

Specific City and Industry Notices

Click on your state to see a list of additional notices NOT included in our State and Federal Combination posters that may be applicable to your specific city or industry.

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[**FEDERAL**](#)

Alabama			
	Human Trafficking	Recommended for businesses who offers entertainment and also for transportation industry. Our poster is from the Alabama DOL. Another version of the poster is available from ALABCBOARD.gov HERE .	Download Here
			Available for Purchase
	Workplace Violence	Employers are encouraged to post this notice. This poster is not required by the State of Alabama.	Download Here
			Available for Purchase
	E-Verify & Right To Work	All Employers, public and private	Available For Purchase

Alaska

	Worker's Compensation Notice of Insurance	Required to be posted in three (3) conspicuous places.	Download Here
	Whistleblower Act	This poster meets the requirements of AS 39.90.100(d) of the State of Alaska Whistleblower Act. It is only required for Public Employers	Download Here
	Mandatory Overtime Limitations for Nurses	A health care facility shall post and 14 maintain, in places readily accessible to individuals in the service of the health care 15 facility, printed statements that describe employee rights and employer obligations 16 under AS 18.20.400 - 18.20.499 and regulations adopted under AS 18.20.430. The 17 commissioner shall supply the printed statements to a health care facility without cost 18 to the facility.	Download Here
	Commercial Fishing and Minors	Alaska law prohibits minors under 16 from working on fishing boats UNLESS the boat is operated by a parent. You may post this notice if this applies to your company.	Download Here
	No Smoking	<p>Beginning Monday, October 1, 2018, smoking and vaping is not allowed in enclosed public places and places of employment. "Place of employment" means work areas, private offices, hotel and motel rooms, employee lounges, restrooms, conference rooms, classrooms, cafeterias, hallways, vehicles, and other employee work areas that are under the control of an employer.</p> <p>No-smoking signs must be posted, indoor ashtrays and other smoking accessories will disappear, and customers and employees who have been allowed to smoke inside will be asked to take it outside. Signs must be visible from the outside of each entrance.</p>	Download Here

Arizona				
	E-Verify & Right To Work	All Employers, public and private		Available For Purchase
	Flagstaff City Minimum Wage	Every employee who performs or is expected to perform 25 hours or more of work in Flagstaff in a calendar year, regardless of the location of their employer or their immigration status.	Effective: January 1st	Download Here
				Available for Purchase
	Flagstaff City Discrimination	The business against whom the complaint is filed must be located within Flagstaff city limits, must employ fifteen (15) or more employees in the City of Flagstaff for each working day in each of twenty (20) or more calendar weeks in the current or preceding calendar year, and includes any agent of such person, and must not fall under any of the exclusions set forth in Section 14-02-001-0004 of the Flagstaff City Code. Every employer, employment agency, and labor organization subject to this article, shall post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of Section 14-02-001-0003, Prohibited Acts.		Download Here
				Available for purchase
	Tucson Notice of Non-Discrimination	Every person or business subject to the Tucson City Code, Chapter 17, must post a Notice of Non-Discrimination in a conspicuous place.		Download Here
				Available for purchase

Arkansas			
	Health Care Notice for Employees Under Managed Care	AWCC Rule 33 (Managed Care) requires employers under a Managed Care program to have posted in the workplace a notice of the Managed Care Organization (MCO) or Internal Managed Care System (IMCS).	Download Here
	Hand Washing Sign with Employee Reporting Requirement	Optional poster for restaurant.	Download Here
			Available For Purchase
	Human Trafficking	Required for businesses below: -A hotel, motel, or other establishment that has been cited as a public nuisance for prostitution under Ark. Code Ann. § 20-27-401 -A strip club or other sexually oriented business - A private club that has a liquor permit for on premises consumption and does not hold itself out to be a food service establishment -An airport -A bus or train station that serves passengers - A privately owned and operated facility that provides food, fuel, shower or other sanitary facilities, and overnight parking.	Download Here
			Available For Purchase

[California – Click on the specific industry or city below](#)

SPECIFIC INDUSTRIES:

[Fair Housing is the Law](#)

[Immigrant Worker Protection Act](#)

[Human Trafficking](#)

[Wage Theft Protection Act Notice](#)

[Fair Chance Act Notice](#)

[Time off to Vote Notice](#)

[Industrial Welfare Commission \(IWC\) Wage Orders](#)

[Rights of Victims of Domestic Violence, Sexual Assault and Stalking](#)

[Workplace rights for Members of the Military and Veterans](#)

[COVID-19 Supplemental Paid Sick Leave](#)

CITIES:

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[City of Burlingame](#)

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[City of Daly City](#)

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[County of Los Angeles \(Unincorporated Cities\)](#)

	<p>Industrial Welfare Commission (IWC) Wage Orders <i>Required for ALL CA Employers</i></p>	<p>This is the primary posting requirement for ALL CALIFORNIA EMPLOYERS. It is mandatory to post the correct Industrial Welfare Commission (IWC) Wage Order Poster applicable to your organization. IWC wage orders regulate wages, hours and working conditions including breaks and meal periods, overtime provisions, recordkeeping and reporting, penalties, important definitions, and phone numbers to local DLSE offices (Division of Labor Standards Enforcement) which enforces these working conditions.</p> <p>Under California Labor Code 1183(d), every employer in the State of California falls under one of 16 industry or occupational groups, and must post the correct wage order. NOTE: If you are unsure of which Wage Order you fall under, call us at (714) 521-7720 or visit these link:</p> <ul style="list-style-type: none"> • Which IWC Wage Order? • Alphabetical Index of Businesses and Occupations 	<p>Available For Purchase</p>
	<p>Access to Medical and Exposure Records</p>	<p>Pertains to employees exposed to toxic substances or harmful physical agents.</p>	<p>Download Here (English) Download Here (Spanish)</p>
	<p>California Fair Housing is the Law</p>	<p>Recommended to be posted for businesses involved in the rental or sale of housing.</p>	<p>Download Here</p> <hr/> <p>Available for Purchase</p>

	Rights of Victims of Domestic Violence, Sexual Assault and Stalking	Published May 2017 – Employers must provide this notice to new workers when hired, and to other workers who ask for it.	Download Here
	Time off to Vote Notice	Employers must post the employee notice 10 days before a statewide election. A statewide election is an election held throughout the state.	Download Here
	Human Trafficking	Requires that a specified business or other establishment open to public from this LIST , must post the notice in a conspicuous place near the public entrance of the establishment or in another conspicuous location in clear view of the public and employees where similar notices are customarily posted.	Download Here
			Available for Purchase
	Wage Theft Protection Act Notice	Effective January 1, 2012, the act criminalizes willful violations for non-payment of wages, failure to pay minimum wage, and requires that all employers provide each employee with a written notice containing specified wage information at the time of hire.	Download Here
	California Immigrant Worker Protection Act (AB 450) Template	Employers are required to provide a current employee notice of an inspection of I-9 Employment Verification forms or other employment records within 72 hours of receiving a federal notice of inspection. To read more about this, you may click HERE .	Download Here
	Workplace rights for Members of the Military and Veterans	A brochure/notice that includes information regarding discrimination law against military and veterans.	Download Here
	City of Alameda Minimum Wage	Employers must post the Official City of Alameda Minimum Wage Notice at each work site and in a conspicuous place.	Effective: July 1st
			Download Here
			Available For Purchase

	City of Belmont Minimum Wage	The employer must post the Belmont Minimum Wage Official Notice prominently in the areas at the work site where it will be seen by all employees. Failure to post such notice will be a violation of the Municipal Code.	Effective: January 1st	Download Here
				Available For Purchase
	City of Berkeley Minimum Wage	The Minimum Wage Ordinance requires an official notice to be posted in a location that is viewable by all employees. The Notice must also be posted in languages that are spoken by 5% or more of a business' employees.	Effective: October 1 st , 2018 Adjusted annually beginning July 2019	Download Here
				Available For Purchase
	City of Burlingame Minimum Wage	The Minimum Wage Ordinance requires an official notice to be posted in a location that is viewable by all employees.	Effective: January 1st	Download Here
	City of Cupertino Minimum Wage	In addition to payment of the minimum wage, covered employers are required to post a notice at the workplace of the current and prospective minimum wage rates and the employees' rights under the Ordinance.	Effective: January 1st	Download Here
				Available For Purchase
	City of Daly Minimum Wage	The employer must post the Official Notice prominently in the areas at the work site where it will be seen by all employees. Failure to post such notice will be a violation of the Municipal Code.	Effective: February 13, 2019 Adjusted annually beginning January 2020	Download Here
				Available For Purchase

	City of El Cerrito Minimum Wage	Employers must post the official El Cerrito Wage Bulletin at each work site in a conspicuous place. Additionally, if 10% or more of workforce at a worksite speaks a language other than English, the Wage Bulletin should also be posted in that language.	Effective: July 1, 2016 Adjusted annually beginning January 2017	Download Here
	City of Emeryville Minimum Wage	Posters must be displayed where they can be read easily by all Employees. Violators are subject to penalties	Effective: July 1st	Download Here
	City of Fremont Minimum Wage	Post the official City of Fremont Wage Bulletin in the top five languages spoken in the city in a conspicuous place at each work site. Our poster is only in English.	Effective: July 1st	Download Here
	City of Half Moon Bay Minimum Wage	Each year, the City will publish a bulletin notice by November 1 on the Minimum Wage web page. It is the business owner's responsibility to post the new wage rate and bulletin from the City in the workplace, in a location that employees may view the new rate along with their rights. All employees must be able to read and understand the rate, so posting in other languages is recommended.	Effective: January 1st	Download Here

	<p>City of Hayward Minimum Wage</p>	<p>Post the official City of Hayward Wage Bulletin in the top four languages spoken in the city in a conspicuous place at each work site.</p>	<p>Effective: January 1st</p>	<p>Download Here</p>
	<p>City of Los Altos</p> <ul style="list-style-type: none"> • Minimum Wage • Know Your Rights 	<p>Every employer shall post in a conspicuous place at any workplace or job site where any employee works the notice published each year by the City informing employees of the current minimum wage rate and of their rights under this chapter. Every employer shall post such notices in the top three languages spoken in the City based on the latest available census information for the City at the workplace or job site.</p>	<p>Effective: January 1st</p>	<p>Download Here</p> <hr/> <p>Available for Purchase</p>
	<p>City of Los Angeles</p> <ul style="list-style-type: none"> • Minimum Wage • Paid Sick Leave • Fair Chance Initiative for Hiring Ordinances (Private Employers) <p>If you are unsure as to whether you are required to post the LA CITY Version, the LA County Version, or NEITHER, please CLICK HERE to help you determine that information.</p>	<p>Employers must post the Office of Wage Standards Wage and Sick Time Notice in a conspicuous place at any workplace or job site in English and any other language(s) spoken by at least five percent (5%) of the Employees at the workplace or job site.</p>	<p>Effective: July 1st</p>	<p>Download Here</p> <hr/> <p>Available For Purchase</p>

	City of Los Angeles Fair Chance for City Contractors	Requires that Private Employers and City Contractors do not include any inquiries into a job applicant's criminal history on job applications or postings.		Download Here
	City of Los Angeles Fair Work Week Ordinance	Employers of retail businesses with 300+ employees globally are required to provide this notice, effective April 1, 2023.		Download Here
	City of Long Beach	City of Long Beach adopted an initiative ordinance (Measure N) requiring minimum compensation and sick days paid to hotel workers. Hotel industry must post this notice		Download Here
	County of Los Angeles Minimum Wage <i>(Unincorporated Areas Only)</i> If you are unsure as to whether you are required to post the LA CITY Version, the LA County Version, or NEITHER, please CLICK HERE to help you determine that information.	All employers in the unincorporated areas of L.A. County must post the required workplace poster and pay the increased minimum wage, with few exceptions. You may CLICK HERE to check if you are unsure whether or not you are located in these areas.	Effective: July 1st	Download Here Available For Purchase
	City of Malibu Minimum Wage	This poster should be displayed in the same conspicuous and accessible place at all job sites where mandated federal and state labor postings are required to be displayed.	Effective: July 1 st ,	Download Here Available For Purchase
	City of Menlo Park Minimum Wage	Employers are responsible to post the City-provided Notice to Employees (available in English and Spanish) in a visible place for employees to review the current rate and understand their rights.	Effective: January 1st	Download Here

	City of Milpitas <ul style="list-style-type: none"> • Minimum Wage • Know Your Rights 	Employers must post the two notices where information is accessible by employees.	Effective: July 1st	Download Here
	City of Mountain View Minimum Wage	Employers must post the Minimum Wage Official Notice in the workplace, informing employees of the rate and their rights.	Effective: January 1st	Download Here
				Available For Purchase
	City of Novato	Employers must post the Minimum Wage Official Notice in the workplace, informing employees of the rate and their rights.	Effective: July 1st	Download Here
	City of Oakland <ul style="list-style-type: none"> • Minimum Wage • Paid Sick • Service Charge 	The notice must be in all languages spoken by more than ten percent (10%) of the employees and shall be posted prominently in work areas that can be seen by all employees.	Effective: January 1st	Download Here
				Available For Purchase
	City of Oakland for Hotel Worker's <ul style="list-style-type: none"> • Hotel Worker's Minimum Wage Rate • THE LAW PROTECTS HOTEL HOUSEKEEPERS AND EMPLOYEES FROM CRIMES AND THREATENING BEHAVIOR 	Beginning July 1, 2019, hotel employees (whether employed directly by a hotel or by a contractor of a hotel) working at hotels with 50 or more guest rooms or suites of rooms in the City of Oakland must be paid wages of not less than \$15.00 per hour with health benefits, or \$20.00 per hour without health benefits.	Effective: July 1 st , 2019/ January 1st	Download Here

	City of Palo Alto Minimum Wage	Post official Palo Alto Wage Bulletin in workplace.	Effective: January 1st	Download Here
				Available For Purchase
	City of East Palo Alto Minimum Wage	Post official East Palo Alto Wage Bulletin in workplace.	Effective: January 1st	Download Here
	City of San Carlos Minimum Wage	Employers must post in a conspicuous place at any workplace or job site where any employee works.	Effective: January 1st	Download Here
	City of San Diego <ul style="list-style-type: none"> • Minimum Wage • Paid Sick Leave • Senate Bill 616 	Employers must post in a conspicuous place at any workplace or job site where any employee works.	Effective: January 1st	Download Here
				Available For Purchase
				Download Here
	City of San Diego Contractors	City contractors must conspicuously post a notice informing employees of their rights.		Download Here
	City of San Francisco Formula Retail Employee Rights Ordinances	These laws apply only to “Formula Retail Establishments” (or chain stores) with at least 40 formula retail establishments worldwide and 20 or more employees in San Francisco as well as their janitorial and security contractors.		Download Here
				Available For Purchase
	City of San Francisco <ul style="list-style-type: none"> • Minimum Wage • Paid Sick • Consideration of Salary History • Fair Chance Ordinance 	San Francisco employers must meet workplace posting obligations. Posters must be displayed at each workplace or jobsite.	Effective: July 1st	Download Here
				Available for Purchase

	<ul style="list-style-type: none"> • Health Care Security Ordinance • Family Friendly Workplace • Paid parental Leave <p>CITY CONTRACTORS INCLUDES:</p> <ul style="list-style-type: none"> • Minimum Compensation Ordinance • Health Care Accountability Ordinance 			
	City of South San Francisco Minimum Wage	Starting January 1, 2020, all businesses operating within the geographic boundaries of the City of South San Francisco will be required to pay a minimum wage of \$15.00 per hour for all employees working two or more hours per week.	Effective: January 1st	Download Here
	City of San Francisco Prevailing Wage	This is a poster for construction workers employed on city funded projects		Download Here
	City of Pasadena Minimum Wage	A Notice displaying current minimum wage rate must be displayed in a conspicuous location at job sites and shall be in English and in any other language spoken by more than 5 percent of persons at the worksite	Effective: July 1st	Download Here Available For Purchase

	City of Petaluma Minimum Wage	Employers need to put up posters or flyers listing the current wage and employee rights. These flyers need to be in the languages spoken by at least 10 percent of the workers.	Effective: January 1st	Download Here
				Available For Purchase
	City of Redwood Minimum Wage	Each year the City will publish by November 1, a poster announcing the adjusted Minimum Wage rate, which will take effect January 1, every year. It is the employer's responsibility to post the notice in a visible place for employees to review the current rate and understand their rights.	Effective: January 1st	Download Here
				Available For Purchase
	City of Richmond Minimum Wage	Every Employer shall post the notice published each year by the City of Richmond in a conspicuous place at any workplace or job site where any Employee works informing Employees of the current Minimum Wage rate and of their rights under this ordinance. Violators will be subject to penalties.	Effective: January 1st	Download Here
				Available For Purchase
	City of San Jose Minimum Wage	Post official San Jose Wage Bulletin in workplace informing employees of current minimum wage rate and their rights.	Effective: January 1st	Download Here
				Available For Purchase
	City of San Mateo Minimum Wage	The employer must post the Official Notice prominently in the areas at the work site where it will be seen by all employees. Failure to post such notice will be a violation of the Municipal Code.	Effective: January 1st	Download Here
				Available For Purchase

	City of San Leandro Minimum Wage	Every Employer shall post such notices in the top five languages spoken by residents of the City as determined by the City Manager or his designee after reviewing the most recent United States Census Data. Failure to post such notice shall render the Employer subject to administrative citation, pursuant to Section 900, Subsection A, of this Chapter. Poster for purchase is only available in English.	Effective: July 1st	Download Here Available For Purchase
	City of Santa Clara Minimum Wage	Employers must post the Minimum Wage Official Notice at the workplace or job site, informing employees of the rate and their rights, in the top three languages spoken in the City: English, Spanish, and Chinese.	Effective: January 1st	Download Here Available For Purchase
	City of Santa Cruz Discrimination Poster	Every employer or institution subject to Santa Cruz municipal code 9.83 shall post this notice.	Effective: August 1, 1992	Download Here
	City of Santa Monica <ul style="list-style-type: none"> • Minimum Wage • Paid Sick Leave • Service Charge Law • Hotel Workers Living Wage 	Businesses must post the Santa Monica Minimum Wage legal notices in English and Spanish, and in any other language that 5% or more of the workforce speaks. The City will not mail notices out; it is business owners' responsibility to print and post notices. Failure to post can result in fines.	Effective: July 1st	Download Here Available For Purchase
	City of Santa Rosa Minimum Wage	Every employer shall post in a conspicuous place t any workplace or job site where any Employee works.	Effective: January 1st	Download Here

	City of Sonoma Minimum Wage	Every employer shall post in a conspicuous place t any workplace or job site where any Employee works.	Effective: January 1st	Download Here <hr/> Available For Purchase
	City of Sunnyvale Minimum Wage	Employers must post the Minimum Wage Official Notice in the workplace, informing employees of the rate and their rights.	Effective: January 1st	Download Here <hr/> Available For Purchase
	City of West Hollywood Minimum Wage	Employers must post the Minimum Wage Official Notice in the workplace, informing employees of the rate and their rights.	Effective: July 1st	Download Here <hr/> Available For Purchase
	Fair Chance Act	The Fair Chance Act (AB 1008) went into effect on January 1, 2018, is a California law that generally prohibits employers with five or more employees from asking about your conviction history before making you a job offer. This type of law is also known as a “Ban the Box” law.	Effective: January 1 st , 2018	Download Here
	Fast Food Workers Minimum Wage Supplement	Starting April 1, 2024, all “fast food restaurant employees” who are covered by the new law must be paid at least \$20.00 per hour. For more information, visit Fast Food Minimum Wage Frequently Asked Questions. Fast food employers must post this Minimum Wage Order Supplement for Fast Food Restaurant Employees.	Effective: April 1, 2024	Download Here

Connecticut			
	Hours of Minors in Mercantile Industry	Required for businesses who employ children in the Mercantile Industry	Download Here
	Hours of Minors in Restaurant	Required for businesses who employ children in Restaurants and Food Service Establishments.	Download Here
	Mercantile Trade	Required for businesses in the mercantile trade industry.	Download Here
	Prevailing Wage	Required for every contractor or subcontractor performing work for the state.	Download Here
	Hotel/Restaurant	Required for businesses in the restaurant and hotel restaurant industry.	Download Here
	Paid Leave Program	Covers all employers with one or more employees under the CTPL program to provide notice to employees of their benefits.	Download Here

<u>Colorado</u>			
	Denver Anti-Discrimination Notice	<p>Every person subject to this article except private residences and rental complexes of fewer than five (5) units shall post and keep posted in a conspicuous location where business or activity is customarily conducted or negotiated a notice whose language and form have been prepared by the agency setting forth excerpts from or summaries of the pertinent provisions of this article and information pertinent to the filing of a complaint.</p> <p>It shall be a discriminatory practice for a person subject to this article to fail to post notices, maintain records, file reports as required by sections 28-105 and 28-106, or to fail to supply documents and information requested by the agency in connection with a matter under investigation.</p>	<p>Download Here</p> <hr/> <p>Available For Purchase</p>
	Denver Minimum Wage Poster	The new minimum wage applies to all workers performing work after January 1, 2020 within the geographical boundaries of the City and County of Denver.	<p>Download Here</p> <hr/> <p>Available For Purchase</p>
	E-Verify	Contractors with state and local government are required to be enrolled with either with E-Verify, or the Colorado Department of Labor and Employment Program (“Department Program”).	Available For Purchase
	Housing Anti-Discrimination Notice	Every real estate broker or agent, home builder, home mortgage lender, and all other persons who transfer,	Download Here

		rent, or finance real estate, shall post and maintain in all places where real estate transfers, rentals and loans are executed, a notice that summarizes the discriminatory or unfair practices prohibited by the Law in housing.	
	Public Accommodations Anti-Discrimination Notice	Every employer, employment agency, labor organization, and place of public accommodation shall post and maintain at its establishment a notice that summarizes the discriminatory or unfair practices prohibited by the Law in employment and places of public accommodation.	Download Here
	Agricultural Labor Rights & Responsibilities	This is for agriculture industry.	Download Here

Delaware			
	E-Verify	Requires all state agencies to verify work eligibility status of new employees; requires public contractors and subcontractors that receive state or federal funds to verify work eligibility status.	Available For Purchase
	Penalty for False Statements	Federal contractors are required to post for any person having reason to believe the statute is being violated for making false statements related to the Department of Transportation.	Download here

<u>District of Columbia</u>			
	Equality in Education	District of Columbia required poster for Educational Institutions	Download Here Available for purchase
	Public Accommodation	Recommended to be posted for businesses who are open to public	Download Here
	Fair Housing	Recommended to be posted for businesses involved in the rental or sale of housing.	Download Here Available for purchase
	Living Wage Poster	Effective January 1st, 2023 , all government contract holders and recipients of government assistance are required to post this Living Wage Poster in a conspicuous site in the place of business.	Download Here Available for purchase
	Wage Theft Prevention Amendment Act 2014	Summary of Wage Theft Prevention Amendment Act went into effect February 26, 2015.	Download Here
	Notice of Non-Discrimination	Posting for government employees	Download Here
	Smoke Free Poster	The law requires that virtually all establishments and businesses with employees be smoke-free.	Download Here
	LGBTQ Diversity in Workplace	Optional poster to post regarding nondiscriminatory manner against gender identity, gender expression and sexual orientation.	Download Here Available for purchase
	DCFMLA during Public Health Emergency	COVID related poster.	Download Here
	Time Off To Vote	Required to be posted during the election.	Download Here

Florida			
	Broward County Minimum Wage	The Living Wage Ordinance requires service contractors awarded living wage contracts to display this poster at the job site in a prominent location where it can easily be seen by employees. Employees of service contractors and subcontractors performing covered services pursuant to a County service contract exceeding \$100,000 per year must be paid not less than the living wage rates indicated on this poster, one rate for those with qualifying health benefits, and another rate for those without health benefits.	<p>Download Here</p> <hr/> <p>Available For Purchase</p>
	St. Petersburg Wage Theft Prevention Ordinance	Applies to all private employees (not independent contractors) performing work within St. Petersburg city limits, regardless of the employer's physical location.	NO LONGER AVAILABLE
	Pinellas County Wage Theft	The Board of County Commissioners enacted amendments to the Wage Theft/Recovery Ordinance effective January 30 th , 2020 which requires employers to post in an area visible to employees information about their rights under the ordinance, and certain information relating to the employer, how the employer may be contacted, and the employee's rate of pay and when wages are due.	Download Here
	Miami-Dade Living Wage Notice	Notice to all <u>employees providing covered services</u> for Miami-Dade County on County Service Contracts. Updated to reflect Oct 17-Sep 18 rate.	<p>Download Here</p> <hr/> <p>Available for purchase</p>
	City of Miami Beach Discrimination Poster	The City of Miami Beach prohibits discrimination in employment, housing and public accommodations. You may download the mandatory posting requirement,	Download Here

		and find the complaint forms as well. You may file a complaint with the City within 180 days after the alleged discrimination occurred	
	E-Verify	State agencies, public employers, and contractors	Available For Purchase
	Human Trafficking	Each healthcare provider licensed by one of the named Boards must post a sign regarding human trafficking in a conspicuous place accessible to employees by January 1, 2021. The sign must be at least 11 x 15 inches and in at least 32-point type. The sign must contain statutorily required language and be posted in English and Spanish. The Department has also provided Mandarin translations of these signs for use in offices where those languages are spoken.	Download Here
			Available for purchase

Georgia			
Rule 201. Panel of Physicians. (a) The employer may satisfy the requirements for furnishing medical care under O.C.G.A. § 34-9-200 in one of the following manners	Worker's Compensation Panel of Physicians (P1)	The employer may maintain a traditional posted panel of physicians that shall consist of at least six non-associated physicians, but is not limited to a minimum of six.	Download Here
	Worker's Compensation Conformed Panel of Physicians (P2)	The employer may maintain a list of physicians that shall be known as the “conformed panel of physicians,” which shall include a minimum of ten physicians, or professional associations, reasonably accessible to employees and providing the same types of healthcare services specified in Board Rule 201(a)(1) and the following additional healthcare services: general surgeons and chiropractors.	Download Here
	Worker's Compensation Managed Care Organization	To be utilized only by employers/insurers contracted with a Board Certified Managed Care Organization. See Board Rule 201. (An employer or the workers' compensation insurer of an employer may contract with a workers' compensation managed care organization certified pursuant to O.C.G.A. § 34-9-208 and Board Rule 208. A “workers' compensation managed care organization” (hereinafter “WC/MCO”) means a plan certified by the Board that provides for the delivery and management of treatment to injured employees under the Georgia Workers' Compensation Act.)	Download Here
	Georgia Human Trafficking Notice	In 2011, Georgia passed House Bill 200 to further discourage human trafficking, increase penalties, and provide training to law enforcement. In 2017, Senate Bill 104 was passed requiring all government buildings and websites to post the human trafficking hotline notice.	Download Here
	E-Verify	Public employers, contractors and subcontractors Private employers with more than 10 employees.	Available For Purchase

<u>Hawaii</u>			
	Human Trafficking	Required for businesses that are open to public. This law takes effect in January 1 st 2014.	Download Here
			Available for purchase
	Tip Credit Under The Hawaii Wage And Hour Law	A detailed Notice To Employees regarding Tip Credit.	Download Here

<u>Idaho</u>			
	E-Verify	Requires all state agencies to verify work eligibility status of new employees; requires public contractors and subcontractors that receive state or federal funds to verify work eligibility status.	<u>Available For Purchase</u>

[Illinois - Click on the specific industry or city below](#)

INDUSTRIES:

[Employee Classification Act of 2008](#)

[Day and Temporary Labor Services Act](#)

[Sexual Harassment in the Workplace](#)

[Sexual Harassment in Higher Education](#)

[Fair Housing](#)

[Human Trafficking](#)

[Employee Rights](#)

COUNTY:

[Cook County](#)

CITIES:

[City of Chicago](#)

	Employee Classification Act of 2008	Required for all construction contractors utilizing independent contractors.	Download Here
	Day and Temporary Labor Services Act	Required for ALL Day and Temporary Labor Service Agencies	Available For Purchase
	Sexual Harassment in the Workplace	The Illinois Human Rights Act prohibits all public and private employers from harassing applicants or employees on the basis of sex (<i>IL Comp. Stat. Ch. 775 Sec. 5/2-102 et seq.</i>). Employers with 15 or more employees are prohibited from discriminating on the basis of sex, marital status, or sexual orientation.	Download Here
	Sexual Harassment in Higher Education	Post and keep posted at each campus in common area locations easily accessible to all students including, but not limited to residence halls, administration buildings, student unions, cafeterias, and libraries. And be included in registration materials for students. Any of the 3 versions can be used. Each photo poster is paired with language to explain the new posting law, Public Act 96-574 . Provided within the text is a live field for information (name of contact, agency, etc.) to be provided by each institution.	Available For Purchase
	Employee Rights	You may use this notice to provide your employees their rights under the Human Rights Act.	Download Here
	Fair Housing Poster	Under Illinois and federal fair housing law, houses, apartments, condominiums, mobile home parks, vacant land, and other types of residential property are covered. Illinois law also prohibits discrimination in transactions involving commercial property.	Download Here

		<ul style="list-style-type: none"> • The law applies to owners, managers, salespersons, brokers, rental agents, or other agents or employees of the owner or the owner's agents. • Builders and Appraisers. • In addition to persons involved in real estate transactions, advertisers (newspapers and other publications that disseminate discriminatory advertising) and mortgage lenders (banks and loan brokers) can also be charged under the Illinois Human Rights Act. 	<p>Available For Purchase Here</p>
	<p>Illinois Human Trafficking Poster</p> <p><i>Must be posted in a conspicuous place near the public entrance of the establishment or in another conspicuous location in clear view of the public and employees where similar notices are customarily posted. Must be posted in English, Spanish, and in one other language that is the most widely spoken language in the county where the establishment is located.</i></p>	<p>Who Must Post a Public Notice</p> <ul style="list-style-type: none"> • On the premise consumption retailer licensees under the Liquor Control Act of 1934 where the sale of alcoholic liquor is the principal business carried on by the licensee at the premises and primary to the sale of food. • Adult entertainment facilities • Primary airports • Intercity passenger rail or light rail stations • Bus stations • Truck Stops. For the purposes of this Act, "truck stop" means a privately-owned and operated facility that provides food, fuel, shower or other sanitary facilities, and lawful overnight truck parking. • Emergency rooms within general acute care hospitals • Urgent Care Centers • Farm labor contractors • Privately-operated job recruitment centers 	<p>Downloaded Here</p> <p>Available For Purchase</p>
	<p>Cook County Minimum Wage</p>	<p>Every Covered Employer shall post in a conspicuous place at each Business Facility within the geographic</p>	<p>Effective: July 1st</p> <p>Download Here</p>

	City of Chicago Fair Work Week Act	Employees are covered by the ordinance if they work in one of seven “covered” industries (Building Services, Healthcare, Hotels, Manufacturing, Restaurants, Retail, and Warehouse Services), they make less than \$26/hour or \$50,000/year, and the employer has at least 100 employees globally (250 employees and 30 locations for a restaurant).	Effective: July 1st	Download Here
	City of Chicago Anti-Retaliation	The Anti-Retaliation Ordinance prohibits employers from retaliating against employees for obeying an order issued by the Mayor, Governor, Chicago Department of Public Health, or healthcare provider having to do with COVID-19.		Download Here
	Illinois Wage Payment and Collection Act	Required for private sector construction contract workers and subcontractors, to be posted at each job site.		Download Here – English Download Here - Spanish

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<u>Indiana</u>			
	E-Verify	State agencies, public employers, and government contractors.	Available For Purchase
	Equal Opportunity is the Law	Required for businesses who currently receive Federal financial assistance	Download Here

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<u>Iowa</u>			
	EEOC Poster under Workforce Investment Act	Required for businesses who currently receive Federal financial assistance	Download Here
			Available For Purchase

Kansas			
	E-Verify	Requires all state agencies to verify work eligibility status of new employees; requires public contractors and subcontractors that receive state or federal funds to verify work eligibility status.	Available For Purchase
	Penalty for False Statements	Federal contractors are required to post for any person having reason to believe the statute is being violated for making false statements related to the Department of Transportation.	Download here

Kentucky			
	E-Verify	Requires all state agencies to verify work eligibility status of new employees; requires public contractors and subcontractors that receive state or federal funds to verify work eligibility status.	Available For Purchase
	Penalty for False Statements	Federal contractors are required to post for any person having reason to believe the statute is being violated for making false statements related to the Department of Transportation.	Download here

<u>Louisiana</u>			
	E-Verify	Required for all state and local contractors. Public and private employers can either use E-Verify or check and retain acceptable work authorization documents. Those using E-Verify are not subject to civil penalties if an employee is later found to be working unlawfully.	<u>Available For Purchase</u>
	Human Trafficking	Each hotel must post the information in the same location where other employee notices required by state or federal law are posted. "Hotel" means and includes any establishment (both public and private) engaged in the business of furnishing or providing rooms and overnight camping facilities intended or designed for dwelling, lodging, or sleeping purposes to transient guests. This posting must be printed no smaller than 8 and 1/2 inches X 11 inches.	<u>Download Here</u>
			<u>Available For Purchase Here</u>

<u>Maine</u>			
	Workplaces Support Nursing Moms	Non-Discrimination Notice regarding Nursing Mothers	Download Here
	Social Media	Effective October 15, 2015, employers in Maine will be restricted in their ability to access the personal social media or email accounts (non-public information) of employees and applicants.	Download Here
	City Of Portland, ME	City of Portland Businesses are required to post this notice.	Download Here
			Available For Purchase
	Maine Equal Pay Law	Optional poster regarding equal pay for comparable employees of the opposite sex.	Download Here
	Maine Human Rights Act	Optional poster regarding discrimination, and the opportunity for an individual to secure employment without discrimination because of race, color, sex, sexual orientation, physical or mental disability, religion, age, ancestry or national origin.	Download Here
	Maine Domestic Violence In The Workplace	Optional Poster stating that Maine laws protect victims of domestic violence, sexual assault, and stalking in employment.	Download Here
	Service Dogs Welcome Sign	You may post this notice is you welcome service dogs.	Download Here
	Preventing the Spread of Flu in the Workplace	Optional poster	Download Here
			Available For Purchase

	Maine Human Trafficking	<p>This is included in our Maine posters but only Required for employers identified on this LIST.</p> <p>You may choose any or all of the Human Trafficking posters on the right.</p>	<ul style="list-style-type: none">• What Does Human Trafficking Look Like? - English (PDF)• What Does Human Trafficking Look Like? - Spanish (PDF)• Domestic Servitude Poster - English (PDF)• Domestic Servitude Poster - Spanish (PDF)• Forced Labor Poster - English (PDF)• Forced Labor Poster - Spanish (PDF)• Sex Trafficking Poster - English (PDF)• Sex Trafficking Poster - Spanish (PDF)
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<u>Maryland</u>			
	Montgomery County Minimum Wage	Businesses in Montgomery County is required to post BOTH the minimum wage notice and the new Earned Sick Leave notice effective October 1 st , 2016.	Download Here
	Montgomery County Earned Sick and Safe Leave		MC Min Wage Available For Purchase
			Download Here
			MC Earned Sick and Safe Leave Available For Purchase
	Howard County Minimum Wage	Businesses in Howard County is required to post this minimum wage notice.	Download Here
	Baltimore City Ban the Box	Optional notice to post in the City of Baltimore	Download Here
	Notice to Tipped Employees	Employers are required to conspicuously post this notice in a place where any tipped employee is employed.	Download Here
	Baltimore City Discrimination is Unlawful	Optional notice to post in the City of Baltimore	Download Here
			Available For Purchase

<u>Massachusetts</u>			
	Massachusetts Pregnant Workers Fairness Act	This is a guidance regarding the act which goes into effect April 1, 2018 . The act expressly prohibits discrimination on the basis of pregnancy and pregnancy-related conditions.	Download Here
	Massachusetts Child Labor Laws	Required for employers that employ minors under 18 years of age. This is also helpful information for parents of teens.	Download Here
	Temporary Worker Right to Know	Required for temporary and staffing agencies.	Download Here
	Notice of Your Rights as a Domestic Worker	This notice complies with the provisions of Massachusetts General Laws, Chapter 149, Section 190, which requires the following: Every domestic worker must receive a notice of their employment rights under state and federal law from their employer. An employer can comply with this requirement by providing the Attorney General's Notice of Rights for a Domestic Worker	Download Here
	Massachusetts Paid Family and Medical Leave	All Massachusetts employers (including employers with private or self-insured benefits plans) are required to distribute certain information to their employees under the Paid Family and Medical Leave (PFML) law.	<i>Notice for workforce with more than 25, or fewer than 25 covered individuals & Notices for self-employed individuals</i> Download Here

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<u>Michigan</u>			
	Freedom to Work (Private Sector)	Effective March 28, 2013, the new law, which amended the LMA (for private sector) and the PERA (for public sector), gives Michigan workers expanded options when deciding whether or not to join a union. Generally, the FTW laws prohibit union-security agreements, which required that private and/or public employees pay union dues or service fees as a condition of obtaining or continuing employment. Employees who choose to opt-out of the union are still afforded rights and benefits as members of the bargaining unit.	Download Here
	Freedom to Work (Public Sector)		Download Here
	No Smoking	Effective May 1, 2010, Michigan PA 188 of 2009 will prohibit smoking in places of employment in the State of Michigan with the exception of certain businesses such as casinos, cigar bars, home office, etc. "NO SMOKING" signs must be posted the entrance of every building where smoking is prohibited.	Download Here
	Ann Arbor Living Wage Ordinance	The Ann Arbor Living Wage Ordinance (Section 1:811-1:821 of Chapter 23 of Title I of the Code) requires that employers providing services to the City or recipients of grants for financial assistance (in amounts greater than \$10,000 in a twelve month period of time) pay their employees who are working on the City project or grant, a minimum level of compensation known as the Living Wage.	Download Here

	Ann Arbor Non-Discrimination	All contractors shall be required to post a copy of Ann Arbor's Non-Discrimination Ordinance at all work locations where its employees provide services under a contract with the city.	Download Here
	E-Verify	Only Oakland, Macomb, and Ingham counties require public employers to use E-Verify for all new employees. Additionally, country service contractors within Oakland county must use E-Verify.	Available For Purchase
	Youth Employment Standard Act	Must be posted if your employer has minor employees	Download Here
	Human Trafficking	Act 62 requires the posting of certain notices relating to human trafficking. The human trafficking notices required under Act 62 shall be posted in a conspicuous manner clearly visible to the public and employees within each facility open to use by the public and operated by an entity that is required to post human trafficking notices under Act 62.	Download Here

Minnesota			
	City of St. Paul Minimum Wage and Paid Sick Leave	Employers in Saint Paul must provide employees working in Saint Paul with paid leave for medical or safety reasons. The City of Saint Paul and macro businesses will lead the citywide phase-in with its own employees starting on January 1, 2020, and reaching a \$15 minimum wage starting July 1, 2022. This must be posted in a conspicuous and accessible place.	<p>Download Here</p> <p>Available For Purchase</p>
	City of Minneapolis Minimum Wage and Sick and Safe Time	The Minimum Wage Ordinance (and Sick and Safe Time Ordinance) required notice poster must be displayed where employees can easily read it in any/all languages needed by 5% or more of employees.	<p>Download Here</p> <p>Available For Purchase</p>
	Duluth Earned Sick & Safe Time	On January 1st, 2020 all employers with five or more employees must provide Earned Sick and Safe Time (ESST) to their employees working in Duluth. ESST is a law in Duluth that allows for employees to have access to paid time off work.	<p>Download Here</p> <p>Available For Purchase</p>
	City of Bloomington Earned Sick and Safe Leave	Effective July 1 st , 2023, employers with 5 or more employees must provide PAID sick and safe leave to employees who work in Bloomington.	Download Here
	Additional Downloadable Brochures and Fact Sheets	<ul style="list-style-type: none"> • Agricultural workers • Child labor standards • Employer size and minimum wage • Final pay and wage claim process • Minimum wage rates • Overtime laws • Parental leave laws • Pregnancy leave and nursing mothers • Prevailing wage laws and Prevailing wage: Know your rights 	Download Here

		<ul style="list-style-type: none"> • Recordkeeping • School conference and activities leave • Sick and safe leave • Tip credit, tip sharing and tip pooling • Wage disclosure • Youth rules for kids at work 	
	E-Verify	All state agencies and companies seeking a state contract in excess of \$50,000.	Available For Purchase
	Nursing Mothers, Lactating Employees, and Pregnancy Accommodations employee notice	All employers must provide this notice to each of their employees at the time of hire and when an employee makes an inquiry about or requests parental leave. Effective July 1, 2023.	Download Here
	Employee Wage Notice	All employers must provide the notice to each of their employees at the start of employment.	Download Here
	Recruited Migrant Agricultural Worker Employment Statement	All employers who recruit migrant agricultural workers must provide this employment statement to workers at the time they are recruited.	Download Here
	Meatpacking and Poultry Processing Workers	All meatpacking and poultry processing employers must provide this explanation to their employees at the start of employment. Effective July 1, 2023.	Download Here Download Here
	Meat and Poultry Processing Industry – Packinghouse Worker’s Bill of Rights Law	All meatpacking and poultry processing employers must provide information to their employees of their rights and duties, in writing.	View Here
	Pregnant Workers and New Parents	Employers are encouraged to display this poster for pregnant workers and new parents.	Download Here

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<u>Mississippi</u>			
	E-Verify	All employers, public and private	<u>Available For Purchase</u>

<u>Missouri</u>			
	Domestic or Sexual Violence Victim Leave	Missouri Revised Statutes Section 285.665 requires employers who employ 20 or more employees to deliver notice (LS-112 Notice to Victims of Domestic and Sexual Violence Leave Time Allowed) to each person employed by the employer no later than October 27, 2021.	Download Here
	Youth Employment List	Required for businesses who employ youth under the age of 16. Must be printed in 8.5 x 14 to be compliant. If you don't have this size paper, please print on 2 pages.	Download Here
	Discrimination in Public Accommodation	The State of Missouri requires all businesses that are "open to the public" to post the Missouri Discrimination in Public Accommodations notice in an area frequented employees and customers.	Download Here
			Available For Purchase
	Discrimination in Housing	The State of Missouri requires all businesses that are involved in the rental or sale of housing to post the Missouri Discrimination in Housing notice in an area frequented by employees and customers.	Download Here
			Available For Purchase
	St. Louis City Minimum Wage Notice <i>(No longer in effect as of August 28, 2017)</i>	St. Louis' minimum wage has reverted to \$7.70 after a brief increase to \$10, due to opposition from Missouri Gov. Eric Greitens. As of Aug. 28, 2017, the city minimum wage is no longer in effect at least until further notice.	
	E-Verify	All public employers, and business entities receiving a state contract or grant in excess of \$5,000 or a state-administered tax credit, tax abatement, or loan from the state.	Available For Purchase

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Montana			
	E-Verify	Requires all state agencies to verify work eligibility status of new employees; requires public contractors and subcontractors that receive state or federal funds to verify work eligibility status.	Available For Purchase
	Penalty for False Statements	Federal contractors are required to post for any person having reason to believe the statute is being violated for making false statements related to the Department of Transportation.	Download here
	Pregnancy Accommodations Notice	Employers are required to provide this notice beginning July 1, 2023 to new employees at the time of hire, as well as when any employee makes an inquiry about, or requests, parental leave.	Download Here

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<u>Nebraska</u>			
	Hours of Employment for Children under 16 Years of Age	The employer must keep posted a printed notice (Form 110) stating the hours of work of the child in the room where the child works.	Download Here
	E-Verify	State and local government agencies, public employers and government contractors.	Available For Purchase

<u>Nevada</u>			
	Pay Day Notice	Required to be posted in two (2) conspicuous places.	Download Here
	Tip Notice	NRS 616B.227 Election by employee to report his tips; effect; regulation. Poster to be displayed by employers with employees who receive tips.	Download Here
	Domestic Workers' Bill of Rights	Effective January 1, 2018 - an employer must provide to a domestic worker—when he or she begins employment—a written employment agreement outlining the conditions of employment. The attached guideline needs to be posted.	Download Here
	Ban The Box Guidance Poster	Effective January 1, 2018, public employers (state, city, incorporated city or unincorporated town, town board, county and local level(s) of government) have a legal duty to ensure careful consideration and fairness to all qualified applicants (for classified and unclassified service) including those applicants that may have a criminal history or "record".	Download Here
	Emergency Phone Numbers	Required for all employers. Included in the all-in-one combination poster, but also available for download if a larger version is required to place around the workplace.	Download Here
	Equal Employment Opportunity	Recipients of federal financial assistance	Download Here
	Independent Contractor	Information sheet for independent contractors.	Download Here
	COVID-19 Vaccination Leave		Download Here

<u>New Hampshire</u>			
	Equal Opportunity to Housing	Required for Employers involved in the sale, rental or financing of housing	Download Here
	Paid Family and Medical Leave	Employers can design and implement NH PFML for their workforce. These resources are available, but not required, when using this voluntary benefit.	Download Here (Fact Sheet) NH PFML Website

<u>New Jersey</u>				
	Overtime Restrictions for Healthcare Facilities	Required for Health Care Facilities.	English	
	East Orange Paid Sick Leave	No longer applicable, overruled by the state.		
	Jersey City Earned Sick Time Ordinance	No longer applicable, overruled by the state.		
	Irvington Paid Sick Leave	No longer applicable, overruled by the state.		
	Paterson Paid Sick Leave	No longer applicable, overruled by the state.		
	Passaic Paid Sick Leave	No longer applicable, overruled by the state.		
	Newark Paid Sick Leave	No longer applicable, overruled by the state.		
	Montclair Paid Sick Time	No longer applicable, overruled by the state.		
	Bloomfield Paid Sick Leave	No longer applicable, overruled by the state.		
	Morristown Paid Sick Leave	No longer applicable, overruled by the state.		
	Plainfield Earned Sick Days	No longer applicable, overruled by the state.		
	Trenton Paid Sick Leave	No longer applicable, overruled by the state.		
	Elizabeth Municipal Paid Sick Leave Law	No longer applicable, overruled by the state.		

	New Brunswick Municipal Paid Sick/Safe Time Law	No longer applicable, overruled by the state.	
	Jersey City Wage Theft Ordinance	Effective October 1, 2015.	English Español Tagalog
	New Jersey Employer Obligation to Maintain and Report Records	Employers must keep a record of each employee regarding wages, benefits, taxes and other contributions and maintain those records.	Download Here
	New Jersey Discrimination in Public Accommodation	Required for places that provide services of any kind to the public, such as: Restaurants, hotels, hospitals, doctor's offices, stores, bars, auditoriums, libraries, shopping centers, amusement parks, public schools, college, universities, libraries, gymnasiums, movie theatres and camps; <i>(whether or not it has a building, headquarters, office or other place)</i>	Available For Purchase Download Here
	New Jersey Discrimination in Housing	Required for places associated with the sale, rental, and/or lease of properties, including real estate agencies or brokers, property management offices and landlords.	Download Here
	New Jersey Child Labor Law Schedule of Hours	Required for employers with minor employees. Must fill out the schedule on a daily basis	Download Here
	New Jersey Child Labor Law	Required for employers with minor employees.	Download Here

	Wage Order for Food Service Occupations	Required for food service and restaurant occupations.	Wage Order Poster	Supplemental Food Service Poster
	Restaurant Work For Minors	Rules for employing minors in restaurants.	Download Here	
	NJ Farm Laborers Minimum Wage Rates	All farm laborers 18 years of age and over in New Jersey must be paid a minimum of \$8.60 per hour effective January 1, 2018.	Download Here	
	Wage Order #1	Required for employers in the First Processing of Farm Product Occupations.	Download Here	
	Wage Order #2	Required for employers in Seasonal Amusement Occupations	Download Here	
	Wage Order #3	Required for employers in Hotel and Motel Occupations	Wage Order#3 Poster	Supplemental Hotel Motel Worker Poster
	Wage Order #11	Required for employers in mercantile Industries	Download Here	
	Wage Order #12	Required for Beauty Culture Occupations	Download Here	
	Wage Order #13	Required for Laundry, Cleaning & Dyeing Occupations	Download Here	
	Apparel Registration Act	Required for the apparel manufacturing and contracting industry.	Download Here	
	Choking Prevention Poster	Must be displayed in restaurants as defined and required by N.J.S.A. 26:3E-1 and 26:3E-2. CHAPTER 24 (N.J.A.C. 8:24) <i>"Sanitation in Retail Food Establishments and Food and Beverage Vending Machines" Subchapter 10.</i>	New Jersey Choking Flyer For Download	
			AIO Choking Poster Available For Purchase	

<u>New Mexico</u>			
	Albuquerque Minimum Wage	Required to post in the city of Albuquerque	Download Here
			Available For Purchase
	Santa Fe City Living Wage	Required to post in the city of Santa Fe. Complaint form available HERE .	Download Here
			Available For Purchase
	Santa Fe County Living Wage	Employers are required to post, in a prominent location next to its business license, a notice of compliance with Living Wage Ordinance in both English and Spanish. It is \$11.40 on March 1, 2018. Base wage for tipped employees is \$3.41 per hour as of March 1, 2018.	Download Here
	Bernalillo County Minimum Wage	Required to post in the county of Bernalillo	Download Here
	Las Cruces Minimum Wage	Required to post in the city of Las Cruces.	Download Here
			Available For Purchase

<u>New York</u>			
	New York City Temporary Schedule Change Law	Effective July 18, 2018, employers in New York City are now required to grant employee requests for temporary work schedule changes when needed for certain medical and family care purposes. Employers must post the notice “You Have a Right to Temporary Changes to Your Work Schedule” where employees can easily see it at each NYC workplace. Employers must post this notice in English and in any language that is the primary language of at least 5 percent of the workers at a workplace if the translation is available on this web page.	Download Here
			Available For Purchase
	New York City Sexual Harassment Notice	Beginning on September 6, 2018, all NYC employers will be required to: -Post the notice of employee rights in a conspicuous location in their workplace. The notice must be posted in English and Spanish.	Download Here
	New York City Sexual Harassment Fact Sheet		Available For Purchase
	New York City Earned Sick Time	Starting April 1st, 2014, employers must post this notice and provide to employees.	Download Here
			Available For Purchase
	New York City Pregnancy Leave	Employers in New York City are required to provide this notice to all employees.	Download Here
			Available For Purchase
	New York City Fair Housing Poster	The NYC Human Rights Law makes it illegal to discriminate against a resident or housing applicant.	Download Here

	New York City Single-Sex Facilities Policy Poster	You have the right to use the restroom, locker room, or other single-sex facility consistent with your gender identity or gender expression. Applicable to be posted by City Agencies	Download Here	
	New York City Notice of Rights Poster	New York City Human Rights Law (“NYCHRL”) poster based on Title 8 of the Administrative Code of NY City.	Download Here	
	New York City Fair Chance Poster	The New York City Fair Chance Act makes it illegal for employers in New York City to ask about criminal history before making a job offer.	Download Here	
	New York City Credit History Poster	New York City’s Credit Check Law makes it illegal to use credit reports in employment decision.	Download Here	
	New York City Domestic Violence Protections Poster	The NYC Human Rights Law protects victims of domestic violence, sex offenses, or stalking against discrimination.	Download Here	
	Child Labor	A schedule of hours of work for minors under 18 years of age must be posted in the establishment by the employer.	English	
	Construction Industry Fair Play Act	New York Construction industry employers must post a notice about the Fair Play Act in a prominent and accessible place on the job site.	English	Spanish
	Deduction from Wages	Required to be posted by every employer engaged in the sale or service of food or beverages.	English	
	Domestic Worker's Bill of Rights	Effective November 29, 2010 this new notice is required to be posted by New York employers with Domestic Helpers.	English	
	Paid Family Leave Statement of Rights	Paid Family Leave will provide a structure to help employees care for their families. You may obtain a compliance notice through the following:	English	Spanish

		<ul style="list-style-type: none"> Your insurance carrier will provide you with a Notice Of Compliance (Form PFL-120)-“Notice to Employees”-stating that you have Paid Family Leave insurance. If you are self-insured, you can get this notice online at PaidFamilyLeave.ny.gov/Forms. 		
	Time to Vote	This 2 page notice describes employees’ rights in New York regarding time off for voting. The 2nd page is the actual notice that has to be displayed 10 days prior to election day until the close of polls on election day.	English	
	Public Project Worker Poster	The existing prevailing wage rate law, Labor Law §220, paragraph a of subdivision 3-a, requires contractors and subcontractors to post a notice at the beginning of the performance of every public work contract on each job site that includes the telephone number and address for the Department of Labor and a statement informing laborers, workers or mechanics of their right to contact the Department of Labor if he/she is not receiving the proper prevailing rate of wages and/or supplements for his/her particular job classification.	English	
	Tip Appropriation	Required to be posted by every employer engaged in the sale or service of food or beverages.	English	
	Agricultural Minimum Wage	Required to post for agricultural employers.	English	
	Agricultural Wage Order	Required to post for agricultural employers.	English	
	Building Service Industry Wage	Required to post for the Building Service industry.	English	

	Building Service Industry Minimum Wage Poster	Required to post for the Building Service industry.	English	
	Hospitality Industry Wage Order	Required to post for the Hospitality industry.	English	
	Hospitality Industry Minimum Wage Poster	Required to post for the Hospitality industry.	English	
	Miscellaneous Industries and Occupations Wage Order		English	
	Apparel Minimum Wage Poster	Required to post for the Apparel Industry	English	
	Non Profits Wage Order	Required to post for Non-Profit organizations.	English	
	Syracuse Living Wage	Required for contractors in the city.	English	
	Salon Notice	Minimum Wage notice for Nail Salons.	English	Other
	Tipped Workers Minimum Wage	Required for tipped employees in the hospitality industry	English	
	Fast Food Worker Minimum Wage	Required for fast food establishments	English	
	Free to Marry	Optional to post regarding housing discrimination based on sexual orientation and marital status.	English	
	Housing Discrimination	Optional to post regarding housing discrimination	English	
	Housing Discrimination Based on Race	Optional to post regarding housing discrimination	English	
	Housing Discrimination Based on Disability	Optional to post regarding housing discrimination	English	
	Housing Discrimination Based on Familial Status	Optional to post regarding housing discrimination against families with children	English	

	E-Verify	The village of Suffern, New York requires any new contractors with the village to use E-Verify for all new employees.	Available For Purchase
	New York Sexual Harassment	All employers must adopt and provide a sexual harassment prevention policy to all employees by October 9, 2018.	Available For Purchase
	Westchester County Earned Sick Leave	Effective April 10, 2019, employees in Westchester County are entitled to earned sick leave. Beginning on July 10, 2019 (or on the date of first employment, if hired after July 10, 2019), employees will begin earning one hour of sick leave for every thirty hours worked. Some employees will be entitled to paid sick leave. Employees can use sick leave to access medical or mental health diagnosis, treatment, or preventative care for themselves or a family member.	Download Here
	Westchester County Safe Time Leave	Under Westchester County's Safe Time Leave Law, covered employees have the right to use paid leave to attend or testify in criminal or civil court proceedings relating to domestic violence or human trafficking or to move to a safe location.	Download Here
	New York City Fast Food Workers – Predictable Work Schedule	Fast food employers must post the notice, YOU HAVE A RIGHT TO A PREDICTABLE WORK SCHEDULE, where employees can easily see it at each NYC workplace. Note: Employers must also post the notice in any language that is the primary language of at least 5 percent of the workers at the workplace if available.	Download Here

	New York City Fast Food Workers – YOU HAVE A RIGHT TO MAKE CONTRIBUTIONS TO NONPROFITS THROUGH YOUR EMPLOYER	Fast food employers must post the notice, YOU HAVE A RIGHT TO MAKE CONTRIBUTIONS TO NONPROFITS THROUGH YOUR EMPLOYER, where employees can easily see it at each NYC workplace.	Download Here
	New York City Retail Workers – Predictable Work Schedule	Retail employers must post the notice, YOU HAVE A RIGHT TO A PREDICTABLE WORK SCHEDULE, where employees can easily see it at each NYC workplace. Note: Employers must also post the notice in any language that is the primary language of at least 5 percent of the workers at the workplace if available.	Download Here
	Paid Leave for COVID-19	Must be posted if applicable to your company	Download Here
	City of New York Paid Leave for COVID-19	Must be posted if applicable to your company	Download Here
	Paid Leave Statement of Rights	New York State designed Paid Family Leave to be easy for employers to implement. This link will have a list of ongoing responsibilities for employers in New York who are required to provide Paid Family Leave; new employers can use it as a checklist to prepare for offering the benefit.	Download Here
	Blood Donation Leave	Grants employees leave of absence for blood donation.	Download Here
	Rights of Nursing Mothers to Express Breast Milk in the Workplace	Employers must provide written notification to employees returning to work and their rights.	Download Here (Guidelines) Download Here (Notice)

	New York Prohibition Against Mandatory Overtime For Nurses	Restricts employers from requiring nurses to work beyond their regularly scheduled hours with limited exceptions, and are required to display a poster containing information for employees on how to file a complaint with NYSDOL if they believe there has been a violation of this law.	Download Here
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North Carolina			
	E-Verify	All contractors. Public and private employers with more than 25 employees.	Available For Purchase

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North Dakota			
	E-Verify	Requires all state agencies to verify work eligibility status of new employees; requires public contractors and subcontractors that receive state or federal funds to verify work eligibility status.	Available For Purchase
	Penalty for False Statements	Federal contractors are required to post for any person having reason to believe the statute is being violated for making false statements related to the Department of Transportation.	Download here

<u>Ohio</u>			
	Franklin County Domestic Violence	Optional to post for businesses in Franklin County.	Download Here
	Non-Franklin County Domestic Violence	Optional to post for businesses in outside of Franklin County.	Download Here
	Disability Inclusion Access Poster	Optional to post for businesses to employee applicants.	Download Here
	Ohio Workers Comp' Notice for Self-Insured Employers	This notice is to be posted and maintained at all times in one or more conspicuous places in workshops or places of employment by all self-insuring employers.	Download Here
	Ohio Concealed Carry Poster	Under the law, private employers may, but are not required to, prohibit the presence of firearms on their property or in motor vehicles owned by the employer. You should make yourself aware of your employer's policies before you go to work with a handgun. In addition, the owner or person in control of private land or premises or person leasing land or premises from the government MAY POST A SIGN in a conspicuous location that prohibits persons from carrying firearms or concealed handguns.	Available For Purchase

Oklahoma

	E-Verify	State agencies, public employers and contractors.	Available For Purchase
	Child Labor Door-to-Door Sales Poster	This poster is created as a public service to Oklahoma employers.	Download Here
	Whistleblower Act	For public employers, a copy of the law must be posted.	Download Here

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Oregon

	Oregon Employee Work Schedule Law	Effective July 1, 2018 - Employees of retail, hospitality or food services establishments that employ 500 or more employees worldwide. This notice must be posted in a conspicuous location.	Download Here
	Domestic Violence, Harassment, Sexual Assault or Stalking Protections	This is a specific poster for State Agencies.	Download Here
	Portland Earned Sick Time	No longer applicable, overruled by the state.	
	Protection from Pesticides	Required to post for agricultural employers.	Download Here
	Workplace Bullying	This is a state optional poster.	NO LONGER AVAILABLE
	Field Sanitation Notice	Required to post for agricultural employers.	Download Here
	Live Entertainment Workers	Effective January 1, 2016, operators of live entertainment facilities must display a BOLI poster summarizing the rights of independent contractors and employees who perform live entertainment.	Download Here
	E-Verify	All county employers within Columbia County	Available For Purchase
	Field Sanitation Notice for COVID-19	Must be posted if applicable to your company	NO LONGER AVAILABLE
	COVID-19 Hazards Poster	Must be posted if applicable to your company	NO LONGER AVAILABLE

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<u>Pennsylvania</u>			
	Philadelphia City Poster	This poster includes Pregnancy Discrimination, Employment Discrimination, Fair Chance, Paid Sick Time & Unpaid Leave Domestic Violence	Available For Purchase
	Philadelphia City Services Discrimination	This official notice must be prominently displayed in areas of City buildings and facilities that are frequented by the public in the City of Philadelphia.	Download Here
	Philadelphia City Public Accommodation	This official notice must be prominently displayed in areas and facilities that are open to and frequented by the public in the City of Philadelphia.	Download Here
	Philadelphia City Discrimination in Housing and Real Property	This official notice must be presented by every person or entity handling transactions pertaining to all real property, including housing and commercial property, within the City of Philadelphia.	Download Here
	Philadelphia City Wage Theft	Information about wage theft: what it is and how to file a complaint.	Download Here
	Pittsburgh Paid Sick Time	Effective date of the Ordinance is January 11, 2016. Employers shall post the below forms in a place visible to all employees, notice of their rights under the Paid Sick Days Act, including the name, address, and telephone number of the Pittsburgh City Controller, along with a statement advising workers that they may contact the Controller and request an investigation.	Download Here Available For Purchase

	Fair Education	Required to be posted by all Educational Institutions in the Commonwealth of Pennsylvania	Download Here
	Fair Housing	This poster is required to be posted by owners of housing, real estate brokers and others subject to the housing provisions of the Act.	Download Here
	Fair Lending	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.	Download Here
	E-Verify	State agencies, public employers and contractors with contracts of \$25,000 or greater	Available For Purchase
	Philadelphia Public Health Emergency Paid Sick Leave	Must be posted if applicable to your company	Download Here
	Hours of Work for Minors Under Eighteen	Required for all employers of Minors	Download Here

Puerto Rico

<u>Puerto Rico</u>			
	Disability Insurance		Download Here

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<u>Rhode Island</u>			
	Child Labor Law	Required to post if you have minor employees.	Poster no longer available

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South Carolina			
	E-Verify	All Employers, public and private	Available For Purchase

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South Dakota			
	E-Verify	All Employers, public and private	Available For Purchase

Tennessee			
	Human Trafficking	Recommended for businesses who offers entertainment and also for transportation industry	Download Here
			Available for Purchase
	Pay Day Notice	Required to be posted in two (2) conspicuous places.	Download Here
			Available For Purchase
	Right To Work	This poster enlists an employee's right to work and freedom from the employer's discrimination based on whether or not the employee is a member of a union.	Download Here
	Drug Free Workplace	Must apply before posting.	Download Here
	TITLE VI	This poster is for employers who receives state services that are federally and/or State funded, the United States Civil Rights Act of 1964 and Tennessee Code Annotated/T.C.A. 4-21-904 ensures your right to receive equal treatment and service opportunities regardless of your race, color, national origin, or limited English proficiency.	Download Here
	E-Verify	All private employers with more than 6 employees must use E-Verify for all new hires or use alternative methods to verify work authorization Under the new law, employers with 50 or more employees must enroll in and use the federal E-Verify program to verify the work authorization status of employees hired on or after <u>January 1, 2017</u> .	Available For Purchase

<u>Texas</u>			
	Workers' Compensation Insurance Notice 9	Employers of law enforcement officers, fire fighters, emergency medical service employees, paramedics, and correctional officers <i>(Size requirement: print with a title in at least 15 point bold type and text in at least 14 point normal type)</i>	Download Here
	Workers' Compensation Insurance Notice 8	This is a mandatory worker's compensation notice required for construction contractors.	Download Here
	Texas Identity Theft	All restaurants and bars without exception, operating under the State of Texas must post this notice in an area frequented by employees.	Available For Purchase
	Texas Concealed Carry Restriction	Businesses in Texas who bans concealed carry on their premises must display the 30.06 poster.	Available For Purchase
	Texas Open Carry Restriction	Businesses in Texas who bans open carry on their premises must display the 30.07 poster.	
	Notice Regarding First Responder Liaison to Assist in Workers' Compensation Disputes	It is to inform employees who are first responders or volunteers who are first responders about the OIEC first responder liaison. "First responder" has the meaning assigned by Texas Labor Code §504.055	Download Here
	E-Verify	State agencies, public employers and contractors	Available For Purchase
	Are you owed wages	Information on Filing a Wage Claim under the Texas Payday Law, as regulated by TWC's Labor Law Department	Download Here
	San Antonio	Paid sick leave is a new law in San Antonio that requires certain employees in San Antonio be given earned paid	Download Here

		sick time off for use if an employee needs to be absent from work due to illness or injury, medical treatment or preventative care, domestic or sexual assault, and care of a family member. In general, it is compensated at normal rates of pay and affects employers that do not already provide comparable or more generous time off. Effective December 1, 2019.	
	Dallas	The City of Dallas Paid Sick Leave Ordinance will go into effect on August 1, 2019 for employers with more than five employees. These employers are required to post these signs (both in English and in Spanish) in a place where their employees can see them, preferably near the required state and federal labor and employment rights posters.	Download Here
	Texas Human Trafficking	Texas schools shall post warning signs at various locations along the school's premises, access to the premises, entrances, and at conspicuous places reasonably likely to be viewed.	Download Here

Utah			
	E-Verify	Public employers, contractors, subcontractors Private employers with more than 15 employees	Available For Purchase

Vermont			
	Human Trafficking	Optional Poster	Download Here
	Healthcare Whistleblower Poster	Requires every hospital and nursing home to post this notice.	Download Here

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<u>Virginia</u>			
	Human Trafficking	Recommended for business that provides entertains also for transportation industry	Download Here
	E-Verify	State agencies, public employers and contractors with at least 50 employees and a contract worth at least \$50,000	Available For Purchase

<u>Washington</u>			
	Church & Religious Organization Unemployment Notice	Churches and religious organizations are legally required to post this in addition to the Unemployment Benefits Poster included in the Washington and Federal Combination Poster.	Download Here
	Fair Housing	Recommended to be posted for businesses involved in the rental or sale of housing.	Download Here
	Notice to Fishing – Boat Workers	Fishing and boating industries are legally required to post this in addition to the Unemployment Benefits Poster.	Download Here
	Public Accommodation	Washington State Human Rights Commission requires businesses that are open to the public to post this.	Download Here
	Seattle Minimum Wage, Wage Theft, Fair Chance and Paid Sick Leave	Required to post in the city of Seattle	Download Here
			Available For Purchase
	Seattle Scheduling Ordinance	Required for retail and food service establishments with 500+ employees worldwide; and full-service restaurants with 500+ employees and 40+ full-service restaurant locations worldwide.	Download Here
			Available For Purchase
	Tacoma Paid Sick Leave	Required to post in the city of Tacoma	Download Here
			Available For Purchase
	Tacoma Minimum Wage	Minimum Wage for January 1, 2020 will be the same as the state	NO LONGER AVAILABLE
			NO LONGER AVAILABLE
	SeaTac Minimum Wage	Minimum Employment Standards Ordinance for Hospitality and Transportation Industry Employers	Download Here

	E-Verify	Washington does not have a statewide E-Verify requirement. However, there are several cities and counties that have enacted their own legislation to address E-Verify; these include the cities Hoquiam, Kennewick, Yakima, and Lakewood, as well as Clark, Cowitz, Lewis, Pierce, and Whatcom counties	<u>Available For Purchase</u>
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West Virginia			
	Nurses Overtime & Patient Safety Act Poster	Applies to Hospitals only.	Download Here

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Wisconsin

	Fair Housing	Recommended for businesses involved in the rental or sale of houses in the State of Wisconsin.	Download Here
	Retaliation Protection For Health Care Workers	All employers who are health care providers or who own or manage a health care facility.	Download Here

West Virginia			
	WV Nurses Overtime and Patient Safety Act	<p>The Nurses Overtime & Patient Safety Act applies only to those nurses working in a covered hospital. A covered hospital does not include any hospital where the nurses are covered by a collective bargaining agreement that addresses the same requirements that are covered by the Act, or any hospital that is operated by a state or federal agency. The Act also specifically excludes coverage for a certified nurse anesthetist.</p> <p>However, any nurse that works in an assisted living or nursing home that feels he or she is being forced to work a schedule that jeopardizes patient safety should contact the Health Facility Licensure and Certification Section of the Division of Health & Human Services for possible assistance. Contact Information for this agency is as follows: https://ohflac.wvdhhr.org/ - 304-558-0050</p>	<p>Download Here</p>

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Wyoming			
	E-Verify	All Employers, public and private	Available For Purchase

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FEDERAL			
	Families First Coronavirus Response Act Poster	All employers covered by the paid sick leave and Expanded Family and Medical Leave provisions of the FFCRA (i.e., certain public sector employers and private sector employers with LESS than 500 employees) are required to post this notice.	Download Here
	OSHA Form 300	Injury & Illness Recordkeeping Forms	Download Here
	Break Time for Nursing Mothers	Section 7 of the FLSA requires employers to provide reasonable break time for an employee to express breast milk for her nursing child for one year after the child's birth each time such employee has need to express the milk. Employers are also required to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.	Download Here
	Supplemental EEO Notice	This is for Federal Contracts only and it's only required to post for new contracts starting in January 11, 2016.	Download Here
	Pay Transparency	Additionally, the "EEO is the Law" poster will be updated to include a provision regarding pay transparency and employers will be required to post the updated poster (or the available supplement) if they enter into or modify contracts or subcontracts over \$10,000 after January 11, 2016. http://www.dol.gov/ofccp/pdf/PayTransparencyNotice_JRFQA508c.pdf	Download Here

	E-Verify	The United States Citizenship and Immigration Services require all participants of the program to post the E-Verify and the Right to Work notices in an area frequented by their employees. Certain states require all employers to be enrolled in this program. All employers who hold federal contracts are also required to have this notice.	English
	Migrant & Seasonal Agricultural Worker Protection Act	This poster is required for agricultural employers, agricultural associations and farm labor contractors. It enumerates the rights and protections for all the agricultural workers covered and required under this Act.	Available For Purchase
	Displaced Employee Rights On Successor Contracts	This is a composition on the regulations concerned with the required compensation for workers (laborers and mechanics) employed by government contract holders	Available For Purchase
	Employee Rights Under The Davis-Bacon Act	This is a composition on the regulations concerned with the required compensation for workers (laborers and mechanics) employed by government contract holders	Available For Purchase
	Federal H-2A Poster	The H-2A nonimmigrant worker visa program enables United States agricultural employers to employ foreign workers on a temporary basis to perform agricultural labor or services. The Federal H-2A is a required poster for all employers engaged in the program. It must be displayed at all times, where employees regularly congregate.	Available For Purchase
	Federal H-2B Poster	The H-2BA nonimmigrant worker visa program enables nonagricultural employers in the United States to employ foreign workers on a temporary basis to perform non-agricultural labor or services. The Federal H-2B is a required poster for all employers engaged in the program. It must be displayed at all times, where employees regularly congregate.	Available For Purchase

	ARRA Whistleblower Protection Poster	All Recovery Act job sites are required to post signage of Whistleblower protections. It is strongly recommended the Recovery Act Fraud Hotline poster is posted along with the ARRA Whistleblower Poster.	Available For Purchase
	DoD Whistleblower Rights Poster	The Department of Defense (DoD) published a final rule regarding whistleblower protections for federal contractors' employees who disclose to government officials information concerning waste or mismanagement, dangers to public health or safety, or violations of law relating to a DoD contract. The DoD rule mandates that all solicitations and contracts contain a clause requiring contractors to inform employees of their whistleblower rights and protections under the NDAA. This poster can be displayed by employers that hold such a contract, to inform their employees of those rights.	Available For Purchase
	DHS OIG Hotline Poster	Employers with either federal contracts exceeding \$5,000,000, or a lesser amount established by the DHS should post the Department of Homeland Security Fraud Hotline Poster in high traffic areas of their workplace. It provides contact information for the DHS Office of Inspector General for any employee who wishes to report fraud, waste, abuse or allegations of civil liberties or civil rights abuses, or mismanagement involving DHS programs or operations. If the contract is funded, in whole or in part, by Department of Homeland Security (DHS) disaster relief funds, display the DHS fraud hotline poster in addition to the DoD Fraud Hotline Poster.	Available For Purchase
	DoD Hotline Poster	The final DoD/DFARS rule requires contractors with covered DoD contracts (i.e., contracts of \$5 million or more, except for contracts for acquisition of commercial items or contracts to be performed entirely outside the U.S.) to display prominently in common work areas.	Available For Purchase
	Agricultural FLSA	Industries in agricultural industry must post this version of the FLSA	Download Here
	Affordable Care Act (ACA) Health Insurance Marketplace	<ul style="list-style-type: none"> • Model Notice for employers who offer a health plan to some or all employees. • Model Notice for employers who do not offer a health plan. 	