

10 Ways to *Fail* at Labor Law Posting Compliance



Your posters are out of date.

You can't remember the last time you updated your posters, nor are you sure how to verify their compliance.



You don't have all your required postings.

Federal postings? Check. State postings? Check. City and/or county postings? Did you say city postings? Where? What cities?



Your poster displays are a mess.

You have posters on top of posters on the walls. Some may be printed as black-and-white, which could make them non-compliant. Others may be low-resolution copies. Your posters are torn and frayed because they are not laminated.



You haven't displayed individual postings.

Many states require individual postings in addition to your federal, state, county and city postings. For example, no-smoking posters may be required at building entrances and exits.



You're not sure if posters are displayed in the correct place.

Posters are required in conspicuous locations, such as breakrooms and entrances. You will have to check agency requirements for specific posting location requirements.



You're not meeting foreign language requirements.

Certain local jurisdictions require foreign language postings for employees who do not speak English as their primary language.



You're not reaching all of your employees.

Perhaps you sent a poster set to a kiosk location, where they can't display it. Or your remote employees don't have access to electronic versions.



Not all of your locations are accounted for.

You have to keep track of several hundred locations and may not have a process to manage new location openings or closings.



Your organization has federal contracts, but not the corresponding postings.

Federal contractors have specific posting requirements to notify employees of their rights.

You forgot about E-Verify.

Does your organization participate in E-Verify, which is required in many states? If so, you guessed it: you need the posting!

