

# GovDocs

## *SPANISH POSTINGS GUIDE*

Updated April 2023

## Do You Have a Handle on Spanish Labor Law Postings?

Spanish is the second-most spoken language in the U.S. And, as might be expected, that means plenty of labor law posters in Spanish for employers to monitor.

In this guide, you will find a comprehensive list of Spanish-language postings.

Note, however, that there are varying requirements for them to be displayed. Some are simply optional, while others are only required if a certain percentage of an employer's population speaks Spanish.

But the challenges go beyond a simple calculation of how many of your employees speak Spanish. A few examples include:



- **Arizona Workers' Compensation Insurance posting:**  
Required for employers providing insurance or electing to pay compensation directly
- **Emeryville, Calif., Fair Workweek Ordinance posting:**  
Required for retail firms with 56 or more employees globally and fast food firms with 56 or more employees globally and 20 or more employees in the city
- **Bernalillo County, N.M., Employee Wellness Act posting:**  
Required employers that must apply for a county business registration with at least two employees and a physical premises in the county's unincorporated limits

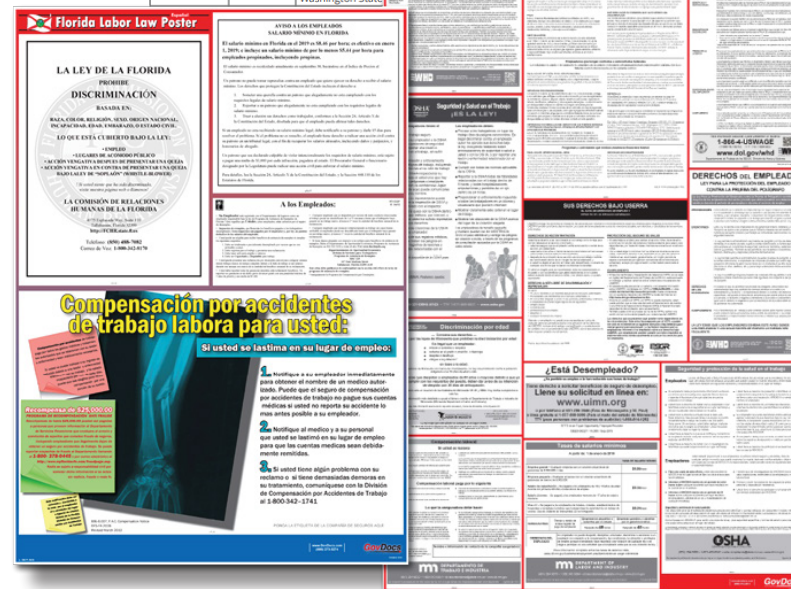
Employers should ensure they know the composition of their workforce, research labor law poster requirements in jurisdictions where they have locations, and act accordingly to maintain compliance.

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## Spanish Postings Guide

### State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
Washington	State	No Smoking	Spanish	Optional for all employers with Spanish-speaking employees
Washington	State	Notice to Employees (Workers' Compensation)	Spanish	Optional for all employers with Spanish-speaking employees
Washington	State	Notice to Employees Self-Insured (Workers' Comp)	Spanish	Optional for all self-insured employers who employ Spanish-speaking employees
Washington	State	Unemployment Benefits (EMS 9874)	Spanish	Optional for all employers with Spanish-speaking employees
Washington	State	Unemployment Benefits for Religious Organizations (U107-0119)	<b>Minnesota &amp; Federal Labor Law</b> <b>DERECHOS DE LOS TRABAJADORES</b> \$7.25	<div>   </div>
Washington	State	Your Rights as a Worker in Washington State		



# Spanish Postings Guide

## Federal Spanish Postings

Posting Name	Language	Posting Requirements
Cover Your Cough	Spanish	Optional for all employers
Davis Bacon	Spanish	Optional for every employer performing work covered by the labor standards of The Davis-Bacon and Related Acts
Know Your Rights: Workplace Discrimination is Illegal	Spanish	Optional for all employers
Employee Polygraph Protection	Spanish	Optional for all employers with Spanish-speaking employees
Employee Rights for Workers with Disabilities Paid at Special Minimum Wages	Spanish	Optional for every employer having workers employed under special minimum wage certificates authorized by section 14(c) of the Fair Labor Standards Act with Spanish-speaking employees
Employee Rights Under the H-2A Program	Spanish	Required for all H-2A employers who have a significant portion of their workforce made up of non-English-proficient, Spanish-speaking employees
Employee Rights under the H-2B Program	Spanish	Required for all H-2B employers with a “significant portion” of workers that are not fluent in English but are in Spanish
Employee Rights Under the National Labor Relations Act (NLRA)	Spanish	Required for all federal contractors who have a significant portion of their workforce made up of non-English-proficient, Spanish-speaking employees
Employee Rights Under the National Labor Relations Act (NLRB)	Spanish	Optional for most non-exempt employers with 20% or more non-English-proficient, Spanish-speaking employees
E-Verify	English/ Spanish	Required for all federal contractors and subcontractors
Family and Medical Leave Act (FMLA)	Spanish	Required where the employer’s workforce is comprised of a significant portion of workers who are not literate in English. The employer is required to provide the notice in a language in which the employees are literate
Human Trafficking	Spanish	Optional for all employers
It’s the Law!	Spanish	Optional for all employers with Spanish-speaking employees
Migrant & Seasonal Agricultural Worker Protection	English/ Spanish	Required for agricultural employers, agricultural associations and farm labor contractors

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## Federal Spanish Postings

Posting Name	Language	Posting Requirements
Minimum Wage	Spanish	Optional for all employers with Spanish-speaking employees
OFCCP Discrimination	Spanish	Optional for federal contractors
Pay Transparency Policy	Spanish	Optional for contractors and subcontractors who hold a single federal contract or subcontract in excess of \$10,000 or who hold contracts or subcontracts with the federal government in any 12-month period that have a total value of more than \$10,000
Right to Work	Spanish	Required for all federal contractors and subcontractors
Service Contract Act/Walsh-Healey Poster	Spanish	Optional for every employer of Spanish-speaking employees performing work covered by the Walsh-Healey Public Contracts Act or the McNamara-O'Hara Service Contract Act (SCA)

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## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
Alabama	State	Alabama Child Labor Laws	Spanish	Optional for all employers who employ Spanish-speaking youths under the age of 18
Alabama	State	E-Verify	English/Spanish	Required for all employers
Alabama	State	Human Trafficking	Spanish	Optional for employers of airports, bus or train stations and adult entertainment businesses with Spanish-speaking employees
Alabama	State	Right To Work	Spanish	Required for all employers
Alabama	State	Workers' Compensation Information	Spanish	Required for all employers
Alaska	City	Anchorage Discrimination	Spanish	Optional for all employers
Arizona	State	Constructive Discharge	Spanish	Optional for all employers with Spanish-speaking employees
Arizona	State	Earned Paid Sick Pay	Spanish	Required for all employers
Arizona	State	Employee Safety and Health Protection	Spanish	Optional for all employers with Spanish-speaking employees
Arizona	State	E-Verify	Spanish	Required for all employers
Arizona	State	Fair Housing	Spanish	Optional for all businesses with Spanish-speaking employees engaged in the sale or rental of real property
Arizona	State	Minimum Wage	Spanish	Optional for all employers with Spanish-speaking employees
Arizona	State	No Smoking	Spanish	Optional for all employers with Spanish-speaking employees
Arizona	State	Prohibition of Discrimination	Spanish	Optional for all employees
Arizona	State	Prohibition of Discrimination	English/Spanish	Required for all employers
Arizona	State	Right to Work	English/Spanish	Required for all employers
Arizona	State	Unemployment Compensation	Spanish	Optional for all employers with Spanish-speaking employees
Arizona	State	Work Exposure to Bodily Fluids	Spanish	Optional for all employers with Spanish-speaking employees

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State	Jurisdiction	Posting Name	Language	Posting Requirements
Arizona	State	Workers' Compensation Insurance	Spanish	Optional for employers providing insurance or electing to pay compensation directly with Spanish-speaking employees
Arizona	State	Workers' Compensation Insurance	English/Spanish	Required for employers providing insurance or electing to pay compensation directly
Arizona	City	Flagstaff Minimum Wage	Spanish	Required for all employers
Arizona	City	Tucson Notice of Non-Discrimination	Spanish	Optional for all employers
Arizona	City	Tucson Minimum Wage	Spanish	Optional for all employers
Arkansas	State	Human Trafficking	English/Spanish	Required for employers of a hotel, motel, or other establishment that has been cited as a public nuisance for prostitution under Ark. Code Ann. § 20-27-401; a strip club or other sexually oriented business; a private club that has a liquor permit for on-premises consumption and does not hold itself out to be a food service establishment; an airport; a train station that serves passengers; a bus station; a privately owned and operated facility that provides food, fuel, shower or other sanitary facilities, and overnight parking
Arkansas	State	Workers' Compensation Notice - Form P	Spanish	Optional for all employers who have Spanish-speaking employees
California	State	Access to Medical Records	Spanish	Optional for all employers who employ Spanish-speaking employees who use hazardous or toxic substances
California	State	Barbering and cosmetology	Spanish	Required for all establishments licensed by the State Board of Barbering and Cosmetology
California	State	California Law Prohibits Workplace Discrimination and Harassment DFEH-E07P-SP	Spanish	Required for all employers with Spanish-speaking employees whose work force is made up of 10% or more non-English-speaking Spanish-speaking employees

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State	Jurisdiction	Posting Name	Language	Posting Requirements
California	State	E-Verify	English/Spanish	Required for employers who utilized the E-Verify system
California	State	Family Care and Medical Leave (CFRA Leave) and Pregnancy Disability Leave (DFEH-100-21SP)	Spanish	Required for employers of 50 or more employees whose work force is made up of 10% or more non-English-speaking Spanish-speaking employees
California	State	Healthy Families Act	Spanish	Not required for those covered by collective bargaining agreements, provider of in-home supportive service, or individual employed by an air carrier as a flight deck or cabin crew member that is subject to the provisions of Title II of the federal Railway Labor Act
California	State	Human Trafficking	Spanish	Required for all businesses employed in several areas. Consult legal counsel for more information
California	State	Industrial Trucks	Spanish	Optional for employers operating forklifts and other types of industrial trucks or tow tractors, who employ Spanish-speaking employees
California	State	Minimum Wage	Spanish	Required for employers with workers who speak and read only Spanish
California	State	Notice to Employees - DI & Paid Family Leave	Spanish	Optional for all who are required to participate in disability insurance and paid family leave, and not unemployment insurance, and who employ Spanish-speaking employees
California	State	Notice to Employees - Injuries Caused by Work	Spanish	Required for employers who employ Spanish-speaking employees
California	State	Notice to Employees - UI & DI & Paid Family	Spanish	Optional for employers who provide unemployment insurance, disability insurance, and paid family leave to their employees, and have Spanish-speaking employees
California	State	Right to Work	Spanish	Required for employers who utilized the E-Verify system
California	State	Rights of Victims of Domestic Violence, Sexual Assault, and Stalking	Spanish	Optional for all employers

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State	Jurisdiction	Posting Name	Language	Posting Requirements
California	State	Safety & Health Protection on the Job	Spanish	Required for all employers who have employees who only speak Spanish
California	State	Sexual Harassment	Spanish	Optional for all employers
California	State	Time Off for Voting	Spanish	Optional for all employers who employ Spanish-speaking employees
California	State	Transgender Rights	Spanish	Required for all employers with Spanish-speaking employees whose work force is made up of 10% or more non-English-speaking Spanish-speaking employees
California	State	Unemployment Insurance	Spanish	Optional for all employers who are only required to participate in Unemployment Insurance, and not Disability Insurance or Family Leave Insurance, and who have Spanish-speaking employees
California	State	Your Rights and Obligations as a Pregnant	Spanish	Optional for employers whose work force is made up of any non-English-speaking Spanish-speaking employees
California	County	Los Angeles County Minimum Wage	Spanish	Required for all employers in the unincorporated locations of the county
California	City	Berkeley Minimum Wage	Spanish	Required if more than 5% of workforce is Spanish-speaking
California	City	Cupertino Minimum Wage	Spanish	Optional for all employers
California	City	El Cerrito Minimum Wage	Spanish	Required for all employers with 10% or more Spanish-speaking employees
California	City	Emeryville Fair Workweek Ordinance	Spanish	Required for retail firms with 56 or more employees globally and fast food firms with 56 or more employees globally and 20 or more employees in Emeryville
California	City	Emeryville Hospitality Service Charge	Spanish	Optional for all employers in the hospitality industry with Spanish-speaking employees
California	City	Emeryville Labor Laws	Spanish	Required for all employers with more than 10% Spanish-speaking employees

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# Spanish Postings Guide

## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
California	City	Los Altos Know Your Rights	Spanish	Required for all employers
California	City	Los Altos Minimum Wage	Spanish	Required for all employers
California	City	Los Angeles Fair Chance City Contractors Initiative for Hiring	Spanish	Optional for all city contractors
California	City	Los Angeles Fair Chance Private Employers Initiative for Hiring	Spanish	Optional for all employers
California	City	Los Angeles Living Wage Ordinance	Spanish	Required for all employers with city contracts or subcontracts
California	City	Los Angeles Minimum Wage and Paid Sick Leave	Spanish	Required for all employers with more than 5% spanish speaking employees
California	City	Los Angeles Prohibition Against Retaliation	Spanish	Required for employers of all city contractors
California	City	Mountain View Minimum Wage	Spanish	Required where more than 5% of the workforce speaks Spanish
California	City	Oakland Minimum Wage	Spanish	Required for any employers who have more than 10% Spanish-speaking employees
California	City	Oakland Paid Sick Leave	Spanish	Required for any employers who have more than 10% Spanish-speaking employees
California	City	Oakland Service Charge Law	Spanish	Required for all employers who own, control, or operate any part of a hotel, restaurant or banquet facility within Oakland and who employs more that 10% Spanish-speaking employees

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## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
California	City	Palo Alto Minimum Wage	Spanish	Required for all employers
California	City	Pasadena Minimum Wage	Spanish	Required for all employers with 5% or more are Spanish-speaking employees
California	City	Richmond Minimum Wage	Spanish	Required for all employers with more than 5% Spanish-speaking employees
California	City	San Diego Affordable Care Act	English/Spanish	Required for all employers with city contracts or subcontracts
California	City	San Diego Earned Income Tax Credit	English/Spanish	Required for all employers with city contracts or subcontracts
California	City	San Diego Earned Sick Leave	Spanish	Required for all employers with 5% or more Spanish-speaking employees
California	City	San Diego Living Wage Ordinance	Spanish	Required for employers with city contracts or subcontracts
California	City	San Diego Minimum Wage	Spanish	Required for all employers with 5% or more Spanish-speaking employees
California	City	San Francisco Family Friendly Workplace	English/Spanish	Required for all San Francisco employers with 20 or more employees
California	City	San Francisco Health Care Accountability Ordinance	Spanish	Required for all employers with city or county contracts, 5% or more of whom speak Spanish
California	City	San Francisco Minimum Compensation Ordinance	Spanish	Optional for employers with city or county contracts
California	City	Redwood City Minimum Wage	Spanish	Optional for all employers
California	City	Daly City Minimum Wage	Spanish	Optional for all employers

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California	City	Fremont Minimum Wage	Spanish	Required for all employers
California	City	Alameda Minimum Wage	Spanish	Optional for all employers
California	City	Menlo Park Minimum Wage	Spanish	Required for employers with more than 5% Spanish-speaking employees
California	City	South San Francisco Minimum Wage	Spanish	Required for employers with Spanish-speaking only employees
California	City	Sonoma Minimum Wage	Spanish	Required for employers with more than 10% Spanish-speaking employees
California	City	Petaluma Minimum Wage	Spanish	Required for all employers
California	City	San Carlos Minimum Wage	Spanish	Optional for all employers
California	City	Novato Minimum Wage	Spanish	Required for employers with more than 10% Spanish-speaking employees
California	City	Santa Rosa Minimum Wage	Spanish	Required for employers with more than 10% Spanish-speaking employees
California	City	Haywood City Minimum Wage	Several	Every employer shall post such notices in the top three languages spoken in the city
California	City	Half Moon Bay Minimum Wage	Spanish	Optional for all employers
California	City	Burlingame Minimum Wage	Spanish	Required for all employers
California	City	East Palo Alto Minimum Wage	Spanish	Optional for all employers
California	City	San Francisco Health Airport Employees Notice	Spanish	Optional for employers with employees who are covered under the Quality Standards Program and are Spanish-speaking

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State	Jurisdiction	Posting Name	Language	Posting Requirements
California	City	West Hollywood Minimum Wage	Spanish	Required for all employers
California	City	West Hollywood Hotel Minimum Wage	Spanish	Required for all hotel employers
California	County	Los Angeles County Human Trafficking	English/Spanish	Required for businesses or other establishments in the unincorporated area. See <a href="#">Employment Law News blog for further display requirements</a>
California	City	San Francisco Paid Parental Leave Ordinance	English/Spanish	Required for employers with 50+ employees
California	City	San Jose Minimum Wage	Spanish	Required in San Jose where 5% or more of the employees at the work site speak Spanish
California	City	San Jose Opportunity to Work	Spanish	Required for San Jose employers with 36 or more employees
California	City	San Leandro Minimum Wage	Spanish	Required for all employers
California	City	San Mateo Minimum Wage (Spanish)	Spanish	Optional for all employers
California	County	San Mateo County Minimum Wage	Spanish	Optional for all employers
California	City	Santa Clara Minimum Wage	Spanish	Required for all employers
California	City	Santa Monica Hotel Worker Living Wage	Spanish	Required for all hotel employers
California	City	Santa Monica Minimum Wage	Spanish	Required for all employers
California	City	Santa Monica Paid Sick Leave	Spanish	Required for all employers
California	City	Santa Monica Service Charge Law	Spanish	Required for all employers using service charges

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## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
California	City	Sunnyvale Know Your Rights	Spanish	Required for all employers
California	City	Sunnyvale Minimum Wage	Spanish	Required for all employers
California	City	Foster City Minimum Wage	Spanish	Optional for all employers
California	City	Los Angeles Hotel Worker Protection	Spanish	Optional for all employers
California	City	Los Angeles Fair Work Week	Spanish	Required for retail employers who have 300 or more employees globally and 5% or more spanish speaking employees
California	City	Los Angeles Healthcare Workers' Minimum Wage	Spanish	Required for workers for covered healthcare facility, physician group, or integrated healthcare delivery system
California	City	San Francisco Public Health Emergency Leave	Spanish	Required for businesses with 100 or more employees worldwide
California	City	Los Angeles County Workplace Posting	Spanish	Required for all employers in the unincorporated locations of the county
Colorado	State	Employment Discrimination	Spanish	Optional for all employers with Spanish-speaking employees
Colorado	State	Housing Discrimination	Spanish	Optional for every real estate broker or agent, home builder, home mortgage lender, and all other persons who transfer, rent, or finance real estate with Spanish-speaking employees
Colorado	State	Public Accommodations Discrimination	Spanish	Optional for employers in places of public accommodation with Spanish-speaking employees
Colorado	State	E-Verify	English/Spanish	Required for employers who utilized the E-Verify system
Colorado	State	Overtime and Minimum Pay Standards Order	Spanish	Optional for all employers with Spanish-speaking employees

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## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
Colorado	State	Notice of Injury	Spanish	Optional for all employers with Spanish-speaking employees
Colorado	State	Right to Work	Spanish	Required for employers who utilized the E-Verify system
Colorado	State	Unemployment Insurance	Spanish	Optional for all employers
Colorado	State	Unemployment Insurance	English/Spanish	Required for all employers
Colorado	City	Denver Living Wage	Spanish	Optional for employers of Spanish-speaking city or county direct service contract employees
Colorado	City	Denver Prevailing Wage	Spanish	Optional for employers of city construction contractors with contracts in excess of \$2,000 and employers of janitorial or custodial staff of public buildings with Spanish-speaking employees
Colorado	City	Denver Minimum Wage	English/Spanish	Required for all employers within the Denver city and county area
Colorado	State	Paid Leave and Whistleblower	Spanish	Optional for all employers
Connecticut	State	Discrimination	Spanish	Optional for all employers with Spanish-speaking employees
Connecticut	State	Office of the Healthcare Advocate Poster	Spanish	Optional for each employer that provides health insurance or health care benefits to employees
Connecticut	State	Paid Sick Leave	Spanish	Required for all employers
Connecticut	State	Pregnancy Disability Poster	Spanish	Optional for all employers
Connecticut	State	Restaurant and Food Service (Minimum Wage)	Spanish	Optional for all employers in the restaurant and food service industry
Connecticut	State	Sexual Harassment	Spanish	Optional for all employers with Spanish-speaking employees
Connecticut	State	Wage & Workplace Administrative Regulations	Spanish	Optional for all employers with Spanish-speaking employees

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State	Jurisdiction	Posting Name	Language	Posting Requirements
Connecticut	State	Domestic Violence Resources	Spanish	Optional for all employers
D.C.	State	Building Service Employees Minimum Work Week	Spanish	Required for employers with employees who speak Spanish and with limited or no-English proficiency, and who perform janitorial services, building maintenance services, or other services in or around a covered location to maintain the repair, cleanliness, and overall quality of the covered location or place of business
D.C.	State	Human Trafficking	English/Spanish	Required for properties found to be a prostitution-related nuisance, intercity rail or bus stations, nude performance establishments, massage establishments or hotels where conduct resulting in a punishment has occurred
D.C.	State	Human Rights Law	Spanish	Optional for all employers
D.C.	State	Fair Housing Opportunity	Spanish	Optional for all businesses engaged in the sale or rental of real property
D.C.	State	Public Accommodations	Spanish	Required for places of public accommodation
D.C.	State	No Smoking	Spanish	Optional for all employers
D.C.	State	Accrued Sick and Safe Leave Act of 2008	Spanish	Optional for all employers
D.C.	State	Workers' Compensation	Spanish	Optional for all employers
D.C.	State	Minimum Wage	Spanish	Optional for all employers
D.C.	State	Unemployment Insurance	Spanish	Optional for all employers
D.C.	State	Wage Theft Prevention	Spanish	Required for all employers with Spanish-speaking employees
D.C.	State	Protecting Pregnant Workers Fairness Act	Spanish	Required for all employers

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State	Jurisdiction	Posting Name	Language	Posting Requirements
D.C.	State	Paid Family Leave	Spanish	Required for all employers
D.C.	State	Living Wage Act of 2020	Spanish	Optional for all employers
Delaware	State	Delaware Labor Law Poster	Spanish	Optional for all employers with Spanish-speaking employees
Delaware	State	Sexual Harassment Notice	Spanish	Optional for all employers
Florida	State	Discrimination	Spanish	Optional for all employers with Spanish-speaking employees
Florida	State	Equal Opportunity Is the Law	Spanish	Optional for all businesses receiving funds under the Workforce Innovation Act 1998 (WIA) with Spanish-speaking employees
Florida	State	E-Verify	English/Spanish	Required for state agencies, contractors and subcontractors
Florida	State	Minimum Wage	Spanish	Optional for all employers with Spanish-speaking employees
Florida	State	Right to Work	Spanish	Required for state agencies, contractors and subcontractors
Florida	State	Unemployment Insurance (RT-83SP)	Spanish	Optional for all employers with Spanish-speaking employees
Florida	County	Pinellas County Wage Theft	Spanish	Optional for all employers
Florida	State	Human Trafficking	English/Spanish	Required for employers in certain healthcare professions. Read an <a href="#">Employment Law News blog for more details</a>
Florida	State	Workers' Compensation	Spanish	Optional for all employers with Spanish-speaking employees
Georgia	State	Bill of Rights for the Injured Worker WC-BOR-Sp	Spanish	Optional for all employers of 3 or more employees who employ Spanish-speaking employees
Georgia	State	Child Labor Law (Spanish)	Spanish	Optional for all employers who employ Spanish-speaking youths under the age of 18
Georgia	State	Equal Pay for Equal Work Act	Spanish	Optional for all employers with Spanish-speaking employees
Georgia	State	E-Verify	English/Spanish	Required for all employers of 10+ employees

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Georgia	State	Human Trafficking	English/Spanish	Required for adult entertainment establishments; bars; primary airports; passenger rail or light rail stations; bus stations; truck stops; emergency rooms within general acute care hospitals; urgent care centers; farm labor contractors and day haulers; privately operated job recruitment centers; safety rest areas located along interstate highways in this state; hotels; businesses and establishments that offer massage or bodywork services by a person who is not a massage therapist; government buildings
Georgia	State	Panel of Physicians (Workers' Compensation) (WC-P1Sp)	Spanish	Optional for all employers of three or more employees who are not contracted with a workers' compensation managed care organization and who are not required to have a conformed panel of physicians and who employ Spanish-speaking employees
Georgia	State	Right to Work	Spanish	Required for all employers of 10+ employees
Georgia	State	Unemployment Insurance for Employees	Spanish	Optional for all employers with Spanish-speaking employees
Georgia	State	Vacation Unemployment Insurance	Spanish	Optional for all employers with Spanish-speaking employees
Georgia	State	WC/MCO Panel (Workers' Compensation) (WC-P3Sp)	Spanish	Optional for all employers of 3 or more who have contracted with a workers' compensation managed care organization or employers whose workers' compensation insurer has contracted with a WC/MCO and who employ Spanish-speaking employees
Idaho	State	Discrimination	Spanish	Optional for all employers with Spanish-speaking employees
Idaho	State	Equal Opportunity Is The Law	Spanish	Optional for all employers
Idaho	State	E-Verify	English/Spanish	Required for state agencies and contractors
Idaho	State	Minimum Wage	Spanish	Optional for all employers with Spanish-speaking employees
Idaho	State	Right to Work	Spanish	Required for state agencies and contractors
Idaho	State	Unemployment Insurance Benefits	Spanish	Optional for all employers with Spanish-speaking employees

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State	Jurisdiction	Posting Name	Language	Posting Requirements
Illinois	State	Emergency Care for Choking	Spanish	Optional for all food-service establishments who employ Spanish-speaking employees
Illinois	State	Employee Classification Act of 2008	English/Spanish	Required for construction contractors who have one or more individuals not classified as employees
Illinois	State	E-Verify	English/Spanish	Required for employers who utilized the E-Verify system
Illinois	State	Human Trafficking	English/Spanish	Required for on-the-premises consumption retailer licensees, adult entertainment facilities, primary airports, Intercity passenger rail or light rail stations, bus stations, truck stops, emergency rooms within general acute care hospitals, urgent care centers, farm labor contractors, privately operated job recruitment centers, hotels and motels
Illinois	State	No Smoking	Spanish	Optional for all employers with Spanish-speaking employees
Illinois	State	Notice to Employees (Workers' Compensation)	Spanish	Optional for all employers with Spanish-speaking employees
Illinois	State	Notice to Workers about Unemployment Insurance Benefits	Spanish	Optional for all employers with Spanish-speaking employees
Illinois	State	Pregnancy Rights	Spanish	Optional for all employers with Spanish-speaking employees
Illinois	State	Required Posting for Day and Temporary Labor Service Agencies	Spanish	Required if Spanish is a language generally understood in the locale of the agency
Illinois	State	Right to Work	Spanish	Required for employers who utilized the E-Verify system
Illinois	State	Safety & Health Poster (Public Employers)	Spanish	Optional for all public employers with Spanish-speaking employees
Illinois	State	Your Rights Under Illinois Employment Laws	Spanish	Optional for all employers with Spanish-speaking employees

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## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
Illinois	City	Chicago Labor Standards	Spanish	Required for any employer with spanish speaking employees who work at least two hours while physically present in the city within a two-week period
Illinois	City	Chicago Fair Workweek	Spanish	Optional for all employers
Illinois	State	Sexual Harassment and Discrimination	Spanish	Optional for all employers
Illinois	State	Victims' Economic Security and Safety Act (VESSA)	Spanish	Optional for all employers
Illinois	City	Chicago Sexual Harassment	Spanish	Required for all employers
Indiana	State	Equal Employment Opportunity	Spanish	Optional for all employers with Spanish-speaking employees
Indiana	State	E-Verify	English/Spanish	Required for state and local governments and their contractors
Indiana	State	Fair Housing Is The Law	Spanish	Optional for all businesses engaged in the sale or rental of real property
Indiana	State	Right to Work	Spanish	Required for state and local governments and their contractors
Indiana	State	Safety & Health Protection on the Job	Spanish	Required for all employers with employees whose primary language is Spanish
Indiana	State	Unemployment Insurance	Spanish	Optional for all employers with Spanish-speaking employees
Indiana	State	Workers' Compensation	Spanish	Optional for all employers with Spanish-speaking employees
Kansas	State	Equal Employment Opportunity	Spanish	Optional for all employers with Spanish-speaking employees
Kansas	State	Human Trafficking	English/Spanish	Optional for all employers
Kansas	State	No Smoking	Spanish	Optional for all employers with Spanish-speaking employees
Kansas	State	Unemployment Insurance	Spanish	Optional for all employers

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# Spanish Postings Guide

## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
Kansas	State	Unemployment Insurance	English/Spanish	Required for all employers
Kansas	State	Workers' Compensation	Spanish	Optional for all employers
Kansas	State	Workers' Compensation	English/Spanish	Required for all employers
Kentucky	State	Equal Employment Opportunity	Spanish	Optional for all employers with Spanish-speaking employees
Kentucky	State	Equal Housing Opportunity	Spanish	Optional for all employers with Spanish-speaking employees
Kentucky	State	Kentucky Child Labor Law	Spanish	Optional for employers who employ Spanish-speaking minors under 18
Kentucky	State	Kentucky Wage and Hour Laws	Spanish	Optional for all employers with Spanish-speaking employees
Kentucky	State	Public Accommodations	Spanish	Optional for places of public accommodation
Kentucky	State	Safety & Health Protection on the Job	Spanish	Optional for all employers with Spanish-speaking employees
Kentucky	State	Unemployment Insurance Benefits	Spanish	Optional for all employers with Spanish-speaking employees
Kentucky	State	Wage Discrimination Because of Sex	Spanish	Optional for all employers with Spanish-speaking employees
Louisiana	State	Age Discrimination	Spanish	Optional for all employers with Spanish-speaking employees
Louisiana	State	Earned Income Credit	Spanish	Optional for all employers with Spanish-speaking employees
Louisiana	State	Equal Opportunity for All	Spanish	Optional for employers who receive or distribute federal funds and have Spanish-speaking employees
Louisiana	State	E-Verify	English/Spanish	Required for employers who utilized the E-Verify system or for private employers who bid on public entity projects or enter into contracts with a public entity on or after Jan. 1, 2012

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## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
Louisiana	State	Genetic Discrimination	Spanish	Optional for all employers with Spanish-speaking employees
Louisiana	State	Human Trafficking	Spanish	Required for any hotel; any massage parlor/spa/hotel that has been found to be a public nuisance for prostitution, strip clubs, sexually-oriented businesses, full service fuel stations adjacent to interstate highways or highway rest stop, and outpatient abortion clinics. To be posted in English, Spanish and French
Louisiana	State	Independent Contractor or Employee?	Spanish	Required for all employers with Spanish-speaking employees
Louisiana	State	Minor Labor Law	Spanish	Optional for employers who employ Spanish-speaking minors
Louisiana	State	National Guard	Spanish	Optional for all employers with Spanish-speaking employees
Louisiana	State	Out-of-State Motor Vehicles	Spanish	Optional for all employers with Spanish-speaking employees
Louisiana	State	Right to Work	Spanish	Required for employers who utilized the E-Verify system or for private employers who bid on public entity projects or enter into contracts with a public entity on or after Jan. 1, 2012
Louisiana	State	Sickle Cell Anemia	Spanish	Optional for all employers with Spanish-speaking employees
Louisiana	State	Timely Payment of Wages	Spanish	Optional for all employers with Spanish-speaking employees
Louisiana	State	Unemployment Benefits	Spanish	Optional for all employers with Spanish-speaking employees
Louisiana	State	Pregnancy Rights of Employees	Spanish	Optional for all employers
Louisiana	State	Workers' Compensation	Spanish	Optional for all employers with Spanish-speaking employees
Maine	State	Sexual Harassment	Spanish	Optional for all employers with Spanish-speaking employees
Maine	State	Workers' Compensation	Spanish	Optional for all employers

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State	Jurisdiction	Posting Name	Language	Posting Requirements
Maine	State	Workers' Compensation	English/Spanish	Required for all employers
Maine	City	Portland Minimum Wage	Spanish	Optional for all employers
Maryland	State	Discrimination	Spanish	Optional for all employers
Maryland	State	Food Allergies	Spanish	Optional for food establishments
Maryland	State	Earned Sick and Safe Leave	Spanish	Optional for contractors and subcontractors who hold a single federal contract or subcontract in excess of \$10,000 or who hold contracts or subcontracts with the federal government in any 12-month period that have a total value of more than \$10,000
Maryland	State	Human Trafficking	English/Spanish	Required at rest stops, bus stations, truck stops, and adult entertainment establishments
Maryland	State	No Smoking	Spanish	Optional for all employers with Spanish-speaking employees
Maryland	State	Living Wage	Spanish	Optional for employers with a service contract with the State of Maryland who speak Spanish
Maryland	State	Notice to Independent Contractors	Spanish	Required for employers of independent contractors who speak Spanish
Maryland	State	Pregnant & Working	Spanish	Optional for all employers
Maryland	State	Safety & Health Protection on the Job	Spanish	Optional for all employers with Spanish-speaking employees
Maryland	State	Wage and Hour Fact Sheet	Spanish	Optional for all employers
Maryland	State	Workers' Compensation Notice	Spanish	Optional for all employers
Maryland	State	Workers' Compensation Notice	English/Spanish	Required for all employers
Maryland	County	Montgomery County Minimum Wage	Spanish	Optional for all employers in Montgomery County, Md., with Spanish-speaking employees

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## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
Maryland	County	Montgomery County Paid Sick Leave	Spanish	Optional for all employers in Montgomery County, Md.
Maryland	State	Employment of Minors Fact Sheet	Spanish	Optional for all employers
Maryland	State	Notice to Tipped Employees	Spanish	Optional for all employers
Maryland	County	Howard County Minimum Wage	Spanish	Optional for all employers
Massachusetts	State	Unemployment Insurance	Spanish	Optional for all employers
Massachusetts	State	Minimum Wage and Hour Laws	Spanish	Optional for all employers
Massachusetts	State	Workers' Compensation	Spanish	Optional for all employers
Massachusetts	State	Child Labor Law	Spanish	Optional for all employers
Massachusetts	State	Anti-Retaliation Protections under the Massachusetts Wage and Hour Laws	Spanish	Optional for all employers
Massachusetts	State	Earned Sick Time	Spanish	Optional for all employers
Massachusetts	State	Temporary Workers Right to Know Law	Spanish	Optional for all employers
Massachusetts	State	Paid Family and Medical Leave	Spanish	Required for all employers when Spanish is the primary language of five or more employees
Michigan	State	E-Verify	English/Spanish	Required for state agencies, contractors and subcontractors
Michigan	State	Food Allergy Awareness	Spanish	Optional for all food establishments

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## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
Michigan	State	Human Trafficking	Spanish	Required for welcome centers, rest areas, local bus and rail transportation services, public airports, adult-entertainment establishments, and entities that own property that has been found by a court to constitute a public nuisance due to acts of prostitution or human trafficking
Michigan	State	Michigan Law Prohibits Discrimination	Spanish	Optional for all employers with Spanish-speaking employees
Michigan	State	Minimum Wage Law	Spanish	Optional for all employers
Michigan	State	Paid Medical Leave	Spanish	Optional for all employers
Michigan	State	Notice to All Employees	Spanish	Optional for all employers
Michigan	State	Right to Work	Spanish	Required for state agencies, contractors and subcontractors
Michigan	State	Safety and Health Protection on the Job	Spanish	Optional for all employers with Spanish-speaking employees
Michigan	State	Unemployment Insurance UIA1711-S	Spanish	Optional for all employers
Michigan	State	Whistleblowers Protection Act	Spanish	Optional for all employers with Spanish-speaking employees
Michigan	State	Birthday Tobacco Sign	Spanish	Required for all tobacco retailers
Minnesota	State	Age Discrimination	Spanish	Optional for all employers with Spanish-speaking employees
Minnesota	State	E-Verify	English/Spanish	Required for state contractors or subcontractors with a contract in excess of \$50,000
Minnesota	State	Minimum Wage	Spanish	Optional for all employers with Spanish-speaking employees
Minnesota	State	Right to Work	Spanish	Required for state contractors or subcontractors with a contract in excess of \$50,000
Minnesota	State	Safety and Health Protection on the Job	Spanish	Optional for all employers with Spanish-speaking employees

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State	Jurisdiction	Posting Name	Language	Posting Requirements
Minnesota	State	Unemployment Insurance	Spanish	Optional for all employers with Spanish-speaking employees
Minnesota	State	Workers' Compensation	Spanish	Optional for all employers with Spanish-speaking employees
Minnesota	City	Minneapolis Minimum Wage	Spanish	Required where it can be easily read in Spanish when needed by 5% or more of employees
Minnesota	City	St. Paul Minimum Wage and Earned Sick and Safe Time	Spanish	Optional for all employers
Minnesota	City	St. Paul Local Davis Bacon Poster	Spanish	Required for all contractors and subcontractors performing work on city-funded (or state-funded) construction projects in excess of \$25,000
Minnesota	City	Duluth Earned Sick and Safe Time	Spanish	Optional for all employers
Mississippi	State	Equal Opportunity	Spanish	Optional for all employers with Spanish-speaking employees
Mississippi	State	E-Verify	English/Spanish	Required for all employers
Mississippi	State	Notice of Coverage (Workers' Compensation)	Spanish	Optional for all employers with Spanish-speaking employees
Mississippi	State	Right to Work	Spanish	Required for all employers
Mississippi	State	Unemployment Insurance	Spanish	Optional for all employers with Spanish-speaking employees
Missouri	State	Discrimination in Employment	Spanish	Optional for all employers with Spanish-speaking employees
Missouri	State	Discrimination in Housing	Spanish	Optional for all businesses engaged in the sale or rental of real property with Spanish-speaking employees
Missouri	State	Discrimination in Public Accommodations	Spanish	Optional for employers of public accommodation with Spanish-speaking employees

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## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
Missouri	State	E-Verify	English/Spanish	Required for public employees, businesses with a state grant greater than \$5000 or businesses receiving a state administered tax credit, abatement or loan
Missouri	State	Minimum Wage	Spanish	Optional for all employers with Spanish-speaking employees
Missouri	State	Notice to Workers Concerning Unemployment Benefits	Spanish	Optional for all employers with Spanish-speaking employees
Missouri	State	Right to Work	Spanish	Required for public employees, businesses with a state grant greater than \$5000, or businesses receiving a state administrative tax credit, abatement or loan
Missouri	State	Workers' Compensation	Spanish	Optional for all employers with Spanish-speaking employees
Missouri	State	Human Trafficking	English/Spanish	Required for several types of employers. Seek legal counsel for guidance
Montana	State	Human Trafficking	English/Spanish	Required for all interstate and other state highway rest areas
Montana	State	Minimum Wage	Spanish	Optional for all employers
Nebraska	State	Discrimination	Spanish	Optional for all employers with Spanish-speaking employees
Nebraska	State	Employee Classification Act	Spanish	Required for business entities engaged in a delivery service or a construction contractor business
Nebraska	State	E-Verify	English/Spanish	Required for state agencies, public contractors, and businesses qualifying for state tax incentive programs
Nebraska	State	Human Trafficking	Spanish	Required for rest stops and strip clubs. To be posted in English and Spanish
Nebraska	State	Notice to Employees (Minimum Wage)	Spanish	Optional for employers with Spanish-speaking employees
Nebraska	State	Right to Work	Spanish	Required for state agencies, public contractors, and businesses qualifying for state tax incentive programs
Nebraska	State	Unemployment Insurance Advisement of Benefit Rights	Spanish	Optional for all employers with Spanish-speaking employees

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State	Jurisdiction	Posting Name	Language	Posting Requirements
Nebraska	City	Fremont E-Verify	English/Spanish	Required for all employers
Nebraska	City	Fremont Right To Work	Spanish	Required for all employers
Nevada	State	Daily Overtime Annual Bulletin	Spanish	Optional for all employers
Nevada	State	Discrimination	Spanish	Optional for all employers with Spanish-speaking employees
Nevada	State	Minimum Wage Annual Bulletin	Spanish	Optional for all employers
Nevada	State	Notice to Employees (Unemployment Insurance)	Spanish	Optional for all employers
Nevada	State	Pregnant Workers' Fairness Poster	Spanish	Optional for all employers
Nevada	State	Domestic Violence Victim's Bulletin	Spanish	Optional for all employers
Nevada	State	Paid Leave	Spanish	Optional for all employers
Nevada	State	Nursing Mother's Accommodation Act	Spanish	Optional for all employers
Nevada	State	Rules to be Observed by Employers	Spanish	Optional for all employers
Nevada	State	Accrued Sick Leave	Spanish	Optional for all employers
Nevada	State	COVID Vaccination Leave	Spanish	Optional for all employers
Nevada	State	Safety and Health Protection on the Job	Spanish	Optional for all employers with Spanish-speaking employees
Nevada	State	Job Training/ Employment Programs	Spanish	Optional for all employers

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# Spanish Postings Guide

## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
New Hampshire	State	Employment Discrimination is Against the Law	Spanish	Required for employers with 6+ employees
New Jersey	State	Conscientious Employee Protection Act (Whistleblower)	Spanish	Required for all employers of Spanish-speaking employees
New Jersey	State	Discrimination in Employment	Spanish	Optional for all employers with Spanish-speaking employees
New Jersey	State	Property Management	Spanish	Optional for all businesses engaged in the sale or rental of real property
New Jersey	State	Discrimination in Places of Public Accommodations	Spanish	Optional for all restaurants, hotels, hospitals, doctors offices, stores, bars, auditoriums, libraries, shopping centers, amusement parks, public schools, colleges, universities, libraries, gymnasiums, movie theatres and camps
New Jersey	State	Earned Sick Leave	Spanish	Required where Spanish is the first language of a majority of the employer's workforce
New Jersey	State	Family Leave Act	Spanish	Optional for all employers with Spanish-speaking employees
New Jersey	State	Discrimination in Housing: Sales and Rentals	Spanish	Optional for all employers
New Jersey	State	Family Leave Insurance (PR-2S)	Spanish	Optional for all employers with Spanish-speaking employees
New Jersey	State	Gender Inequity	Spanish	Required for all employers
New Jersey	State	Minimum Wage, Agricultural (MW-138)	Spanish	Optional for farm employers with Spanish speaking employees
New Jersey	State	Notice (Workers' Compensation) (Form 16 NJ)	Spanish	Optional for all employers with Spanish-speaking employees
New Jersey	State	Payment of Wages (MW-17S)	Spanish	Optional for all employers with Spanish-speaking employees
New Jersey	State	Smoking Permitted	Spanish	Optional for all employers with Spanish-speaking employees

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State	Jurisdiction	Posting Name	Language	Posting Requirements
New Jersey	State	Smoking Prohibited	Spanish	Optional for all employers with Spanish-speaking employees
New Jersey	State	Unemployment and Disability Insurance (Private Entities) (PR-1S)	Spanish	Required for private entities with Spanish-speaking employees
New Jersey	State	Human Trafficking	Spanish	Required for specific types of businesses. Seek legal counsel for guidance
New Jersey	State	State Worker Misclassification	Spanish	Optional for all employers
New Mexico	State	Discrimination	Spanish	Optional for all employers
New Mexico	State	Discrimination	English/Spanish	Required for all employers
New Mexico	State	Human Trafficking	Spanish	Required for all employers
New Mexico	State	Minimum Wage Act	Spanish	Optional for all employers with Spanish-speaking employees
New Mexico	State	Notice of Accident	English/Spanish	Required for all employers
New Mexico	State	Safety & Health Protection on the Job	Spanish	Optional for all employers
New Mexico	State	Workers' Compensation Act	Spanish	Optional for all employers
New Mexico	County	Bernalillo County Minimum Wage	Spanish	Required for all employers
New Mexico	County	Santa Fe County Living Wage	Spanish	Required for all employers
New Mexico	City	Albuquerque Minimum Wage	Spanish	Required for all employers
New Mexico	City	Las Cruces Minimum Wage	Spanish	Required for all employers
New Mexico	City	Santa Fe Minimum/ Living Wage	Spanish	Required for all employers

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## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
New Mexico	County	Bernalillo County Employee Wellness Act (Paid Time Off)	Spanish	Required employers that must apply for a county business registration with at least two employees and a physical premise in the county's unincorporated limits
New Mexico	State	Paid Sick Leave	Spanish	Required for all employers
New York	State	Apparel Industry Minimum Wage LS203S	Spanish	Required for employers in the apparel industry with 1 or more Spanish-speaking employee
New York	State	Building Services Industry Minimum Wage LS207.2S	Spanish	Required for employers in the building services industry with 1 or more Spanish-speaking employees
New York	State	Commercial Goods Transportation Industry Fair Play Act	Spanish	Required for all employers in the motor carrier industry who employ Spanish-only speaking employees
New York	State	Construction Industry Fair Play Act	Spanish	Required for all employers in the construction industry who employ Spanish-only speaking employees
New York	State	Discrimination	English/Spanish	Required for all employers
New York	State	Disrimination	Spanish	Optional for all employers
New York	State	Farm Workers Minimum Wage LS110S	Spanish	Required for employers with one or more spanish speaking employees
New York	State	Hospitality Industry Minimum Wage LS207.3S	Spanish	Required for employers in the hospitality industry with one or more Spanish-speaking employees
New York	State	Miscellaneous Industry Minimum Wage (LS207S)	Spanish	Required for employers with one or more Spanish-speaking employees

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## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
New York	City	New York City Building Service Employees Know Your Rights	Spanish	Optional for employers of building service workers in New York City
New York	City	New York City Construction Workers Know Your Rights	Spanish	Optional for employers in New York City
New York	City	New York City Fair Housing	Spanish	Optional for all businesses engaged in the sale or rental of real property
New York	City	New York City Fast Food Fair Workweek	Spanish	Required for all fast food employers with 5% or more Spanish-speakers
New York	City	New York City Food Allergies	Spanish	Optional for restaurant employers
New York	City	New York City Living Wage Law	Spanish	Optional for employers in New York City
New York	City	New York City Notice of Rights	Spanish	Optional for all employers
New York	City	New York City Paid Sick Leave	Spanish	Optional for employers with five or more Spanish-speaking employees who are hired to work more than 80 hours a calendar year in New York City
New York	City	New York City Pregnancy and Employment Rights	Spanish	Optional for all employers of four or more employees
New York	City	New York City Public Work Project	Spanish	Optional for contractors performing public works projects and building service work for government agencies with Spanish-speaking employees
New York	City	New York City Retail Fair Workweek	Spanish	Required for all retail employers with 5% or more Spanish-speakers
New York	City	New York City Sexual Harassment	Spanish	Required for all employers

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## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
New York	City	Prevailing Wage	Spanish	Optional for construction workers on New York City public work projects, building service workers, and food services or temporary office services at city agencies with Spanish speaking employees
New York	State	Bidis Age Restriction	Spanish	Required for all tobacco retailers
New York	State	Healthy Terminal Miscellaneous Industry	Spanish	Optional for all employers
New York	State	Healthy Terminals Hospitality Industry	Spanish	Optional for all employers
New York	County	Westchester County Safe Time Leave	Spanish	Required for all employers
New York	City	New York City Temporary Changes to Work Schedules	Spanish	Optional for all employers
North Carolina	State	E-Verify	English/Spanish	Required for employers that employ 25 or more employees
North Carolina	State	North Carolina Workplace Laws	Spanish	Optional for all employers with Spanish-speaking employees
North Carolina	State	Right to Work	Spanish	Required for employers that employ 25 or more employees
North Carolina	State	Unemployment Insurance	Spanish	Optional for all employers with Spanish-speaking employees
North Carolina	State	Workers' Compensation Notice	Spanish	Optional for all employers with Spanish-speaking employees
North Carolina	State	Human Trafficking	Spanish	Optional for all employers
Ohio	State	Human Trafficking	Spanish	Optional for all employers
Ohio	State	Rebuttable Presumption Law	Spanish	Optional for all employers with Spanish-speaking employees
Ohio	City	Columbus 3 Sink Poster	Spanish	Optional for employers of retail food businesses. These include grocery stores, restaurants, bars, delis, convenience stores, vending machines, micromarkets, food carts, and all food sold at fairs and festivals

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State	Jurisdiction	Posting Name	Language	Posting Requirements
Ohio	City	Columbus Calibrate Thermometers	Spanish	Optional for employers of retail food businesses. These include grocery stores, restaurants, bars, delis, convenience stores, vending machines, micromarkets, food carts, and all food sold at fairs and festivals
Ohio	City	Columbus Consumer Advisory	Spanish	Optional for employers of retail food businesses. These include grocery stores, restaurants, bars, delis, convenience stores, vending machines, micromarkets, food carts, and all food sold at fairs and festivals
Ohio	City	Columbus Cooking Temperature	Spanish	Optional for employers of retail food businesses. These include grocery stores, restaurants, bars, delis, convenience stores, vending machines, micromarkets, food carts, and all food sold at fairs and festivals
Ohio	City	Columbus Cool Foods Safely	Spanish	Optional for employers of retail food businesses. These include grocery stores, restaurants, bars, delis, convenience stores, vending machines, micromarkets, food carts, and all food sold at fairs and festivals
Ohio	City	Columbus Foodborne Illnesses	Spanish	Optional for employers of retail food businesses. These include grocery stores, restaurants, bars, delis, convenience stores, vending machines, micromarkets, food carts, and all food sold at fairs and festivals
Ohio	City	Columbus Handwashing Sink	Spanish	Optional for employers of retail food businesses. These include grocery stores, restaurants, bars, delis, convenience stores, vending machines, micromarkets, food carts, and all food sold at fairs and festivals
Ohio	City	Columbus No Bare Hand Contact	Spanish	Optional for employers of retail food businesses. These include grocery stores, restaurants, bars, delis, convenience stores, vending machines, micromarkets, food carts, and all food sold at fairs and festivals
Ohio	City	Columbus Refrigeration Safety	Spanish	Optional for employers of retail food businesses. These include grocery stores, restaurants, bars, delis, convenience stores, vending machines, micromarkets, food carts, and all food sold at fairs and festivals
Ohio	City	Columbus Wash Hands Often	Spanish	Optional for employers of retail food businesses. These include grocery stores, restaurants, bars, delis, convenience stores, vending machines, micromarkets, food carts, and all food sold at fairs and festivals
Oklahoma	State	E-Verify	English/Spanish	Required for public employers and state contractors
Oklahoma	State	Minimum Wage - Plain Language	Spanish	Optional for all employers with Spanish-speaking employees

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State	Jurisdiction	Posting Name	Language	Posting Requirements
Oklahoma	State	Right to Work	Spanish	Required for public employers and state contractors
Oklahoma	State	Workers' Compensation Notice	Spanish	Optional for all employers with Spanish-speaking employees
Oregon	State	Domestic Violence, Harassment, Sexual Assault or Stalking Protections	Spanish	Optional for all employers with Spanish-speaking employees
Oregon	State	Employee Work Schedules	Spanish	Required for retail, hospitality and food services establishments where Spanish is the primary language of any employees in that particular workplace
Oregon	State	Equal Pay	Spanish	Optional for all employers
Oregon	State	Family Leave	Spanish	Optional for all employers with Spanish-speaking employees
Oregon	State	Minimum Wage	Spanish	Optional for employers in Oregon, except federal government employers, who employ Spanish-speaking employees
Oregon	State	Minimum Wage, Agricultural	Spanish	Optional for agricultural employers with Spanish-speaking employees
Oregon	State	No Smoking	Spanish	Optional for all employers
Oregon	State	Paid Sick Leave	Spanish	Optional for all employers with Spanish-speaking employees
Oregon	State	Safety & Health Protection on the Job	Spanish	Required for employers with Spanish-speaking only employees
Oregon	State	Federal Inspections Notice	Spanish	Required for all employers who will be undergoing a federal inspection
Oregon	State	Breaks/Overtime	Spanish	Optional for all employers
Oregon	State	Paid Leave	Spanish	Optional for all employers
Pennsylvania	State	Child Labor Act for Performances by Minors	Spanish	Required for all employers who employ Spanish-speaking youths under the age of 18
Pennsylvania	State	Child Labor Law	Spanish	Required for all employers who employ Spanish-speaking youth
Pennsylvania	State	Employment Provisions	Spanish	Optional for all employers with Spanish-speaking employees

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State	Jurisdiction	Posting Name	Language	Posting Requirements
Pennsylvania	State	Equal Pay Law	Spanish	Required for all employers with Spanish-speaking employees
Pennsylvania	State	E-Verify	English/Spanish	Required for public works contractors and subcontractors
Pennsylvania	State	Fair Housing Practices	Spanish	Optional for all employers with Spanish-speaking employees
Pennsylvania	State	Fair Lending Practices	Spanish	Optional for all employers with Spanish-speaking employees
Pennsylvania	State	Human Trafficking	Spanish	Required for employers in several industries. Consult legal counsel for more information
Pennsylvania	State	Minimum Wage Law Poster and Fact Sheet	Spanish	Optional for all employers with Spanish-speaking employees
Pennsylvania	State	No Smoking	Spanish	Optional for all employers with Spanish-speaking employees
Pennsylvania	State	Public Accommodations	Spanish	Required for any owner, lessee, proprietor or manager of a place of public accommodation, resort or amusement with Spanish-speaking employees
Pennsylvania	State	Right to Know Act	Spanish	Optional for Spanish-speaking employees (public employers)
Pennsylvania	State	Right to Work	Spanish	Required for public works contractors and subcontractors
Pennsylvania	State	Scheduled Hours of Work For Minors	Spanish	Optional for all employers with Spanish-speaking employees
Pennsylvania	State	Unemployment Compensation	Spanish	Required for employers with Spanish-speaking employees
Pennsylvania	City	Philadelphia No Smoking	Spanish	Optional for all employers with Spanish-speaking employees
Pennsylvania	City	Philadelphia Paid Sick Leave	Spanish	Optional for employers with 10 or more employees of which 5% or more speak Spanish
Pennsylvania	County	Allegheny County Paid Sick Leave	Spanish	Optional for all employers
Pennsylvania	City	Philadelphia Fair Workweek (Predictive Scheduling)	Spanish	Required for retail, hospitality and food establishment employers with 250 or more employees worldwide and 30 or more locations worldwide and that have more than 5% Spanish-speaking employees
Pennsylvania	City	Pittsburgh Paid Sick Leave	Spanish	Required for all employers

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# Spanish Postings Guide

## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
Rhode Island	State	Ban the Box	Spanish	Optional for all employers
Rhode Island	State	Healthy and Safe Families and Workplaces Act	Spanish	Optional for all employers
Rhode Island	State	Ignoring This Poster Can Be Hazardous To Your Health (Right to Know)	Spanish	Optional for all employers with Spanish-speaking employees
Rhode Island	State	It Is Illegal To Smoke In This Establishment	Spanish	Optional for all employers with Spanish-speaking employees
Rhode Island	State	Notice to All Employees (UI & DI)	Spanish	Optional for all employers with Spanish-speaking employees
Rhode Island	State	Parental and Family Medical Leave Act	Spanish	Optional for all employers with Spanish-speaking employees
Rhode Island	State	Prevailing Wage	Spanish	Optional for public works contractors with a contract price in excess of one thousand dollars (\$1,000) with Spanish-speaking employees
Rhode Island	State	Minimum Wage Poster	Spanish	Optional for all employers
Rhode Island	State	Workers' Compensation Act	Spanish	Optional for all employers with Spanish-speaking employees
South Carolina	State	Employment Discrimination	Spanish	Optional for all employers with Spanish-speaking employees
South Carolina	State	Equal Opportunity Is The Law	Spanish	Optional for all employers who receive federal financial assistance
South Carolina	State	E-Verify	English/Spanish	Required for all employers
South Carolina	State	Human Trafficking	English/Spanish	Required for adult businesses, any establishment declared a nuisance for prostitution, emergency rooms within a hospital, urgent care centers, hotel/motel/room/accommodation furnished to transients for a fee, agricultural labor contractors and transporters, airports, train stations, bus stations, rest areas and truck stops

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# Spanish Postings Guide

## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
South Carolina	State	Right to Work	Spanish	Required for all employers
South Dakota	State	Minimum Wage	Spanish	Optional for all employers with Spanish-speaking employees
South Dakota	State	Unemployment Benefits Notice	Spanish	Optional for all employers
South Dakota	State	Workplace Safety	Spanish	Optional for all employers
Tennessee	State	Discrimination (Employment)	Spanish	Optional for all employers
Tennessee	State	Discrimination (Employment)	English/Spanish	Required for all employers
Tennessee	State	Discrimination in Housing	English/Spanish	Required for all businesses engaged in the sale or rental of real property
Tennessee	State	E-Verify	English/Spanish	Required for all employers of 50+ employees
Tennessee	State	No Smoking	Spanish	Optional for all employers with Spanish-speaking employees
Tennessee	State	Right to Work	Spanish	Required for all employers with 50+ employees
Tennessee	State	TOSHA Safety and Health	Spanish	Optional for all employers with Spanish-speaking employees
Tennessee	State	Unemployment Insurance	Spanish	Optional for all employers with Spanish-speaking employees
Tennessee	State	Wage Regulation Act	Spanish	Required for all employers who employ Spanish-speaking youths under the age of 18
Tennessee	State	Workers' Compensation	Spanish	Optional for all employers with Spanish-speaking employees
Tennessee	City	Nashville Food Storage Procedures	Spanish	Optional for food service establishments (restaurants, snack bars, and school cafeterias) and retail food stores (groceries) with Spanish-speaking employees
Tennessee	City	Nashville Food Temperature Requirements	Spanish	Optional for food service establishments (restaurants, snack bars, and school cafeterias) and retail food stores (groceries)
Tennessee	City	Nashville Sink Set-up Procedure	Spanish	Optional for food service establishments (restaurants, snack bars, and school cafeterias) and retail food stores (groceries)

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# Spanish Postings Guide

## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
Tennessee	City	Nashville Title VI Civil Rights Act	Spanish	Optional for all employers
Tennessee	City	Nashville Wash Your Hands	Spanish	Optional for food service establishments (restaurants, snack bars, and school cafeterias) and retail food stores (groceries)
Tennessee	State	Title VI Notice	Spanish	Required for employers who receive state services that are federally and/or state funded
Texas	State	Child Labor Law	Spanish	Optional for all employers who employ Spanish-speaking youths under the age of 18
Texas	State	Employer Notification - Ombudsman Program	Spanish	Required for all employers participating in the workers' compensation system shall post notice of the Office of Injured Employee Counsel's (OIEC) Ombudsman Program
Texas	State	E-Verify	English/Spanish	Required for state agencies and public colleges
Texas	State	Human Trafficking	English/Spanish	Required for businesses and establishments that hold an alcohol permit or license
Texas	State	Notice of No Workers' Compensation (Notice 5)	Spanish	Required for employers with no workers' compensation coverage and Spanish-speaking employees
Texas	State	Notice To Employees (Texas Hazard Communication Act)	Spanish	Optional for all nonexempt employers who employ Spanish-speaking employees
Texas	State	Notice to Employees Concerning Workers' Compensation (Notice 6)	Spanish	Required for all employers who are covered by workers' compensation insurance
Texas	State	Notice to Employees Workers' Compensation Certified Self Insurers (Notice 7)	Spanish	Required for employers with Spanish-speaking employees who are certified self-insurers under Labor Code 407

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# Spanish Postings Guide

## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
Texas	State	Required Construction Project Workers' Compensation Coverage (Notice 8)	Spanish	Required for all employers who are for building or construction projects for governmental entities with Spanish-speaking employees
Texas	State	Right to Work	Spanish	Required for state agencies and public colleges
Texas	State	Texas Unemployment Insurance and Pay Day Law	Spanish	Optional for all employers with Spanish-speaking employees
Texas	State	The Law in Texas (Discrimination)	English/Spanish	Optional for all employers
Texas	State	Workers' Compensation (Self Insured) (Notice 10)	Spanish	Required for all employers of Spanish-speaking employees who are members of a self-insurance workers' compensation group
Texas	State	Workers' Compensation for Communicable Disease Exposure (Notice 9)	Spanish	Required for all employers who have Spanish-speaking employees who may be exposed to work-related communicable diseases
Texas	City	Arlington No Smoking	Spanish	Optional for all employers
Texas	City	Austin Equal Employment Opportunity	Spanish	Required for all city-contracted construction projects
Texas	City	Austin Rest Break Ordinance	Spanish	Required for all city-contracted construction projects
Texas	City	Austin Title VI Nondiscrimination Statement	English/Spanish	Required for all city-contracted construction projects
Texas	State	Are You Owed Wages	Spanish	Optional for all employers

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# Spanish Postings Guide

## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
Texas	City	Austin Wage Compliance Contact Sheet	Spanish	Required for all city-contracted construction projects
Texas	State	Gun Laws	Spanish	Optional for employers, but those who choose to display must conform to requirements. See <a href="#">Employment Law Minute post for more info</a>
Utah	State	E-Verify	English/Spanish	Required for all employers who employ 15 or more employees
Utah	State	Pregnancy and Related Conditions Under the Utah Antidiscrimination Act	Spanish	Optional for all employers
Utah	State	Right to Work (Spanish)	Spanish	Required for all employers who employ 15 or more employees
Utah	State	Unemployment Insurance	Spanish	Optional for all employers with Spanish-speaking employees
Utah	State	Workers' Compensation Notice	Spanish	Optional for all employers with Spanish-speaking employees
Utah	State	Workplace Safety and Health in the State of Utah	Spanish	Optional for all employers with Spanish-speaking employees
Vermont	State	Earned Sick Leave	Spanish	Required for all employers
Vermont	State	Employers Liability and Workers' Compensation	Spanish	Optional for all employers with Spanish-speaking employees
Virginia	State	Earned Income Credit	Spanish	Optional for all employers with Spanish-speaking employees
Virginia	State	E-Verify	English/Spanish	Required for state agencies
Virginia	State	Human Trafficking	Spanish	Required at all adult entertainment establishments and truck stops
Virginia	State	Notice to Workers (Unemployment Insurance)	Spanish	Optional for all employers with Spanish-speaking employees

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# Spanish Postings Guide

## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
Virginia	State	Right to Work	Spanish	Required for state agencies
Virginia	State	Safety and Health Protection on the Job	Spanish	Optional for all employers with Spanish-speaking employees
Virginia	State	Workers' Compensation Notice	Spanish	Optional for all employers with Spanish-speaking employees
Washington	State	Discrimination in Employment	Spanish	Optional for all employers with Spanish-speaking employees
Washington	State	Job Safety and Health Protection	Spanish	Optional for all employers who employ Spanish-speaking employees
Washington	City	Seattle Notice of Rights for Hotel Employees	Spanish	Optional for hourly employees who work at hotels of 60 rooms or more
Washington	State	No Smoking	Spanish	Optional for all employers with Spanish-speaking employees
Washington	State	Notice to Employees (Workers' Compensation)	Spanish	Optional for all employers with Spanish-speaking employees
Washington	State	Notice to Employees Self-Insured (Workers' Comp)	Spanish	Optional for all self-insured employers who employ Spanish-speaking employees
Washington	State	Unemployment Benefits (EMS 9874)	Spanish	Optional for all employers with Spanish-speaking employees
Washington	State	Your Rights as a Worker in Washington State	Spanish	Optional for all employers with Spanish-speaking employees
Washington	City	Seattle Fair Housing	Spanish	Optional for all employers
Washington	City	Seattle Labor Standards Ordinances	Spanish	Required for all employers where Spanish is the primary language of employees at the workplace

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## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
Washington	City	Seattle Secure Scheduling	Spanish	Required for employers of hourly employees who work at large food service and retail establishments within Seattle city limits whose primary language is Spanish
Washington	City	Seattle Wage Rate and Overtime Requirements (Prevailing wage)	English/Spanish	Optional for all employers
Washington	City	Tacoma Paid Leave	Spanish	Required for all employers who have employees who speak Spanish as their primary language
Washington	State	Breastfeeding in Places of Public Accommodation	Spanish	Optional for places of public accommodation
Washington	State	Domestic Violence Resources	Spanish	Required for all employers
Washington	State	Paid Time Off	Spanish	Optional for all employers
West Virginia	State	E-Verify	English/Spanish	Required for public employers, federal contractors, and service providers with employees regularly employed on the grounds or in the buildings of the Capital Complex
West Virginia	State	Right to Work	Spanish	Required for public employers, federal contractors, and service providers with employees regularly employed on the grounds or in the buildings of the Capital Complex
West Virginia	State	Human Trafficking	Spanish	Requirements vary by industry. Consult legal counsel for more information
Wisconsin	State	Bone Marrow and Organ Donation Leave	Spanish	Optional for all employers
Wisconsin	State	Employee Rights Under WI Business Closing/Mass Layoff (Layoff Notice)	Spanish	Optional for all employers with Spanish-speaking employees

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# Spanish Postings Guide

## State and Local Spanish Postings

State	Jurisdiction	Posting Name	Language	Posting Requirements
Wisconsin	State	Fair Employment Law	Spanish	Optional for all employers with Spanish-speaking employees
Wisconsin	State	Family and Medical Leave	Spanish	Optional for employers of 50 or more employees with Spanish-speaking employees
Wisconsin	State	Hours and Times of Day Minors May Work in Wisconsin	Spanish	Optional for all employers with Spanish-speaking employees
Wisconsin	State	Minimum Wage Rates	Spanish	Optional for all employers with Spanish-speaking employees
Wisconsin	State	Retaliation Protection for Healthcare Workers	Spanish	Optional for all employers who are health care providers or who own or manage a health care facility who employ Spanish-speaking employees
Wisconsin	State	UI Benefits, Notice to Employees About Claiming	Spanish	Optional for all employers with Spanish-speaking employees
Wisconsin	State	Human Trafficking	Spanish	Optional for all employers

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## GOVDOCS SPANISH UPDATE PROGRAM

Are you fed up with all the manual research and spreadsheets that go into determining whether your locations need Spanish-language labor law posters?

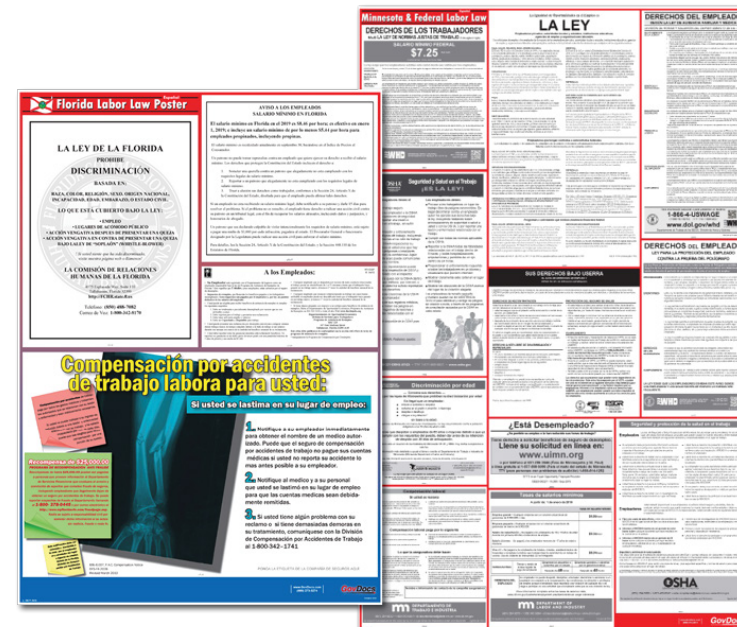
There's an easier way.

The [GovDocs Spanish Update Program](#) is an annual subscription that provides new or updated Spanish labor law posters to affected locations whenever a posting change occurs.

The Spanish Update Program covers agency-translated Spanish labor law posters for federal and 43 states (including D.C.), in the following formats:

- Federal-on-One Poster
- State-on-One Poster
- State and Federal Combined Poster

Spanish county and city postings, when available, are included with their English-language equivalents in GovDocs county and city postings in the standard GovDocs Update Program.



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