

## Employer Posting Requirements

### FEDERAL

LAW/TOPIC	WHO MUST POST	CITATIONS/PENALTY FOR FAILURE	OTHER INFO
Occupational Safety and Health Administration 29 USC 657(c) 29 CFR 1903.2	Private employers engaged in business affecting commerce	Citation or penalty for failure to post	Employers in states operating OSHA-approved state plans should obtain and post the state's equivalent poster  <a href="http://www.osha.gov/Publications/osh3165.pdf">http://www.osha.gov/Publications/osh3165.pdf</a>
Equal Employment Opportunity Executive Order 11246 as amended Sect. 503 of the Rehabilitation Act of 1973 as amended USC 4212 of the Vietnam Era Veterans' Readjustment Act of 1974 as amended 41 CFR Chapter 60-I.42, 41 CFR 60-250.4(k), 41 CFR 60-74 1.5(a)(4)	Employers engaged in interstate commerce, state and local governments, and federal employees, employment agencies, and labor organizations with 15 or more members  Entities holding federal contracts or subcontracts or federally assisted construction contracts of \$10,000 or more  Financial institutions which are issuing and paying agents for US savings bonds and savings notes  Depositories of federal funds or entities having government bills of lading	Appropriate contract sanctions may be imposed for uncorrected violations	Post copies of the poster in conspicuous places available to employees, applicants for employment, and representatives of labor organizations with which there is a collective bargaining agreement  Non-construction contractors or subcontractors with 50 or more employees and a contract of \$50,000 or more should develop an equal opportunity policy as part of an affirmative action plan and post the policy on company bulletin boards  <a href="http://www.eeoc.gov/employers/upload/eeoc_self_print_poster.pdf">http://www.eeoc.gov/employers/upload/eeoc_self_print_poster.pdf</a>
Fair Labor Standards Act 29 USC 211 29 CFR 516.4	Every private, federal, state, and local government employer employing any employee subject to FLSA	No citations or penalties for failure to post	Any employer of employees to whom sec. 7 of FLSA does not apply may alter or modify the poster legibly to show that the overtime provisions do not apply  <a href="http://www.dol.gov/whd/regs/complian">http://www.dol.gov/whd/regs/complian</a>

			<a href="http://www.dol.gov/whd/regs/compliance/posters/minwagep.pdf">ce/posters/minwagep.pdf</a>
Employee Right for Workers with Disabilities/Special Minimum Wage 29 CFR 525.14	Every employer having workers employed under special minimum wage certificates authorized by section 14(c) of the FLSA	No citations or penalties for failure to post	Where an employer finds it inappropriate to post such a notice, the employer may provide the poster directly to all employees  <a href="http://www.dol.gov/whd/regs/compliance/posters/disabc.pdf">http://www.dol.gov/whd/regs/compliance/posters/disabc.pdf</a>
Uniformed Services Employment and Reemployment Rights Act Veterans' Employment and Training Service 38 USC 4334 20 CFR 1002	Full text of this notice must be provided by each employer to persons entitled to rights and benefits under USERRA	No citations or penalties for failure to notify  Individuals can ask DOL to investigate and seek compliance or file a private enforcement action to require the employer to provide the notice to employees	Employers may post the notice where employee notices are customarily placed  Employers can also provide the notice in other ways that will minimize costs while ensuring that the full text of the notice is provided Examples provided by DOL: direct handling, mailing or via electronic mail  <a href="http://www.dol.gov/vets/programs/usera/USERRA_Federal.pdf">http://www.dol.gov/vets/programs/usera/USERRA_Federal.pdf</a>
Family and Medical Leave Act 29 CFR 825.300 29 CFR 825.402	Public agencies (including federal, state, and local employers)  Public and private elementary and secondary schools  Private sector employers who employ 50 or more employees in 20 or more work weeks and who are engaged in commerce or in any industry or activity affecting commerce, including joint and successors of cover employers	Willful refusal to post can result in civil money penalties by the Wage and Hour Division  Penalties not to exceed \$100.00 for each separate offense	Employer must provide notice in the language the employee speaks if the employee is not proficient in English  <a href="http://www.dol.gov/whd/regs/compliance/posters/fmlaen.pdf">http://www.dol.gov/whd/regs/compliance/posters/fmlaen.pdf</a>
Service Contracts Act 29 CFR 4.6(e), .184	Every contractor or subcontractor engaged in a contract with the US or DC in excess of \$2,500.00 the principal purpose of which is to furnish services in the US through the use of	No citations or penalties for failure to post	Contractors and any subcontractors engaged in federal service contracts exceeding \$2,500 shall notify each service employee or post the minimum monetary wage and any fringe benefits required to be paid pursuant to the contract

	service employees		<a href="https://docs.google.com/viewer?url=https://www.dol.gov/whd/regs/compliance/posters/fgovc.pdf">https://docs.google.com/viewer?url=https://www.dol.gov/whd/regs/compliance/posters/fgovc.pdf</a>
Employee Polygraph Protection Act	Any employer engaged in or affecting commerce or in the production of goods for commerce Does not apply to federal, state, and local governments, or to circumstances covered by the national defense and security exemption	The SOL can bring court actions and assess civil penalties for failing to post	The Act extends to all employees or prospective employees regardless of their citizenship status Foreign corporations operating in the US must comply or will result in penalties for failing to post The poster must be displayed where employees and applicants for employment can readily observe it  <a href="http://www.dol.gov/ofccp/regs/compliance/posters/pdf/eppac.pdf">http://www.dol.gov/ofccp/regs/compliance/posters/pdf/eppac.pdf</a>
Migrant and Seasonal Agricultural Worker Protection	Agricultural employers, agricultural associations, and farm labor contractors	A civil money penalty may be assessed	Each employer covered by the Act who provides housing to migrant agricultural workers shall post in a conspicuous place, throughout the occupancy period, information on the terms and conditions of occupancy of such housing  <a href="http://www.dol.gov/whd/regs/compliance/posters/fmlaen.pdf">http://www.dol.gov/whd/regs/compliance/posters/fmlaen.pdf</a>

Notification of Employee Rights Under Federal Labor Laws	<p>Federal contractors and subcontractors must post the employee notice conspicuously around their plants and offices so that it is prominent and readily seen by employees. In particular, contractors and subcontractors must post the notice where other notices to employees about their jobs are posted</p> <p>Federal contractors and subcontractors who post notices to employees electronically must also post the required notice electronically via a link to the OLMS website. The link to the notice must be placed where the contractor customarily places other electronic notices to employees about their jobs. The link can be no less prominent than other employee notices. Electronic postings cannot be used as a substitute for physical posting</p> <p>Where a significant portion of a federal contractor's or subcontractor's workforce is not proficient in English, the notice must be provided in the languages spoken by the employees. OLMS will provide translations of the employee notice that can be used to comply with the physical and electronic</p>	The sanctions, penalties, and remedies for noncompliance with the notice requirements include the suspension or cancellation of the contract and the debarring of Federal contractors from future federal contracts	<p>The notice informs employees of their rights under the NLRA, provides examples of illegal conduct by employers and unions, and provides contact information for the NLRB</p> <p><a href="http://www.dol.gov/olms/regs/compliance/EmployeeRightsPoster2page_Final.pdf">http://www.dol.gov/olms/regs/compliance/EmployeeRightsPoster2page_Final.pdf</a></p>


	posting requirement		
Davis-Bacon Act	Any contractor/subcontractor engaged in contracts in excess of \$2,000 for the actual construction, alteration/repair of a public building or public work or building or work financed in whole or in part from federal funds, federal guarantee, or federal pledge which is subject to the labor standards provisions of any of the acts listed in 29 CFR 5.1	No citations or penalties for failure to post	The contractor or subcontractor is required to insert in any subcontract the poster requirements contained in 29 CFR 5.5(a)(l). The poster must be posted at the site of work, in a prominent and accessible place where it can easily be seen by workers  <a href="http://www.dol.gov/whd/regs/compliance/posters/fedprojc.pdf">http://www.dol.gov/whd/regs/compliance/posters/fedprojc.pdf</a>
Walsh-Healey Act	Employers with federal contracts or subcontracts worth \$10,000 or more		During the period that covered work is being performed on a contract subject to the act, the contractor must post in a sufficient number of places to permit employees to observe a copy on the way to or from their place of employment  <a href="http://www.dol.gov/whd/regs/compliance/posters/govc.pdf">http://www.dol.gov/whd/regs/compliance/posters/govc.pdf</a>
Consolidated Omnibus Protection Act	Employers engaged in interstate commerce, state and local governments, federal employees, employment agencies, and labor organizations with 20 or more members	Optional	<a href="http://www.dol.gov/ebsa/pdf/joblossposter2.pdf">http://www.dol.gov/ebsa/pdf/joblossposter2.pdf</a>

**Note: The Court of Appeals for the DC Circuit has enjoined the NLRB's rule requiring the posting of employee rights under the NLRA. The rule will not take effect unless and until the legal issues are resolved.**

**STATE– OHIO**

<b>LAW/TOPIC</b>	<b>WHO MUST POST</b>	<b>OTHER INFO</b>	<b>OBTAIN POSTING</b>
Unemployment Compensation		This is an optional posting for any employer	<a href="#">JFS 02745 poster package</a> (Page 19)
Worker's Compensation ORC 4123.83	Each employer paying premiums into the state insurance fund or electing directly to pay compensation to the employer's injured employees or the dependents of the employer's killed employees	Employer shall post conspicuously in the employer's place of employment notices, stating that the employer has made the payment, the date thereof, and period for which the payment is made, or that the employer has complied with section ORC 4123.35. Notices shall be furnished by the BWC at the time of the payment of the premium. Rebuttable presumption notice/language must also be posted	BWC Customer Service 800.644.6292 (press option "3", then option "2")  Rebuttable presumption language: <a href="http://www.shrm.org/LegalIssues/StateandLocalResources/StateandLocalStatutesandRegulations/Documents/OH_Workers_Comp_Rebuttal_Poster.pdf">http://www.shrm.org/LegalIssues/StateandLocalResources/StateandLocalStatutesandRegulations/Documents/OH_Workers_Comp_Rebuttal_Poster.pdf</a>
Minimum Wage ORC 4111.09	All Ohio employers	Employer shall post in a conspicuous and accessible place in or about the premises wherein any person subject to the law is employed. Updated no less than annually by the Director of Commerce	<a href="#">Department of Commerce, Division of Labor and Worker Safety</a> (614) 644-2239

Minor Labor Laws ORC 4109.08	Employers who allow employees under 18 to work	Must be posted in plain view in a conspicuous place which is frequented by the largest number of minor employees and to which all minor employees have access. The poster must be in every shop/factory/office where employees under 18 are permitted to work. Employers must also post the names of employees under 18, including working hours, meal time, starting time, and ending work day	<a href="#">Department of Commerce, Division of Labor and Worker Safety</a> (614) 644-2239
Public Employee Risk Reduction ORC 4167.11 OAC 4167-4-01	All Ohio employer	Employers must post this notice in a conspicuous place where notices to employees are customarily posted. Minimum reproduction size of this notice is 8 1/2 by 14 inches. Alternatively, a copy of this notice can be given to each employee provided each employee is informed of the provisions of this notice at the time of initial hire and at least annually thereafter	<a href="#">Department of Commerce, Division of Labor and Worker Safety</a> (614) 644-2239
Workplace Domestic Violence EO 2008-08S	Ohio state agencies		Employers outside of Franklin County: <a href="http://das.ohio.gov/LinkClick.aspx?fileticket=2cS%2bCpSEKKI%3d&amp;tabid=342">http://das.ohio.gov/LinkClick.aspx?fileticket=2cS%2bCpSEKKI%3d&amp;tabid=342</a> Employers in Franklin County: <a href="http://das.ohio.gov/LinkClick.aspx?fileticket=bvFIQaPYKYQ=&amp;tabid=485">http://das.ohio.gov/LinkClick.aspx?fileticket=bvFIQaPYKYQ=&amp;tabid=485</a>

Fair Employment Practices Law ORC 4112.07	All employers of four or more employees	Employers must post in a conspicuous place	<a href="#">Ohio Civil Rights Commission Central Office</a> (614) 466-2785
Smoking Ban ORC 3794.06 (A)	All “public places” and “places of employment”	The signs must be posted conspicuously at each entrance. The signs must be clearly legible and shall contain a toll-free number for reporting violations.	<p>Follow this link for a pdf of a <a href="#">sample color sign</a> (8.5 x 11 inches).</p> <p>Follow this link for a pdf of a <a href="#">sample color sign</a> (5.5 x 8.5 inches).</p> <p>Follow this link for a pdf of a <a href="#">sample black and white sign</a> (8.5 x 11).</p> <p>Follow this link for a <a href="#">high resolution vector (.eps) sample of a color sign</a> (8.5 x 11).</p> <p>Follow this link for an <a href="#">editable sample of a color sign in Quark XPress</a> (8.5 x 11).</p> <p>Follow this link for an <a href="#">editable sample of a color sign in Adobe Illustrator</a> (8.5 x 11).</p> <p>Follow this link for a pdf of a <a href="#">sample 4x6 color sign</a> or a <a href="#">sample 4x6 black and white sign</a> that meet the requirements currently proposed in the draft rules.</p> <p>Follow this link for a <a href="#">high resolution vector (.eps) sample of a color sign</a> (4x6).</p> <p>Follow this link for an <a href="#">editable sample of a color sign in Quark XPress</a> (4x6).</p> <p><b><i>Important: If the no smoking symbol (  ) is used, it must, in accordance with ORC 3794.06A be printed in color.</i></b></p>

Link to most Federal and Ohio posters: <http://www.odjfs.state.oh.us/forms/file.asp?id=887&type=application/pdf>

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