 341.4. Contact Cal/OSHA for more information at http://www.dir.ca.gov/occupational_safety.html.

Proposition 65 Warnings. Required for any non-governmental entity with more than 10 employees that uses chemicals currently subject to the act, including alcoholic beverages and tobacco products and more than 500 other chemicals. The employer must provide "clear and reasonable warnings" both to the public and to employees. Contact safety equipment suppliers and the California Office of Environmental Health Hazard Assessment for more information.

Earned Income Credit. This tax credit is for certain employees who have at least one qualifying child (which also can include a stepchild, adopted child, or a grandchild) who lives with them in a home in the United States. This notice must be provided to each employee who worked for you at any time during the year and from whom you did not withhold any income tax. You do not have to notify any employee who has had no tax withheld because he/she claimed exemption from withholding on Form W-4, Employee's Withholding Allowance Certificate. Employers may order Publication 1622 (Earned Income Credit Information) and Form W-5 (Earned Income Credit Advance Payment Certificate). These products are too large for download. Paper copies are available from the IRS at 1-800-829-3676.

Notice 797. The Notice of Possible Tax Refund Due to the Earned Income Credit must be given by either a first class mailing addressed to the employee at his/her current or last know address or by direct personal delivery (hand delivery) to the employee. You may give the employee this notice or you may use your own written statement as long as it has the exact wording of Notice 797. Simply posting the notice or sending the notice through interoffice mail is not sufficient to meet the notice requirements. For more information, contact the IRS at 1-800-829-3676.

DE 35. The Employment Development Department (EDD) requires that you provide certain employees with a DE-35 about their withholding allowance certificate (W-4). This notice informs employees that the employer is required to send a copy of their W-4 to the IRS if any of the following conditions are met:

- The employee claims in excess of 10 withholding exemptions.
- The employee claims to be exempt from state or federal income tax withholding and the employer expects the wages subject to withholding to exceed \$200 per week.
- The employee makes material alterations on the certificate, such as deleting language, defacing the form or providing information other than that requested.
- The employee admits the certificate is false.

Contact the EED Forms Warehouse for more information at 916-322-2835 or go to <http://www.edd.cahwnet.gov>.

Owners of a Farm Employing Agricultural Labor. Every owner, tenant, or operator of a farm employing agricultural labor who employs any parent or guardian having minor children must post at a conspicuous place on the property or place of employment a notice stating that minor children are not allowed to work upon the premises unless permitted to do so by law and unless permits to work have been secured by the minor children from duly constitute authorities. All such notices must be printed in both English and Spanish. These notices can be produced by the employer.

San Francisco City Minimum Wage. Voters in San Francisco established a city minimum wage of \$8.50 per hour effective February 2, 2009. The city minimum wage will apply to any employees who work within the boundaries of San Francisco. Employers of less than 10 employees and qualified non-profit corporations have a two-year phase-in period. For these employers, the city minimum wage is \$7.75 per hour starting January 1, 2005. Employers must display a new poster in each workplace in English, Spanish and Chinese, as well as any other language spoken by at least 5% of the workforce. The poster was developed by the Living Wage/Living Health Division of the San Francisco Office of Contract Administration.

Farm Labor Contractor - Statement of Pay Rates. Farm Labor Contractors (those who contract with a grower, to provide agricultural employees or the transportation for such workers) must be licensed by the Division of Labor Standards Enforcement. Farm Labor Contractors are required by the Labor Code to post a pay rate notice prominently at the site where the work is to be performed and on all vehicles used by the licensee for the transportation of employees.

Colorado

[Anti-discrimination Poster](#)
[Minimum Wage Poster \(English\)](#)
[Minimum Wage Poster \(Spanish\)](#)
[Workers' Compensation Insurance Poster \(English and Spanish\)](#)
[Notice to Employer of Injury \(English and Spanish\)](#)
[Unemployment Compensation Benefits Poster \(English and Spanish\)](#)

Connecticut

[Administration Regulations Poster \(English\)](#)
[Administration Regulations Poster \(Spanish\)](#)
[Discrimination is Illegal Poster \(English\)](#)
[Discrimination is Illegal Poster \(Spanish\)](#)
[Equal Employment Opportunity Poster](#)
[Sexual Harassment Poster](#)
[Consolidated Wage-Hour Laws Poster \(English\)](#)
[Consolidated Wage-Hour Laws Poster \(Spanish\)](#)
[Minimum Wage Poster \(Mercantile\)](#)
[Minimum Wage Poster - \(Restaurant/Hotel Restaurant\) \(English\)](#)
[Minimum Wage Poster - \(Restaurant/Hotel Restaurant\) \(Spanish\)](#)
[Child Labor Law Poster \(Mercantile Establishments\)](#)
[Child Labor Law Poster \(Restaurants\)](#)
[Job Safety Poster \(English\)](#)
[Job Safety Poster \(Spanish\)](#)
[Job Safety and Health Poster \(Public Employers\)](#)
[Electronic Monitoring Poster](#)
[Workers' Compensation Insurance Poster](#)
[Unemployment Compensation Benefits Poster](#)

Delaware

[Consolidated Employment Laws Poster \(English\)](#)
[Consolidated Employment Laws Poster \(Spanish\)](#)

District of Columbia

[Equal Employment Opportunity Poster \(English\)](#)
[Equal Employment Opportunity Poster \(Spanish\)](#)
[Equal Employment Opportunity Poster \(Public Employers\)](#)
[Family and Medical Leave Poster](#)
[Living Wage Act Poster](#)

	<p>Parental Leave Poster Public Accommodations Notice of Non-Discrimination (English) Public Accommodations Notice of Non-Discrimination (Spanish) Minimum Wage and Overtime Hours Poster Workers' Compensation Insurance Poster Unemployment Compensation Benefits Poster</p>
Florida	<p>Minimum Wage Law Poster (English) Minimum Wage Law Poster (Spanish) Equal Employment Opportunity Poster (English) Equal Employment Opportunity Poster (Spanish) Equal Employment Opportunity (Under the Workforce Investment Act of 1998) Poster (English) Equal Employment Opportunity (Under the Workforce Investment Act of 1998) Poster (Spanish) Equal Employment Opportunity (Under the Workforce Investment Act of 1998) Poster (French) Equal Employment Opportunity (Under the Workforce Investment Act of 1998) Poster (Haitian Creole) Child Labor Laws Poster Workers' Compensation Insurance Poster Unemployment Compensation Benefits Poster (English) Unemployment Compensation Benefits Poster (Spanish)</p>
Georgia	<p>Equal Employment Opportunity Poster (Public Employers) Equal Pay Poster (English) Equal Pay Poster (Spanish) Workers' Compensation Insurance Poster (Bill of Rights for the Injured Worker, English) Workers' Compensation Insurance Poster (Bill of Rights for the Injured Worker, Spanish) Workers' Compensation Insurance Poster (Workers' Compensation Managed Care Organization Information, English) Workers' Compensation Insurance Poster (Workers' Compensation Managed Care Organization Information, Spanish) Workers' Compensation Insurance Poster (Conformed Panel of Physicians List, English) Workers' Compensation Insurance Poster (Conformed Panel of Physicians List, Spanish) Workers' Compensation Insurance Poster (Physicians List, English) Workers' Compensation Insurance Poster (Physicians List, Spanish) Unemployment Compensation Benefits Poster (English) Unemployment Compensation Benefits Poster (Spanish) Unemployment Compensation Benefits Poster (Limitations on Benefits Payment, English) Unemployment Compensation Benefits Poster (Limitations on Benefits Payment, Spanish) Unemployment Insurance Vacation Notice (English) Unemployment Insurance Vacation Notice (Spanish)</p>
Hawaii	<p>Disability Compensation Poster Employment Discrimination Poster Military Leave Poster Consolidated Wage and Hour Poster Job Safety Poster Unemployment Insurance Poster Whistleblower Protection Poster Dislocated Workers/Plant Closings Poster</p>
Idaho	<p>Equal Employment Opportunity Poster (English) Equal Employment Opportunity Poster (Spanish) Family Medical Leave Poster (English) Family Medical Leave Poster (Spanish) Job Safety Poster (English) Job Safety Poster (Spanish) Minimum Wage and Overtime Hours Poster (English) Minimum Wage and Overtime Hours Poster (Spanish) Polygraph Protection Poster (English)</p>

	<p>Polygraph Protection Poster (Spanish) Workers' Compensation Insurance Poster (English) Workers' Compensation Insurance Poster (Spanish) Unemployment Compensation Benefits Poster (English) Unemployment Compensation Benefits Poster (Spanish)</p>
Illinois	<p>Consolidated Wage-Hour Laws Poster (English) Consolidated Wage-Hour Laws Poster (Spanish) Day and Temporary Labor Act (English) Day and Temporary Labor Act (Polski) Day and Temporary Labor Act (Spanish) Emergency Care for Choking Poster Employee Classification Act (English;Spanish;Polish) Equal Pay Act Poster Safety Inspection & Education Act and Health & Safety Act (English) Safety Inspection & Education Act and Health & Safety Act (Spanish) Smoke Free Workplace Poster Job Safety and Health Poster (Public Sector) Right-to-Know Poster Workers' Compensation Insurance Poster (English) Workers' Compensation Insurance Poster (Spanish) Unemployment Compensation Benefits Poster Victims' Economic Security and Safety Act Poster</p>
Indiana	<p>Equal Employment Opportunity Poster (English) Equal Employment Opportunity Poster (Spanish) Minimum Wage and Overtime Hours Poster Teen Work Hours Poster Job Safety and Health Poster Workers' Compensation Insurance Poster (English) Workers' Compensation Insurance Poster (Spanish) Unemployment Compensation Benefits Poster (English) Unemployment Compensation Benefits Poster (Spanish)</p>
Iowa	<p>Equal Employment Opportunity Poster (English) Equal Employment Opportunity Poster (Spanish) Job Safety and Health Poster (English) Job Safety and Health Poster (Spanish) Summary of Work-Related Injuries and Illnesses Minimum Wage and Overtime Hours Poster (English) Minimum Wage and Overtime Hours Poster (Spanish) No Hate Crimes Poster (English) No Hate Crimes Poster (Spanish) Unemployment Compensation Benefits Poster (English) Unemployment Compensation Benefits Poster (Spanish)</p>
Kansas	<p>Child Labor Law Poster Equal Employment Opportunity Poster (English) Equal Employment Opportunity Poster (Spanish) Fair Housing Act Poster Workers' Compensation Insurance Poster (English/Spanish) Unemployment Compensation Benefits Poster</p>
Kentucky	<p>Equal Employment Opportunity Poster Wage Discrimination Because of Sex Poster (English) Wage Discrimination Because of Sex Poster (Spanish) Consolidated Wage-Hour Laws Poster (English) Consolidated Wage-Hour Laws Poster (Spanish) Child Labor Law Poster (English) Child Labor Law Poster (Spanish)</p>

	<p>Job Safety and Health Poster Unemployment Compensation Benefits Poster First Aid Poster (English) First Aid Poster (Spanish)</p>
Louisiana	<p>Age Discrimination Poster (English) Age Discrimination Poster (Spanish) Equal Employment Opportunity Poster (English) Equal Employment Opportunity Poster (Spanish) Sickle Cell Trait Employment Nondiscrimination Poster (English) Sickle Cell Trait Employment Nondiscrimination Poster (Spanish) Genetic Information Employment Nondiscrimination Poster (English) Genetic Information Employment Nondiscrimination Poster (Spanish) Out-of-State Motor Vehicles Poster (English) Out-of-State Motor Vehicles Poster (Spanish) Wage Payment Poster (English) Wage Payment Poster (Spanish) Child Labor Law Poster (English) Child Labor Law Poster (Spanish) Workplace Smoking Poster Earned Income Credit 2009 Poster (English) Earned Income Credit 2009 Poster (Spanish) Certificate of Employer Coverage Workers' Compensation Fraud Poster Workers' Compensation Insurance Poster (English) Workers' Compensation Insurance Poster (Spanish) Unemployment Compensation Benefits Poster (English) Unemployment Compensation Benefits Poster (Spanish) Military Leave/Re-employment Rights Poster (English) Military Leave/Re-employment Rights Poster (Spanish)</p>
Maine	<p>Equal Employment Opportunity Poster (Non-mandatory) Sexual Harassment Poster Domestic Violence in the Workplace Poster Equal Pay Poster Consolidated Labor Laws Poster (English) Consolidated Child Labor Laws Poster (Spanish) Minimum Wage and Overtime Hours Poster (English) Minimum Wage and Overtime Hours Poster (Spanish) Child Labor Laws Poster Job Safety and Health Poster (Public Employers) Regulation of Employment Poster VDT Operators' Rights Poster (English) VDT Operators' Rights Poster (Spanish) Whistleblower's Protection Act Poster (English) Whistleblowers' Protection Act Poster (Spanish) Workers' Compensation Insurance Poster (English, French, and Spanish) Unemployment Compensation Benefits Poster</p>
Maryland	<p>Equal Employment Opportunity Poster Equal Pay Poster Health Insurance Coverage Poster Human Rights Poster Minimum Wage and Overtime Hours Poster Child Labor Law Poster Job Safety and Health Poster (English) Job Safety and Health Poster (Spanish) Health Insurance Coverage Poster</p>

	<p>Workers' Compensation Insurance Poster</p> <p>Unemployment Compensation Benefits Poster</p>
Massachusetts	<p>Equal Employment Opportunity/Sexual Harassment Poster</p> <p>Maternity Leave Poster</p> <p>Consolidated Minimum Wage, Overtime Hours, and Child Labor Law Poster (English)</p> <p>Consolidated Minimum Wage, Overtime Hours, and Child Labor Law Poster (Portugese)</p> <p>Consolidated Minimum Wage, Overtime Hours, and Child Labor Law Poster (Spanish)</p> <p>Workplace Smoking Poster</p> <p>Right-to-Know Poster (Public Sector)</p> <p>Notice to Employees (English)</p> <p>Notice to Employees (Cape Verdean)</p> <p>Notice to Employees (Chinese)</p> <p>Notice to Employees (Haitian Creole)</p> <p>Notice to Employees (Portugese)</p> <p>Notice to Employees (Vietnamese)</p> <p>Notice to Employees (Spanish)</p> <p>Workers' Compensation Insurance Poster</p> <p>Unemployment Compensation Benefits Poster (English)</p>
Michigan	<p>Equal Employment Opportunity Poster (English)</p> <p>Equal Employment Opportunity Poster (Spanish)</p> <p>Equal Employment Opportunity Poster (Arabic)</p> <p>Minimum Wage and Overtime Hours Poster</p> <p>Child Labor Law Poster (English)</p> <p>Child Labor Law Poster (Spanish)</p> <p>Job Safety and Health Poster (English)</p> <p>Job Safety and Health Poster (Spanish)</p> <p>Right-to-Know Poster (MSDS Location)</p> <p>Right-to-Know Poster (New or Revised MSDS)</p> <p>Whistleblowers' Protection Act Poster (Sample Format for Notice)</p> <p>Unemployment Compensation Benefits Poster</p>
Minnesota	<p>Age Nondiscrimination Poster (English)</p> <p>Age Nondiscrimination Poster (Spanish)</p> <p>Parental Leave Poster page 1 Parental Leave Poster page 2 (English)</p> <p>Parental Leave Poster page 1 Parental Leave Poster page 2 (Arabic)</p> <p>Parental Leave Poster page 1 Parental Leave Poster page 2 (Cambodian)</p> <p>Parental Leave Poster page 1 Parental Leave Poster page 2 (Laotian)</p> <p>Parental Leave Poster page 1 Parental Leave Poster page 2 (Spanish)</p> <p>Parental Leave Poster page 1 Parental Leave Poster page 2 (Somali)</p> <p>Parental Leave Poster page 1 Parental Leave Poster page 2 (Hmong)</p> <p>Parental Leave Poster page 1 Parental Leave Poster page 2 (Russian)</p> <p>Parental Leave Poster page 1 Parental Leave Policy page 2 (Vietnamese)</p> <p>Consolidated Minimum Wage, Overtime Hours, Whistleblowers' Protection, and Parental Leave Poster (English)</p> <p>Consolidated Minimum Wage, Overtime Hours, Whistleblowers' Protection, and Parental Leave Poster (Spanish)</p> <p>Consolidated Minimum Wage, Overtime Hours, Whistleblowers' Protection, and Parental Leave Poster (Hmong)</p> <p>Consolidated Minimum Wage, Overtime Hours, Whistleblowers' Protection, and Parental Leave Poster (Somali)</p> <p>Consolidated Minimum Wage, Overtime Hours, Whistleblowers' Protection, and Parental Leave Poster (Russian)</p> <p>Consolidated Minimum Wage, Overtime Hours, Whistleblowers' Protection, and Parental Leave Poster (Arabic)</p> <p>Job Safety and Health Poster (English)</p> <p>Job Safety and Health Poster (Spanish)</p>

	<p>Job Safety and Health Poster (Somali)</p> <p>Job Safety and Health Poster (Russian)</p> <p>Job Safety and Health Poster (Arabic)</p> <p>Job Safety and Health Poster (Vietnamese)</p> <p>Job Safety and Health Poster (Serbian)</p> <p>Job Safety and Health Poster (Oromo)</p> <p>Job Safety and Health Poster (Laotian)</p> <p>Job Safety and Health Poster (Cambodian)</p> <p>Workers' Compensation Insurance Poster (English)</p> <p>Workers' Compensation Insurance Poster (Spanish)</p> <p>Workers' Compensation Insurance Poster (Somali)</p> <p>Workers' Compensation Insurance Poster (Russian)</p> <p>Workers' Compensation Insurance Poster (Arabic)</p> <p>Unemployment Compensation Benefits Poster (English)</p> <p>Unemployment Compensation Benefits Poster (Spanish)</p> <p>Unemployment Compensation Benefits Poster (Somali)</p> <p>Unemployment Compensation Benefits Poster (Hmong)</p>
Mississippi	<p>Workers' Compensation Insurance Poster</p> <p>Unemployment Compensation Benefits Poster</p>
Missouri	<p>Equal Employment Opportunity Poster (English)</p> <p>Equal Employment Opportunity Poster (Spanish)</p> <p>Minimum Wage and Overtime Hours Poster (English)</p> <p>Minimum Wage and Overtime Hours Poster (Spanish)</p> <p>Workers' Compensation Insurance Poster (English)</p> <p>Workers' Compensation Insurance Poster (Spanish)</p> <p>Unemployment Compensation Benefits Poster (English)</p> <p>Unemployment Compensation Benefits Poster (Spanish)</p>
Montana	<p>Equal Employment Opportunity Poster (Non-mandatory)</p> <p>Consolidated Minimum Wage, Overtime Hours, and Wage Payment Poster (Non-mandatory)</p> <p>Job Safety and Health Poster (Public Employers)</p> <p>Workers' Compensation Insurance Poster</p> <p>Unemployment Compensation Benefits Poster - (Employers must call the agency to request a letter stating that their employees are covered. Employers must provide an employer id number).</p>
Nebraska	<p>Equal Employment Opportunity Poster (English)</p> <p>Minimum Wage Poster (English)</p> <p>Minimum Wage Poster (Spanish)</p> <p>Job Safety and Health Poster</p> <p>3 in 1 Poster (English)</p> <p>3 in 1 Poster (Spanish)</p>
Nevada	<p>Equal Employment Opportunity Poster (English)</p> <p>Equal Employment Opportunity Poster (Spanish)</p> <p>Consolidated Wage-Hour Laws Poster</p> <p>Tip Reporting Poster</p> <p>Job Safety and Health Poster (English)</p> <p>Job Safety and Health Poster (Spanish)</p> <p>Emergency Information Poster</p> <p>Polygraph Testing Poster</p> <p>Workers' Compensation Insurance Poster</p> <p>Unemployment Compensation Benefits Poster</p> <p>Minimum wage poster</p> <p>Overtime poster</p>
New Hampshire	<p>Equal Employment Opportunity Poster (English)</p> <p>Equal Employment Opportunity Poster (Spanish)</p> <p>Consolidated Minimum Wage, Overtime Hours, and Child Labor Law Poster</p>

	<p>Criteria to Establish an Employee or Independent Contractor Protective Legislation Poster Wage Payment Poster Right-to-Know Poster Vacation Shutdown Poster Whistleblowers' Protection Act Poster Unemployment Compensation Benefits Poster</p>
New Jersey	<p>Equal Employment Opportunity Poster Family Leave Poster (English) Family Leave Poster (Spanish) Minimum Wage and Overtime Hours Poster Wage Payment Poster Wage and Hour Law Abstract Poster Child Labor Law Abstract Poster Child Labor Law Poster (Schedule of Hours) Minimum Wage Poster (Farm Products) Minimum Wage Poster (Food Services) Minimum Wage Poster (Laundry, Cleaning, and Dyeing Establishments) Minimum Wage Poster (Hotels and Motels) Minimum Wage Poster (Mercantile Establishments) Minimum Wage Poster (Beauty Culture Occupations) Minimum Wage Poster (Seasonal Amusements) Mandatory Overtime Restrictions for Health Care Facilities Poster Job Safety and Health Poster (Public Employers) Workplace Smoking Poster (English) Workplace Smoking Poster (Spanish) Right-to-Know Poster (English) Right-to-Know Poster (Spanish) Conscientious Employee Protection Act Poster (English) Conscientious Employee Protection Act Poster (Spanish) Workers' Compensation Insurance Poster (English) Workers' Compensation Insurance Poster (Spanish) Unemployment Compensation and Temporary Disability Benefits Poster (English) Unemployment Compensation and Temporary Disability Benefits Poster (Spanish)</p>
New Mexico	<p>Equal Employment Opportunity Poster (English and Spanish) Job Safety and Health Poster (English) Job Safety and Health Poster (Spanish) Minimum Wage Poster Bernalillo County Minimum Wage Ordinance Poster Albuquerque Minimum Wage Ordinance Santa Fe Living Wage Poster Unemployment Compensation Benefits Poster (This poster is issued at the time of initial UI tax registration) Workers' Compensation Insurance Poster (English and Spanish)</p>
New York	<p><u>Equal Employment Opportunity Poster</u> (English and Spanish) <u>AIDS Nondiscrimination Poster</u> (English and Spanish) <u>Minimum Wage and Overtime Hours Poster</u> (English and Spanish) Minimum Wage and Overtime Hours Poster (Four language poster) Minimum Wage Poster-Agricultural (English and Spanish) <u>Child Labor Law Poster</u> (Schedule of Working Hours for Minors) <u>Job Safety and Health Poster</u> (Public Employers) <u>Right-to-Know Poster</u> (Public Employers) <u>Protection against Radiation Poster</u> <u>Disability Benefits Rights Poster</u> (English) Disability Benefits Rights Poster (Spanish)</p>

	<p>Workers' Compensation Benefits Rights Poster (English) Workers' Compensation Benefits Rights Poster (Spanish)</p>
North Carolina	<p>Consolidated Wage-Hour Laws, Workers' Compensation, Unemployment Insurance, and Job Safety and Health Poster (English) Employees Working on Federal or Federally Financed Construction Projects Poster Consolidated Wage-Hour Laws, Workers' Compensation, Unemployment Insurance, and Job</p> <p>Migrant and Seasonal Worker Protection Act (English and Spanish) Notice to Employees Working on Government Contracts Poster Safety and Health Poster (English) Safety and Health Poster (Spanish) Workers' Compensation Insurance Poster (English) Workers' Compensation Insurance Poster (Spanish) Unemployment Compensation Benefits Poster (Certificate of Coverage form and Notice Spanish) Unemployment Compensation Benefits Poster (Certificate of Coverage form and Notice English)</p>
North Dakota	<p>Minimum Wage Poster Workers' Compensation Insurance Poster Unemployment Compensation Benefits Poster</p>
Ohio	<p>Equal Employment Opportunity Poster Minimum Wage and Overtime Hours Poster Child Labor Laws Poster Job Safety and Health Poster (Public Employers) Workers' Compensation Insurance Poster (Self-Insured Employers) Certificate of Employer's Right To Pay Workers' Compensation Benefits Directly to Injured Employees (Sample) Workers' Compensation Insurance Poster (Rebuttable Presumption Notice) Unemployment Compensation Benefits Poster</p>
Oklahoma	<p>Equal Employment Opportunity Poster (English) Equal Employment Opportunity Poster (Spanish) Door to Door Sales Youth Awareness Poster Minimum Wage Law Poster Child Labor Law Poster Job Safety and Health Poster (Public Sector) Workers' Compensation Insurance Poster (English) Workers' Compensation Insurance Poster (Spanish)</p>
Oregon	<p>Family Leave Poster (English) Family Leave Poster (Spanish) Consolidated Wage-Hour Laws Poster (English) Consolidated Wage-Hour Laws Poster (Spanish) Agricultural Employees Minimum Wage Law and Child Labor Law poster (English) Agricultural Employees Minimum Wage Law and Child Labor Law poster (Spanish) Job Safety and Health Poster (English) Job Safety and Health Poster (Spanish) Smoke free Workplace Poster (English) Smoke free Workplace Poster (Spanish) Workers' Compensation Insurance Compliance Poster (English) Workers' Compensation Insurance Compliance Poster (Spanish) Unemployment Compensation Benefits Poster (Sample) (English) Unemployment Compensation Benefits Poster (Sample) (Spanish)</p>
Pennsylvania	<p>Equal Employment Opportunity Poster Equal Pay Poster Minimum Wage and Overtime Hours Poster Child Labor Law Poster Schedule of Hours for Minors (To be Completed by Employer)</p>

	<p>Employment Provisions of the Pennsylvania Human Relations Act (English)</p> <p>Employment Provisions of the Pennsylvania Human Relations Act (Spanish)</p> <p>Education Provisions of the PA Human Relations Act and the PA Fair Educational Opportunities Act (English) (This poster is required to be posted by: kindergartens, primary and secondary schools, high schools, academies, colleges and universities, extension courses and all educational institutions under the supervision of this Commonwealth AND any institution of post-secondary grade and any secretarial, business, vocational or trade school of secondary or post-secondary grade, which is subject to the visitation, examination or inspection of, or is, or may be licensed by the Department of Education)</p> <p>Education Provisions of the PA Human Relations Act and the PA Fair Educational Opportunities Act (Spanish)</p> <p>Fair Lending Practices (English) (This poster is required to be posted by lenders and by businesses where housing financing transactions are negotiated, such as banks and savings and loans)</p> <p>Fair Lending Practices (Spanish)</p> <p>Fair Housing Practices (English) (This poster is required to be posted by owners of housing, real estate brokers and others subject to the housing provisions of the Act)</p> <p>Fair Housing Practices (Spanish)</p> <p>Fair Housing Practices - ENGLISH version</p> <p>Right-to-Know Poster (Public Sector)</p> <p>Workers' Compensation Insurance Poster</p> <p>Unemployment Compensation Benefits Poster (English)</p> <p>Unemployment Compensation Benefits Poster (Spanish)</p> <p>Unemployment Compensation Benefits Poster (State Employees)</p>
Rhode Island	<p>Equal Employment Opportunity Poster</p> <p>Parental and Family Medical Leave Poster</p> <p>Consolidated Minimum Wage, Overtime Hours, and Child Labor Law Poster (English)</p> <p>Consolidated Minimum Wage, Overtime Hours, and Child Labor Law Poster (Portugese)</p> <p>Consolidated Minimum Wage, Overtime Hours, and Child Labor Law Poster (Spanish)</p> <p>Prevailing Wage: Working on State or Municipal Financed Construction Projects (English)</p> <p>Prevailing Wage: Working on State or Municipal Financed Construction Projects (Spanish)</p> <p>Right-to-Know Poster</p> <p>Sexual Harassment Poster</p> <p>Workers' Compensation Insurance Poster (English)</p> <p>Workers' Compensation Insurance Poster (Spanish)</p> <p>Workplace Smoking Poster (English)</p> <p>Workplace Smoking Poster (Spanish)</p> <p>Unemployment Compensation and Temporary Disability Insurance Benefits Poster</p>
South Carolina	<p>Equal Employment Opportunity Poster (English)</p> <p>Equal Employment Opportunity Poster (Spanish)</p> <p>Wage Payment and Right-to-Work Poster</p> <p>Job Safety and Health Poster (English)</p> <p>Job Safety and Health Poster (Spanish)</p> <p>Workers' Compensation Insurance Poster (English)</p> <p>Workers' Compensation Insurance Poster (Spanish)</p> <p>Unemployment Compensation Benefits Poster (English)</p> <p>Unemployment Compensation Benefits Poster (Spanish)</p>
South Dakota	<p><i>Workers Compensation Poster</i> (Employers are required under the workers' compensation law to post information encouraging safety, although there is no required format for this poster)</p> <p>Job Safety Poster</p> <p>Unemployment Compensation Benefits Poster</p>
Tennessee	<p>Equal Employment Opportunity Poster (English and Spanish)</p> <p>Child Labor Laws Poster (English)</p> <p>Child Labor Laws Poster (Spanish)</p> <p>Job Safety and Health Poster (English)</p>

	<p>Job Safety and Health Poster (Spanish) Workers' Compensation Insurance Poster (English) Workers' Compensation Insurance Poster (Spanish) Unemployment Compensation Benefits Poster (English) Unemployment Compensation Benefits Poster (Spanish)</p>
Texas	<p>Equal Employment Opportunity Poster (English and Spanish) Payday Poster (English) Child Labor Laws Poster (English) Child Labor Laws Poster (Spanish) Work Exposure to HIV Poster (Public Sector, English) Work Exposure to HIV Poster (Public Sector, Spanish) Radiation Protection Poster Consolidated Workers' Compensation Insurance and Safety Hotline Poster (Covered Employers, English) Consolidated Workers' Compensation Insurance and Safety Hotline Poster (Covered Employers, Spanish) Consolidated Workers' Compensation Insurance and Safety Hotline Poster (Noncovered Employers, English) Consolidated Workers' Compensation Insurance and Safety Hotline Poster (Noncovered Employers, Spanish) Consolidated Workers' Compensation Insurance and Safety Hotline Poster (Self-Insured Employers, English) Consolidated Workers' Compensation Insurance and Safety Hotline Poster (Self-Insured Employers, Spanish) Required Workers' Compensation Coverage (building or construction projects for governmental entities - English) Required Workers' Compensation Coverage (building or construction projects for governmental entities - Spanish) Notice Regarding Certain Work-Related Communicable Diseases and Eligibility for Workers' Compensation Benefits (law enforcement officers, fire fighters, emergency medical service employees, paramedics, and correctional officers - English) Notice Regarding Certain Work-Related Communicable Diseases and Eligibility for Workers' Compensation Benefits (law enforcement officers, fire fighters, emergency medical service employees, paramedics, and correctional officers - Spanish)</p> <p><i>[Editors Note:]</i> Effective September 1, 2007, Alcoholic beverage retailers, other than those holding a food and beverage certificate, must display a sign containing the following information in both English and Spanish: "WARNING: Obtaining forced labor or services is a crime under Texas law. Call the national human trafficking hotline: 1-888-7388. You may remain anonymous." The sign must be displayed in a manner that is clearly to all employees and the general public of the permit holder. Signs must be 8 ½ x 11 inches with the English language information covering approximately two-thirds of the sign, and the Spanish language information covering approximately one-third of the sign.</p>
Utah	<p>Job Safety and Health Poster (English) Job Safety and Health Poster (Spanish) Workers' Compensation Insurance Poster (English) Workers' Compensation Insurance Poster (Spanish) Unemployment Compensation Benefits Poster</p>
Vermont	<p>Child Labor Law Poster Healthcare Whistleblower Protection Poster Job Safety and Health Poster Minimum Wage Poster Parental and Family Leave Poster</p>

	<p>Sexual Harassment Poster Workplace Smoking Poster Workers' Compensation Insurance Poster Workers' Compensation Insurance Poster (Employer's Reinstatement Liability)</p>
Virginia	<p>Earned Income Tax Credit (English) Earned Income Tax Credit (Spanish)</p> <p>Equal Employment Opportunity Poster (Nonmandatory) Job Safety and Health Poster (English) Job Safety and Health Poster (Spanish) Workers' Compensation Insurance Poster (English) Workers' Compensation Insurance Poster (Spanish) Unemployment Compensation Benefits Poster (English) Unemployment Compensation Benefits Poster (Spanish)</p>
Washington	<p>Equal Employment Opportunity Poster (English) Equal Employment Opportunity Poster (Spanish) Consolidated Wage-Hour Laws and Family/Maternity Leave Poster (Non-Agricultural)(English and Spanish) Consolidated Wage-Hour Laws and Family/Maternity Leave Poster (Agricultural)(English and Spanish) Minimum Wage Poster (English and Spanish) Job Safety and Health Poster (English and Spanish) Workers' Compensation Insurance Poster (English) Certificate of Industrial Insurance Coverage (English) Certificate of Industrial Insurance Coverage (Sample) (Spanish) Workers' Compensation Insurance Poster (Self-Insured Employers) Unemployment Compensation Benefits Poster (English) Unemployment Compensation Benefits Poster (Spanish)</p>
West Virginia	<p>Equal Employment Opportunity Poster (English) Parental Leave Act Poster Minimum Wage and Overtime Hours Poster Wage Payment Law Poster Meal Breaks Poster Child Labor Laws Poster Job Safety Poster Workers' Compensation Insurance Poster (Required of Employers in Default) Workers' Compensation Insurance Poster (Required of Employers in Good Standing) Unemployment Compensation Benefits Poster</p>
Wisconsin	<p><u>Equal Employment Opportunity Poster</u> (English) <u>Equal Employment Opportunity Poster</u> (Spanish) <u>Equal Employment Opportunity Poster</u> (Hmong) <u>Family and Medical Leave Poster</u> (English) <u>Family and Medical Leave Poster</u> (Spanish) <u>Minimum Wage and Overtime Hours Poster</u> <u>Special Minimum Wage Rates</u> Child Labor Law Poster (English) Child Labor Law Poster (Spanish) Child Labor Law Poster (Chinese) Child Labor Law Poster (Lao) <u>Job Safety and Health Poster</u> (Public Employers) <u>Right-to-Know Poster</u> (Public Employers) Polygraph Testing Poster Retaliation Protection for Health Care Workers Poster Business Closing/Mass Layoff Rights Poster Health Care Benefits Termination Poster</p>

	Unemployment Compensation Benefits Poster (English) Unemployment Compensation Benefits Poster (Spanish) Unemployment Compensation Benefits Poster (Hmong)
Wyoming	Consolidated Employment Laws Poster Job Safety and Health Poster Report of Injury Poster