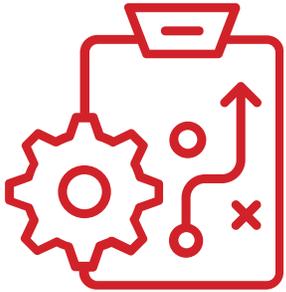


# Digital Labor Law Posters: 5 Steps to **Avoid Noncompliance**



## Have a Plan in Place

Even as employers have moved to more remote and hybrid work environments, a surprising number of companies don't have a formal program for providing workers access to electronic labor law posters. Is someone on your team emailing updated posters? Do you have a digital space where employees can easily access them? Putting a program in place is step one for full labor law poster compliance.



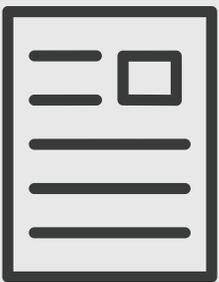
## Know Where Your Employees Live

Employment laws vary across jurisdictions, of course. And that means employees in different areas need different labor law posters. Make sure you know their exact address — not simply their ZIP code — to determine which posters they need access to. Plus, many remote employees may pick up and move without notifying you. Be certain of their locations to maintain labor law poster compliance.



## Make Sure They Update in Real Time

If you have selected a provider to help manage your digital labor law poster program, check to see whether they provide poster updates in real time, as is the case with the [GovDocs Intranet Poster Program](#), which helps you efficiently manage compliance for employees working outside the office. Posters can update at any time, so make sure your employees always have current information.



## Don't Forget Physical Labor Law Posters

Even if you have employees covered with up-to-date digital versions of the applicable labor law posters, employers must still display them in their company's physical locations. Providing digital labor law posters to employees doesn't absolve employers of the requirements to display physical posters. Also note that electronic labor law posters should be as easy to access as a traditional poster.



## Assess Your Future Labor Law Poster Needs

Your organization might be in good shape with a barebones digital labor law poster process today. But what about the coming months or years? If you have a rapidly growing company — or are now hiring employees who live across the country to work remotely — you should re-evaluate your labor law poster needs going forward, which could spark the need for a stronger program.