

Compliance Checklist: Is Your Business Missing These Mandatory Employee Postings?

All U.S. employers must display certain federal postings to inform employees of their legal rights and responsibilities under specific laws and regulations. The six federal posting requirements are:

1. **Equal Employment Opportunity Commission (EEOC):** Covers anti-discrimination provisions and legally protected characteristics.
2. **Occupational Safety and Health Administration (OSHA):** Highlights important workplace safety measures.
3. **Family and Medical Leave Act (FMLA):** Explains employee leave eligibility and benefits, as well as employer responsibilities. (Generally only applies to businesses with 50+ employees.)
4. **Uniformed Services Employment and Reemployment Rights Act (USERRA):** Addresses re-employment rights after military leave, anti-discrimination provisions and health insurance issues.
5. **Fair Labor Standards Act (FLSA):** Notifies employees of the federal minimum wage rate, overtime rules and child labor laws.
6. **Employee Polygraph Protection Act (EPPA):** Describes the rules about lie detector tests in employment (required even if you don't use lie detectors).

State-Issued Labor Law Postings

Beyond federal postings, all employers are also responsible for displaying state postings. Depending on the state in which you do business, this can add up to as many as 15 additional posters — for a total of 21 federal and state postings at each business location.

State-issued posters cover matters such as:

- **Workers' Compensation**
- **Unemployment Insurance**
- **State Minimum Wage Rates**
- **Discrimination and Fair Employment**
- **Family/Medical Leave Benefits**
- **Smoking in the Workplace**

Here are the current requirements by state:

Total Postings and Issuing Agencies by State

State	Total Federal & State Mandatory Posters	Total Number of Issuing Agencies (State and Federal)
Alabama	11	5
Alaska	12	5
Arizona	18	9
Arkansas	10	7
California	21	7
Colorado	13	5
Connecticut	16	8
Delaware	14	4
D.C.	17	7
Florida	11	8
Georgia	15	7
Hawaii	16	5
Idaho	10	6
Illinois	12	8
Indiana	15	9
Iowa	11	5
Kansas	11	6
Kentucky	13	6
Louisiana	20	5
Maine	14	6
Maryland	16	7
Massachusetts	13	7
Michigan	15	7
Minnesota	12	6
Mississippi	11	6
Missouri	12	5

State	Total Federal & State Mandatory Posters	Total Number of Issuing Agencies (State and Federal)
Montana	11	5
Nebraska	10	5
Nevada	16	7
New Hampshire	15	6
New Jersey	20	6
New Mexico	13	7
New York	17	7
North Carolina	14	8
North Dakota	9	6
Ohio	11	7
Oklahoma	11	8
Oregon	14	8
Pennsylvania	14	6
Puerto Rico	9	4
Rhode Island	15	6
South Carolina	13	8
South Dakota	8	4
Tennessee	14	7
Texas	10	7
Utah	13	7
Vermont	16	4
Virginia	10	5
Washington	11	6
West Virginia	11	7
Wisconsin	16	5
Wyoming	10	4

Effective April 2018

City/County and Industry Labor Law Postings

You may also have extra posting obligations if you're in certain cities, counties, or industries (such as restaurants and healthcare). As of April 2018, the following localities and industries have special posting requirements:

- AZ – Flagstaff, Tucson
- CA – Belmont, Berkeley, Cupertino, El Cerrito, Emeryville, Los Altos, Los Angeles, Los Angeles County (Unincorporated Areas), Milpitas, Mountain View, Oakland, Palo Alto, Pasadena, Richmond, San Diego, San Francisco, San Jose, San Leandro, San Mateo, Santa Clara, Santa Monica, Sunnyvale
- CO – Denver
- FL – Broward County, Miami Beach, St. Petersburg
- IL – Chicago, Cook County
- MD – Montgomery County, Prince George's County
- ME – Portland
- MN – Minneapolis, St. Paul
- NE – Fremont, Lincoln
- NJ – Bloomfield, East Orange, Elizabeth, Irvington, Jersey City, Montclair, Morristown, Newark, New Brunswick, Passaic, Paterson, Plainfield, Trenton
- NM – Albuquerque, Bernalillo County, Las Cruces, Santa Fe
- NY – New York City
- PA – Philadelphia
- TX – Beaumont, Corpus Christi
- WA – Seattle, Tacoma

For industries, restaurant and healthcare, almost every state requires restaurants and healthcare employers to post at least one poster.

Remember: You must post ALL required postings, at every level of government, even if there's conflicting information.

As you can see, there are many layers to labor law posting compliance. For additional guidance on meeting your compliance requirements, download our FREE e-guide, [*10 Common Myths About Labor Law Posting Regulations*](#).