

Department of Labor Posters

Frequently Asked Questions

What is the purpose of labor law posters?

Labor law posters are the mandated state and federal employment law notices that employers with at least one employee or more are required to post in an area frequented by all employees. Failure to display the correct state and federal employment law notices can result in penalties, fines, and lawsuits. As Intermountain moves into remote and hybrid working conditions, state electronic posters are available and accessible.

What is labor poster compliance?

The Department of Labor's Fair Labor Standards Act (FLSA) poster addresses minimum wage, overtime pay, child labor, tip credit, worker's compensation, and nursing mothers. This Department of Labor poster further addresses details about enforcement of the FLSA minimum wage poster.

What are workplace posters?

Specifically in California, employers must post a variety of notices at the workplace. The purpose of these posters is to inform employees of their rights at work, including how to file a complaint or otherwise report violations of those rights. Employers in California must post information on both state and federal employment laws.

Who must post?

Every private, federal, state, and local government employer employing any employee is subject to the FLSA posting of notices.

What signs must be displayed in the workplace?

The law requires an employer to display information which describes federal laws that prohibit discrimination at work based on color, race, origin, religion, sex, age, disability, equal pay, or genetic information. The posters should be positioned in the workplace where all employees can see it.

How do I access the electronic posters?

You can access the electronic posters by going to <https://mandatoryview.com/productview>.