

## Federal Labor Poster and Notice Requirements

This document provides direct links to the workplace posters employers are required to display under federal law. These posters, including official translated versions, are created and updated by government agencies. Employers must also comply with all applicable state posting requirements.

Employers must display required posters in a public place where employees can easily access them. While most posters apply to all employers, some may apply to specific industries or employers of a certain size. Employers can review each poster description to determine whether they are required to display that particular poster.

### EMPLOYERS SUBJECT TO SPECIFIC LAWS

#### Employee Rights Under The H-2B Program Poster

Required for employers with temporary, non-immigrant nonagricultural labor or service workers who work under the H-2B program.

[English](#) | [Spanish](#)

#### E-Verify Participation Poster

Required for employers participating in the E-Verify program.

[English/Spanish](#)

#### Family And Medical Leave Poster

Required for public agencies, elementary and secondary schools, and private employers with 50 or more employees.

[English](#) | [Spanish](#)

#### Job Safety and Health Protection Poster

Required for employers regulated by the Occupational Safety and Health Administration (OSHA). Employers in states with an [OSHA-approved state plan](#) must display the state version of this poster.

[English](#) | [Spanish](#) | [Additional languages](#)

#### Minimum Wage Poster

Required for employers covered by the Fair Labor Standards Act (FLSA). Employers may legibly and appropriately modify the notice as necessary if all their workers are exempt from FLSA requirements.

[English](#) | [Spanish](#) | [Additional languages](#)

#### Polygraph Protection Poster

Required for employers engaged in commerce (including 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.

[English](#) | [Spanish](#)

#### Right To Work Poster

Required for employers participating in E-Verify.

[English/Spanish](#)

#### Uniformed Services Employment Poster

Required for employers with employees entitled to the rights and benefits offered by the Uniformed Services Employment and Reemployment Rights Act (USERRA).

[English](#) | [Spanish](#)

#### Workers With Disabilities Poster

Required for employers with employees who work under special minimum wage certificates. Employers may choose to provide a handout with this information directly to affected employees if posting a public notice would be inappropriate.

[English](#) | [Spanish](#)

#### Know Your Rights: Workplace Discrimination Is Illegal Poster

Required for (1) private employers with at least 15 employees who worked for the employer for at least twenty calendar weeks (in this year or last) (2) federal contractors with at least \$20,000 in federal contracts, (3) financial institutions that issue and pay U.S. savings bonds or notes, (4) depositories of federal funds, (5) entities with government bills of lading and (6) all federal agencies.

[English](#) | [Spanish](#) | [Additional Languages](#)

### FEDERAL CONTRACTORS

#### Government Construction Poster (Davis-Bacon Poster)

Employers performing work covered by the labor standards of The Davis-Bacon and Related Acts are required to post a notice (including any applicable wage determination) at the site of the work in a prominent and accessible place where it may be easily seen by employees.

[English](#) | [Spanish](#)

## AGRICULTURAL EMPLOYERS

The following posters are required for agricultural employers:

### **Migrant & Seasonal Worker Protection**

Employers may also have to display housing terms and conditions for the entire length of the workers' stay.

[English/Spanish](#) | [Additional Languages](#)

### **Minimum Wage Poster**

[English](#) | [Spanish](#)

### **Employee Rights Under H-2A Program**

[English](#) | [Spanish](#)

### **Minimum Wage Poster** ([Executive Order 13658](#))

Required for (1) procurement contracts covered by the Davis-Bacon Act (DBA) that exceed \$2,000; (2) contracts covered by the McNamara-O'Hara Service Contracts Act (SCA) that exceed \$2,500; (3) concessions contracts; and (4) contracts in connection with federal property or lands and related to offering services for federal employees, their dependents, or the general public.

[English](#) | [Spanish](#)

### **Employee Rights on Government Contracts notice**

Every employer performing work covered by the SCA is required to provide each employee commencing work on a covered contract notice of the compensation due them under the wage and fringe benefits provisions of the SCA and to deliver to the employees, or post, the "Employee Rights on Government Contracts" notice (including any applicable wage determination) at the site of the work in a prominent and accessible place where it may be easily seen by employees.

[English](#) | [Spanish](#)

### **Paid sick leave** ([Executive Order 13706](#))

Applies to:

- procurement contracts covered by the DBA
- Service contracts covered by the SCA
- Concessions contracts: and
- Contracts in connection with federal property or lands and related to offering services for federal employees, their dependents or the general public.

[English](#) | [Spanish](#)

### **Employee Rights Under the National Labor Relations Act**

Federal contractors and subcontractors are required to inform employees of their rights under the National Labor Relations Act (NLRA). This notice must be posted in plants and offices where employees covered by the NLRA perform contract-related activity. Poster must be at least 11 x 17 inches.

[English](#) | [Spanish](#) | [Additional Languages](#)