

# The Life of a Labor Law Poster

How does a labor law poster come to be? From the initial law to agency generation and updates, here is the rundown.



## IT STARTS WITH THE LAW...

A governmental body — federal, state, county or city — creates a law that may contain a labor law poster requirement.

## AGENCIES GET INVOLVED...

Regulatory agencies generate a poster based upon statutory or ordinance requirements. They are then made available to employers.



## POSTER REQUIREMENTS VARY...

Poster obligations depend on a number of factors, including industry type, whether a company is a federal contractor, the number of Spanish-speaking employees and more.

## KINDS OF LAWS WITH POSTER REQUIREMENTS...

Typically, a law with a poster requirement is related to employee rights. For example, discrimination, workers' compensation, minimum wage, paid leave, employee safety, etc.



## TYPES OF POSTERS...

Most large employers opt for posters that include all required federal, state and local posting requirements. (Don't forget about city/county posters and electronic versions.)

## POSTER UPDATES...

Poster updates? They happen all the time and are hard to manage. There are more than 1,700 active postings in the U.S. and Canada. And new and revised laws create constant updates.



## HOW EMPLOYERS MANAGE POSTER COMPLIANCE...

Generally, employers that operate across the country outsource labor law poster compliance to vendors — like GovDocs, one of the leading poster compliance companies in the U.S.

