

# Specific City and Industry Notices

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Please make sure you are [logged in](#) to our online store, then click on your state to see a list of additional notices NOT included in our State and Federal Combination posters that may be applicable for your specific city or industry.

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<a href="#">Alabama</a>				
	<b>Human Trafficking</b>	Recommended for businesses who offers entertainment and also for transportation industry.	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Workplace Violence</b>	Employers are encouraged to post this notice. This poster is not required by the State of Alabama.	<a href="#">English</a>	
	<b>Unemployment Compensation Partial Notice</b>	Unemployment Notice for Partial Claims Notice. Recommended for employers that has employees that works less than your usual weekly gross earnings for full-time employment	<a href="#">English</a>	
	<b>E-Verify</b>	All Employers, public and private	<a href="#">Available For Purchase</a>	

<a href="#">Alaska</a>				
	<b>Worker's Compensation Notice of Insurance</b>	Required to be posted in three (3) conspicuous places.	<a href="#">English</a>	
	<b>Whistleblower Act</b>	This poster meets the requirements of AS 39.90.100(d) of the State of Alaska Whistleblower Act. It is only required for Public Employers	<a href="#">English</a>	
	<b>Mandatory Overtime Limitations for Nurses</b>	A health care facility shall post and 14 maintain, in places readily accessible to individuals in the service of the health care 15 facility, printed statements that describe employee rights and employer obligations 16 under AS 18.20.400 - 18.20.499 and regulations adopted under AS 18.20.430. The 17 commissioner shall supply the printed statements to a health care facility without cost 18 to the facility.	<a href="#">English</a>	
	<b>Commercial Fishing and Minors</b>	Alaska law prohibits minors under 16 from working on fishing boats UNLESS the boat is operated by a parent. You may post this notice if this applies to your company.	<a href="#">English</a>	
	<b>No Smoking</b>	Beginning Monday, October 1, 2018, smoking and vaping is not allowed in enclosed public places and places of employment. "Place of employment" means work areas, private offices, hotel and motel rooms, employee lounges, restrooms, conference rooms, classrooms, cafeterias, hallways, vehicles, and other employee work areas that are under the control of an employer.	<a href="#">English</a>	

		No-smoking signs must be posted, indoor ashtrays and other smoking accessories will disappear, and customers and employees who have been allowed to smoke inside will be asked to take it outside. Signs must be visible from the outside of each entrance.		
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<a href="#">Arizona</a>			
	<b>E-Verify</b>	All Employers, public and private	<a href="#">Available For Purchase</a>
	<b>Flagstaff City Minimum Wage</b>	Every employee who performs, or is expected to perform 25 hours or more of work in Flagstaff in a calendar year, regardless of the location of their employer or their immigration status.	<a href="#">Download Here</a>
			<a href="#">Available for Purchase</a>
	<b>Tucson Notice of Non-Discrimination</b>	Every person or business subject to the Tucson City Code, Chapter 17, must post a Notice of Non-Discrimination in a conspicuous place.	<a href="#">Download Here</a>
			<a href="#">Available for purchase</a>

<a href="#"><u>Arkansas</u></a>			
	<b>Health Care Notice for Employees Under Managed Care</b>	AWCC Rule 33 (Managed Care) requires employers under a Managed Care program to have posted in the workplace a notice of the Managed Care Organization (MCO) or Internal Managed Care System (IMCS).	<a href="#">Download Here</a>
	<b>Hand Washing Sign with Employee Reporting Requirement</b>	Optional poster for restaurant.	<a href="#">Version 1</a> <a href="#">Version 2</a>
			<a href="#">Available For Purchase</a>
	<b>Human Trafficking</b>	Required for businesses below: -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 bus or train station that serves passengers - A privately owned and operated facility that provides food, fuel, shower or other sanitary facilities, and overnight parking.	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>

<a href="#"><u>California</u></a>			
	<p><b>Industrial Welfare Commission (IWC) Wage Orders</b>  <i>Required for ALL CA Employers</i></p>	<p>This is the primary posting requirement for <b>ALL CALIFORNIA EMPLOYERS</b>. It is mandatory to post the correct Industrial Welfare Commission (IWC) Wage Order Poster applicable to your organization. IWC wage orders regulate wages, hours and working conditions including breaks and meal periods, overtime provisions, recordkeeping and reporting, penalties, important definitions, and phone numbers to local DLSE offices (Division of Labor Standards Enforcement) which enforces these working conditions.</p> <p>Under California Labor Code 1183(d), <b>every employer in the State of California falls under one of 16 industry or occupational groups</b>, and must post the correct wage order. <b>NOTE:</b> If you are unsure of which Wage Order you fall under, call us at (714) 521-7720 or visit these link:</p> <ul style="list-style-type: none"> <li>• <a href="#">Which IWC Wage Order?</a></li> <li>• <a href="#">Alphabetical Index of Businesses and Occupations</a></li> </ul>	<p><a href="#">Available For Purchase</a></p>
	<p><b>California Fair Housing</b></p>	<p>Recommended to be posted for businesses involved in the rental or sale of housing.</p>	<p><a href="#">English</a></p>

	<b>Rights of Victims of Domestic Violence, Sexual Assault and Stalking</b>	Published May 2017 – Employers must provide this notice to new workers when hired, and to other workers who ask for it.	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Human Trafficking</b>	Requires that a specified business or other establishment open to public from this <a href="#">LIST</a> , must post the notice in a conspicuous place near the public entrance of the establishment or in another conspicuous location in clear view of the public and employees where similar notices are customarily posted.	<a href="#">Bilingual Poster Available For Purchase</a>	
	<b>Wage Theft Protection Act Notice</b>	Effective January 1, 2012, the act criminalizes willful violations for non-payment of wages, failure to pay minimum wage, and requires that all employers provide each employee with a written notice containing specified wage information at the time of hire.	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Access to Medical Records</b>	Provides information about rights of employees working with hazardous/toxic substances. (This poster is included in our State posters and Combination posters)	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>California Immigrant Worker Protection Act (AB 450) Template</b>	Employers are required to provide a current employee notice of an inspection of I-9 Employment Verification forms or other employment records within 72 hours of receiving a federal notice of inspection. To read more about this, you may click <a href="#">HERE</a> .	<a href="#">English</a>	<a href="#">Spanish</a> <a href="#">Vietnamese</a> <a href="#">Chinese</a> <a href="#">Korean</a> <a href="#">Tagalog</a>
	<b>Workplace rights for Members of the Military and Veterans</b>	A brochure/notice that includes information regarding discrimination law against military and veterans.	<a href="#">English</a>	<a href="#">Spanish</a>



<b>City of Santa Monica Poster Includes:</b> <ul style="list-style-type: none"> <li>• Minimum Wage</li> <li>• Paid Sick Leave</li> <li>• Service Charge Law</li> <li>• Hotel Workers Living Wage</li> </ul>	City of Santa Monica Businesses are required to post this updated notice starting July 1 <sup>st</sup> , 2018. In addition, all hotels apart from Santa Monica’s youth hostels must post the Hotel Workers Living Wage portion; and all employers that collect service charges must post the Service Charge Law portion.	<a href="#">Download Here</a>
		<a href="#">Available For Purchase</a>
<b>City of Malibu Minimum Wage</b>	Ordinance No. 404 establishes a Minimum Wage covering all employees working within the Malibu city limits, regardless of immigration or work status. The ordinance became effective on July 1, 2016.	<a href="#">Download Here</a>
<b>City of Pasadena Minimum Wage</b>	City of Pasadena Businesses are required to post this updated notice starting July 1 <sup>st</sup> , 2018. <b>Two versions are available;</b> for 25 employees or less, and 26 employees or more.	<a href="#">Download Here</a>
		<a href="#">Available For Purchase</a>
<b>City of Los Angeles Minimum Wage, Paid Sick Leave, and Fair Chance Initiative for Hiring Ordinances</b>	Employers in the City of Los Angeles (including neighborhoods within the “CITY of Los Angeles”) are required to post this notice starting July 1 <sup>st</sup> , 2018. The Fair Chance notice on the poster is for Private employers.	<a href="#">Download Here</a>
		<a href="#">Available For Purchase</a>
<b>County of Los Angeles Minimum Wage</b> <i>(Unincorporated Areas Only)</i>	This minimum wage ordinance applies only to the <b>unincorporated areas</b> of Los Angeles County. You may <a href="#">CLICK HERE</a> to check if you are unsure whether or not you are located in these areas. <a href="#">CLICK HERE</a> for more information.	<a href="#">Download Here</a>
		<a href="#">Available For Purchase</a>

**If you are unsure as to whether you are required to post the LA CITY Version, the LA County Version, or NEITHER, please [CLICK HERE](#) to help you determine that information.**

	<b>City of Los Angeles Fair Chance for City Contractors</b>	City contractors in Los Angeles must post this notice.	<a href="#">Download Here</a>
	<b>City of San Diego Minimum Wage &amp; Earned Sick Leave</b>	City of San Diego Businesses are required to post this notice.	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>
	<b>City of Berkeley Minimum Wage</b>	City of Berkeley Businesses are required to post this notice.	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>
	<b>City of Richmond Minimum Wage</b>	City of Richmond Businesses are required to post this notice.	<a href="#">Download Here</a>
	<b>City of San Jose Minimum Wage</b>	City of San Jose Businesses are required to post this notice.	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>
	<b>City of Los Altos Minimum Wage and Know Your Rights</b>	City of Los Altos Businesses are required to post these notices.	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>
	<b>City of Cupertino Minimum Wage</b>	City of Cupertino Businesses are required to post this notice.	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>
	<b>City of Mountain View Minimum Wage</b>	City of Mountain View Businesses are required to post this notice.	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>
	<b>City of Palo Alto Minimum Wage</b>	City of Palo Alto Businesses are required to post this notice.	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>
	<b>City of San Mateo Minimum Wage</b>	City of San Mateo Businesses are required to post this notice.	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>
	<b>City of San Leandro Minimum Wage</b>	City of San Leandro Businesses are required to post this notice.	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>

	<b>City of Santa Clara Minimum Wage</b>	City of Santa Clara Businesses are required to post this notice.	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>
	<b>City of Oakland Minimum Wage, Paid Sick and Service Charge</b>	City of Oakland Businesses are required to post these notices.	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>
	<b>City of Sunnyvale Minimum Wage</b>	Employers in the City of Sunnyvale, CA must post the Minimum Wage Official Notice in the workplace, informing employees of the rate and their rights.	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>
	<b>City of San Francisco Poster</b>	City of San Francisco Businesses are required to post the following notices: -Minimum Wage Ordinance -Paid Sick Leave -Consideration of Salary History -Fair Chance Ordinance -Health Care Security Ordinance -Family Friendly Workplace Ordinance -Paid Parental Leave	<a href="#">Download Here</a>
			<a href="#">Available for Purchase</a>
	<b>City of San Francisco (Formula Retail Employee Rights Ordinances)</b>	These laws apply only to “Formula Retail Establishments” (or chain stores) with at least 40 formula retail establishments worldwide and 20 or more employees in San Francisco as well as their janitorial and security contractors.	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>
	<b>San Francisco Prevailing Wage</b>	This is a poster for construction workers employed on city funded projects	<a href="#">Download Here</a>
	<b>City of El Cerrito Minimum Wage</b>	Beginning January 1, 2018, an employee who performs at least two (2) hours of work in a particular	<a href="#">Download Here</a>

		workweek within the geographic limits of the City of El Cerrito must be paid wages of not less than \$13.60 per hour. This minimum wage rate applies equally to all employees, regardless of the size of the employer.	<a href="#">Available For Purchase</a>
	<b>City of Emeryville Minimum Wage</b>	City of Emeryville Businesses are required to post the Minimum Wage and Paid Sick Leave notice. The Service Charge Law is also required to be posted for Hospitality Employers who collect service charges from customers.	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>
	<b>City of Milpitas Minimum Wage</b>	On February 21, 2017, the Milpitas City Council adopted Ordinance No. 292 to establish a city-wide minimum wage. Beginning January 1, 2018, employers who are subject to the City's business license requirement or who maintain a business facility in the City, must pay to each employee who performs at least two (2) hours of work per week in Milpitas, minimum wages of not less than \$12.00 per hour.	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>
	<b>City of Santa Cruz Discrimination Poster</b>	Every employer or institution subject to Santa Cruz municipal code 9.83 shall post this notice.	<a href="#">Download Here</a>
	<b>City of Belmont Minimum Wage</b>	Required for employers who are subject to the Belmont Business License Tax OR who maintain a facility in Belmont beginning July 1, 2018.	<a href="#">Download Here</a>

<a href="#"><u>Connecticut</u></a>				
	<b>Hours of Minors in Mercantile Industry</b>	Required for businesses who employ children in the Mercantile Industry	<a href="#">English</a>	
	<b>Hours of Minors in Restaurant</b>	Required for businesses who employ children in Restaurants and Food Service Establishments.	<a href="#">English</a>	
	<b>Mercantile Trade</b>	Required for businesses in the mercantile trade industry.	<a href="#">English</a>	
	<b>Prevailing Wage</b>	Required for every contractor or subcontractor performing work for the state.	<a href="#">English</a>	
	<b>Hotel/Restaurant</b>	Required for businesses in the restaurant and hotel restaurant industry.	<a href="#">English</a>	

<a href="#"><u>Colorado</u></a>			
	<b>Denver Anti-Discrimination Notice</b>	Every person subject to this article except private residences and rental complexes of fewer than five (5) units shall post and keep posted in a conspicuous location where business or activity is customarily conducted or negotiated a notice whose language and form have been prepared by the agency setting forth excerpts from or summaries of the pertinent provisions of this article and information pertinent to the filing of a complaint. <b>It shall be a discriminatory practice for a person subject to this article to fail to post notices</b> , maintain records, file reports as required by sections 28-105 and 28-106, or to fail to supply documents and information requested by the agency in connection with a matter under investigation.	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>
	<b>E-Verify</b>	Contractors with state and local government are required to be enrolled with either with E-Verify, or the Colorado Department of Labor and Employment Program (“Department Program”).	<a href="#">Available For Purchase</a>

<b><u>District of Columbia</u></b>			
	<b>Equality in Education</b>	District of Columbia required poster for Educational Institutions	<a href="#">Download Here</a> <a href="#">Available for purchase</a>
	<b>Public Accommodation</b>	Recommended to be posted for businesses who are open to public	<a href="#">Download Here</a>
	<b>Fair Housing</b>	Recommended to be posted for businesses involved in the rental or sale of housing.	<a href="#">Download Here</a> <a href="#">Available for purchase</a>
	<b>Living Wage Poster</b>	Effective <b>January 1<sup>st</sup>, 2018</b> , all government contract holders and recipients of government assistance are required to post this Living Wage Poster in a conspicuous site in the place of business. Fact Sheet available <a href="#">HERE</a> .	<a href="#">Download Here</a> <a href="#">Available for purchase</a>
	<b>Wage Theft Prevention Amendment Act 2014</b>	Summary of Wage Theft Prevention Amendment Act went into effect February 26, 2015.	<a href="#">Download Here</a>
	<b>Right to Breastfeed</b>	Optional poster to post to provide rights to breastfeeding mother's at work.	<a href="#">Download Here</a> <a href="#">Available for purchase</a>
	<b>LGBTQ Diversity in Workplace</b>	Optional poster to post regarding nondiscriminatory manner against gender identity, gender expression and sexual orientation.	<a href="#">Download Here</a> <a href="#">Available for purchase</a>

<b>Florida</b>			
	<b>Broward County Minimum Wage</b>	The Living Wage Ordinance <b>requires service contractors awarded living wage contracts</b> to display this poster at the job site in a prominent location where it can easily be seen by employees. Employees of service contractors and subcontractors performing covered services pursuant to a County service contract exceeding \$100,000 per year must be paid not less than the living wage rates indicated on this poster, one rate for those with qualifying health benefits, and another rate for those without health benefits.	<p><a href="#">Download Here</a></p> <p><a href="#">Available For Purchase</a></p>
	<b>St. Petersburg Wage Theft Prevention Ordinance</b>	Applies to all private employees (not independent contractors) performing work within St. Petersburg city limits, regardless of the employer’s physical location.	<a href="#">Download Here</a>
	<b>Miami-Dade Living Wage Notice</b>	Notice to all <u>employees providing covered services</u> for Miami-Dade County on County Service Contracts. Updated to reflect Oct 17-Sep 18 rate.	<p><a href="#">Download Here</a></p> <p><a href="#">Available for purchase</a></p>
	<b>City of Miami Beach Discrimination Poster</b>	The City of Miami Beach prohibits discrimination in employment, housing and public accommodations. You may download the mandatory posting requirement, and find the complaint forms as well. You may file a complaint with the City within 180 days after the alleged discrimination occurred	<a href="#">Download Here</a>
	<b>E-Verify</b>	State agencies, public employers and contractors	<a href="#">Available For Purchase</a>



<b>Georgia</b>			
Rule 201. Panel of Physicians. (a) The employer may satisfy the requirements for furnishing medical care under O.C.G.A. § 34-9-200 in one of the following manners	<b>Worker's Compensation Panel of Physicians (P1)</b>	The employer may maintain a traditional posted panel of physicians that shall consist of at least six non-associated physicians, but is not limited to a minimum of six.	<a href="#">Download Here</a>
	<b>Worker's Compensation Conformed Panel of Physicians (P2)</b>	The employer may maintain a list of physicians that shall be known as the “conformed panel of physicians,” which shall include a minimum of ten physicians, or professional associations, reasonably accessible to employees and providing the same types of healthcare services specified in Board Rule 201(a)(1) and the following additional healthcare services: general surgeons and chiropractors.	<a href="#">Download Here</a>
	<b>Worker's Compensation Managed Care Organization</b>	To be utilized only by employers/insurers contracted with a Board Certified Managed Care Organization. See Board Rule 201. (An employer or the workers' compensation insurer of an employer may contract with a workers' compensation managed care organization certified pursuant to O.C.G.A. § 34-9-208 and Board Rule 208. A “workers' compensation managed care organization” (hereinafter “WC/MCO”) means a plan certified by the Board that provides for the delivery and management of treatment to injured employees under the Georgia Workers' Compensation Act.)	<a href="#">Download Here</a>
	<b>Georgia Human Trafficking Notice</b>	In 2011, Georgia passed House Bill 200 to further discourage human trafficking, increase penalties, and provide training to law enforcement. In 2017, Senate Bill 104 was passed requiring all government buildings and websites to post the human trafficking hotline notice.	<a href="#">Download Here</a>
	<b>E-Verify</b>	Public employers, contractors and subcontractors Private employers with more than 10 employees.	<a href="#">Available For Purchase</a>

<a href="#"><b>Hawaii</b></a>			
	<b>Human Trafficking</b>	Required for businesses that are open to public. This law takes effect in January 1 <sup>st</sup> 2014.	<a href="#">Download Here</a>
			<a href="#">Available for purchase</a>
	<b>Tip Credit Under The Hawaii Wage And Hour Law</b>	A detailed Notice To Employees regarding Tip Credit.	<a href="#">English</a>

**Idaho**

	<b>E-Verify</b>	Requires all state agencies to verify work eligibility status of new employees; requires public contractors and subcontractors that receive state or federal funds to verify work eligibility status.	<a href="#">Available For Purchase</a>
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<b>Illinois</b>					
	<b>Employee Classification Act of 2008</b>	Required for all construction contractors utilizing independent contractors.	<a href="#">Download Here</a>		
			<a href="#">Available For Purchase</a>		
	<b>Day and Temporary Labor Services Act</b>	Required for ALL Day and Temporary Labor Service Agencies	<a href="#">English</a>	<a href="#">Spanish</a>	<a href="#">Polski</a>
	<b>Cook County Minimum Wage</b>	Applies to the payment of wages by a Covered Employer to a Covered Employee for work that is performed while the Covered Employee is physically present within the geographic boundaries of Cook County. Effective July 1, 2017, this ordinance will increase the minimum wage for many employees in Cook County to \$10/hr.	<a href="#">Download Here</a>		
			<a href="#">Available For Purchase</a>		
	<b>Sexual Harassment in the Workplace</b>	The Illinois Human Rights Act prohibits all public and private employers from harassing applicants or employees on the basis of sex ( <i>IL Comp. Stat. Ch. 775 Sec. 5/2-102 et seq.</i> ). Employers with 15 or more employees are prohibited from discriminating on the basis of sex, marital status, or sexual orientation.	<a href="#">Download Here</a>		
			<a href="#">Available For Purchase</a>		
	<b>Sexual Harassment in Higher Education</b>	Post and keep posted at each campus in common area locations easily accessible to all students including, but not limited to residence halls, administration buildings, student unions, cafeterias, and libraries. And be included in registration materials for students. Any of the 3 versions can be used. Each photo poster is paired with language to explain the new posting law, <a href="#">Public Act 96-574</a> . Provided within the text is a live field for information (name of contact, agency, etc.) to be provided by each institution.	<a href="#">Download Here</a>		

	<b>Chicago Minimum Wage</b>	Required to be posted for employers in the City of Chicago.	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>
	<b>Chicago Paid Sick Leave Poster</b>	Required to be posted for employers in the City of Chicago.	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>
	<b>Fair Housing Poster</b>	<p>Under Illinois and federal fair housing law, houses, apartments, condominiums, mobile home parks, vacant land, and other types of residential property are covered. Illinois law also prohibits discrimination in transactions involving commercial property.</p> <ul style="list-style-type: none"> <li>• The law applies to owners, managers, salespersons, brokers, rental agents, or other agents or employees of the owner or the owner's agents.</li> <li>• Builders and Appraisers.</li> <li>• In addition to persons involved in real estate transactions, advertisers (newspapers and other publications that disseminate discriminatory advertising) and mortgage lenders (banks and loan brokers) can also be charged under the <a href="#">Illinois Human Rights Act</a>.</li> </ul>	<a href="#">Download Here</a>
			<a href="#">Available For Purchase Here</a>
	<b>Illinois Human Trafficking Poster</b> <i>Must be posted in a conspicuous place near the public entrance of the establishment or in</i>	<b>Who Must Post a Public Notice</b> <ul style="list-style-type: none"> <li>• On the premise consumption retailer licensees under the Liquor Control Act of 1934 where the sale of alcoholic liquor is the principal business carried on by the licensee at the premises and primary to the sale of food.</li> </ul>	<a href="#">Downloaded Here</a>

	<p><i>another conspicuous location in clear view of the public and employees where similar notices are customarily posted. Must be posted in English, Spanish, and in one other language that is the most widely spoken language in the county where the establishment is located.</i></p>	<ul style="list-style-type: none"> <li>• Adult entertainment facilities</li> <li>• Primary airports</li> <li>• Intercity passenger rail or light rail stations</li> <li>• Bus stations</li> <li>• Truck Stops. For the purposes of this Act, "truck stop" means a privately-owned and operated facility that provides food, fuel, shower or other sanitary facilities, and lawful overnight truck parking.</li> <li>• Emergency rooms within general acute care hospitals</li> <li>• Urgent Care Centers</li> <li>• Farm labor contractors</li> <li>• Privately-operated job recruitment centers</li> </ul>	<p><a href="#"><u>Available For Purchase</u></a></p>
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<a href="#"><b>Indiana</b></a>			
	<b>E-Verify</b>	State agencies, public employers, and government contractors.	<a href="#">Available For Purchase</a>

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<a href="#"><u>Iowa</u></a>			
	<b>EEOC Poster under Workforce Investment Act</b>	Required for businesses who currently receive Federal financial assistance	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>



<b><u>Louisiana</u></b>			
	<b>E-Verify</b>	Required for all state and local contractors. Public and private employers can either use E-Verify or check and retain acceptable work authorization documents. Those using E-Verify are not subject to civil penalties if an employee is later found to be working unlawfully.	<a href="#">Available For Purchase</a>
	<b>Human Trafficking</b>	Each hotel must post the information in the same location where other employee notices required by state or federal law are posted.	<a href="#">Download Here</a>
		"Hotel" means and includes any establishment (both public and private) engaged in the business of furnishing or providing rooms and overnight camping facilities intended or designed for dwelling, lodging, or sleeping purposes to transient guests.  This posting must be printed no smaller than 8 and 1/2 inches X 11 inches.	<a href="#">Available For Purchase Here</a>

<b><u>Maine</u></b>			
	<b>Workplaces Support Nursing Moms</b>	Non-Discrimination Notice regarding Nursing Mothers	<a href="#">Download Here</a> <a href="#">Available For Purchase</a>
	<b>Social Media</b>	Effective October 15, 2015, employers in Maine will be restricted in their ability to access the personal social media or email accounts (non-public information) of employees and applicants.	<a href="#">Download Here</a>
	<b>City Of Portland, ME</b>	City of Portland Businesses are required to post this notice.	<a href="#">Download Here</a> <a href="#">Available For Purchase</a>
	<b>Maine Equal Pay Law</b>	Optional poster regarding equal pay for comparable employees of the opposite sex.	<a href="#">Download Here</a>
	<b>Maine Human Rights Act</b>	Optional poster regarding discrimination, and the opportunity for an individual to secure employment without discrimination because of race, color, sex, sexual orientation, physical or mental disability, religion, age, ancestry or national origin.	<a href="#">Download Here</a>
	<b>Maine Domestic Violence In The Workplace</b>	Optional Poster stating that Maine laws protect victims of domestic violence, sexual assault, and stalking in employment.	<a href="#">Download Here</a>
	<b>Preventing the Spread of Flu in the Workplace</b>	Optional poster	<a href="#">Download Here</a> <a href="#">Available For Purchase</a>
	<b>Maine Human Trafficking</b>	This is included in our Maine posters but only Required for employers identified on this <a href="#">LIST</a> .	<a href="#">Download Here</a>

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<b>Maryland</b>				
	<b>Montgomery County Minimum Wage</b>	Businesses in Montgomery County is required to post BOTH the minimum wage notice and the new Earned Sick Leave notice effective October 1 <sup>st</sup> , 2016.	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Montgomery County Earned Sick and Safe Leave</b>		<a href="#">MC Min Wage Available For Purchase</a>	
<a href="#">English</a>			<a href="#">Spanish</a>	
			<a href="#">MC Earned Sick and Safe Leave Available For Purchase</a>	
	<b>Prince George County Minimum Wage</b>	Businesses in Prince George County is required to post this minimum wage notice.	<a href="#">English</a>	<a href="#">Spanish</a>
	<a href="#">Available For Purchase</a>			
	<b>Baltimore City Discrimination is Unlawful</b>	Optional notice to post in the City of Baltimore	<a href="#">Download Here</a>	
	<a href="#">Available For Purchase</a>			

<b><u>Massachusetts</u></b>				
	<b>Massachusetts Pregnant Workers Fairness Act</b>	This is a guidance regarding the act which goes into effect <b>April 1, 2018</b> . The act expressly prohibits discrimination on the basis of pregnancy and pregnancy-related conditions.	<a href="#">English</a>	
	<b>Massachusetts Child Labor Laws</b>	Required for employers that employ minors under 18 years of age. This is also helpful information for parents of teens.	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Temporary Worker Right to Know</b>	Required for temporary and staffing agencies.	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Notice of Your Rights as a Domestic Worker</b>	<p>This notice complies with the provisions of Massachusetts General Laws, Chapter 149, Section 190, which requires the following:</p> <p>Every domestic worker must receive a notice of their employment rights under state and federal law from their employer. An employer can comply with this requirement by providing the Attorney General's <a href="#">Notice of Rights for a Domestic Worker</a></p>	<a href="#">Written Notice</a>	<a href="#">2-Page Poster</a>

<b><u>Michigan</u></b>				
	<b>Freedom to Work (Private Sector)</b>	Effective March 28, 2013, the new law, which amended the LMA (for private sector) and the PERA (for public sector), gives Michigan workers expanded options when deciding whether or not to join a union. Generally, the FTW laws prohibit union-security agreements, which required that private and/or public employees pay union dues or service fees as a condition of obtaining or continuing employment. Employees who choose to opt-out of the union are still afforded rights and benefits as members of the bargaining unit.	<a href="#">English</a>	
	<b>Freedom to Work (Public Sector)</b>		<a href="#">English</a>	
	<b>No Smoking</b>	Effective May 1, 2010, Michigan PA 188 of 2009 will prohibit smoking in places of employment in the State of Michigan with the exception of certain businesses such as casinos, cigar bars, home office, etc. "NO SMOKING" signs must be posted the entrance of every building where smoking is prohibited.	<a href="#">English</a>	
	<b>Ann Arbor Living Wage Ordinance</b>	The Ann Arbor Living Wage Ordinance (Section 1:811-1:821 of Chapter 23 of Title I of the Code) requires that employers providing services to the City or recipients of grants for financial assistance (in amounts greater than \$10,000 in a twelve month period of time) pay their employees who are working on the City project or grant, a minimum level of compensation known as the Living Wage.	<a href="#">Poster</a>	<a href="#">Declaration</a>
	<b>Ann Arbor Non-Discrimination</b>	No person shall discriminate in the hire, employment, compensation, work classifications, conditions or terms, promotion or demotion, or termination of employment of any individual.	<a href="#">English</a>	

	<b>E-Verify</b>	Only Oakland, Macomb, and Ingham counties require public employers to use E-Verify for all new employees. Additionally, country service contractors within Oakland county must use E-Verify.	<a href="#">Available For Purchase</a>
	<b>Youth Employment Standard</b>	Must be posted if your employer has minor employees	<a href="#">English</a>
	<b>Human Trafficking</b>	Act 62 applies to the following entities: <ul style="list-style-type: none"> <li>-Welcome centers</li> <li>-Rest areas</li> <li>-Local bus and rail transportation services</li> <li>-Public airports</li> <li>-Adult entertainment establishments as defined in Section 2 of Act 62</li> <li>-Entities that own property that has been found by a court to constitute a public nuisance due to acts of prostitution or human trafficking.</li> </ul>	<a href="#">Download Here</a>

<b><u>Minnesota</u></b>			
	<b>City of Minneapolis Minimum Wage</b>	Required for employers based within the city of Minneapolis. Initially, it will apply to employers with more than 100 employees, then will also be effective for employers with 100 or fewer employees beginning July 1, 2018.	<a href="#">Download Here</a>
	<b>City of Minneapolis Sick and Safe Time</b>	Beginning July 1, 2017, the City of Minneapolis, together with employers and employees, will expand access to Sick and Safe Time off of work to improve public health, support the local economy, and create a more equitable standard of basic working conditions for all.	<a href="#">Available For Purchase</a>
	<b>City of St. Paul Earned Sick and Safe Time</b>	Employers in Saint Paul must provide employees working in Saint Paul with paid leave for medical or safety reasons. This must be posted in a conspicuous and accessible place.	<a href="#">English</a> <a href="#">Spanish</a>
	<b>E-Verify</b>	All state agencies and companies seeking a state contract in excess of \$50,000.	<a href="#">Available For Purchase</a>
	<b>Child Labor Standards Act</b>	This is a brochure that discusses Minnesota’s Child Labor Standards Act applicable to employers that hire minors under the age of 18. An employer that fails to comply with provisions of the Minnesota Child Labor Standards Act will be subject to penalties under Minnesota Statutes §181A.12.	<a href="#">English</a>
	<b>Additional Downloadable Brochures</b>	<ul style="list-style-type: none"> <li>- <a href="#">Parental Leave</a></li> <li>- <a href="#">Sick and Safe Leave</a></li> <li>- <a href="#">Pregnancy Leave, Nursing Mothers</a></li> <li>- <a href="#">Youth Employment at Resorts</a></li> <li>- <a href="#">Prevailing Wages</a></li> <li>- <a href="#">Recordkeeping Laws</a></li> </ul>	

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**Mississippi**

	<b>E-Verify</b>	All employers, public and private	<a href="#">Available For Purchase</a>
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<b><u>Missouri</u></b>			
	<b>Youth Employment List</b>	Required for businesses who employ youth under the age of 16. Must be printed in 8.5 x 14 to be compliant. If you don't have this size paper, please print on 2 pages.	<a href="#">English</a>
	<b>Discrimination in Public Accommodation</b>	The State of Missouri requires all businesses that are "open to the public" to post the Missouri Discrimination in Public Accommodations notice in an area frequented employees and customers.	<a href="#">Available For Purchase</a>
			<a href="#">English</a> <a href="#">Spanish</a>
	<b>Discrimination in Housing</b>	The State of Missouri requires all businesses that are involved in the rental or sale of housing to post the Missouri Discrimination in Housing notice in an area frequented by employees and customers.	<a href="#">Available For Purchase</a>
			<a href="#">English</a> <a href="#">Spanish</a>
	<b>St. Louis City Minimum Wage Notice</b> <i>(No longer in effect as of August 28, 2017)</i>	St. Louis' minimum wage has reverted to <b>\$7.70</b> after a brief increase to \$10, due to opposition from Missouri Gov. Eric Greitens.  As of Aug. 28, 2017, the city minimum wage is <b><u>no longer in effect</u></b> at least until further notice.	<a href="#">Available For Purchase</a>
	<b>E-Verify</b>	All public employers, and business entities receiving a state contract or grant in excess of \$5,000 or a state-administered tax credit, tax abatement, or loan from the state.	<a href="#">Available For Purchase</a>

<b><u>Nebraska</u></b>			
	<b>Hours of Employment for Children under 16 Years of Age</b>	The employer must keep posted a printed notice (Form 110) stating the hours of work of the child in the room where the child works.	<a href="#">English</a>
	<b>E-Verify</b>	State and local government agencies, public employers and government contractors.	<a href="#">Available For Purchase</a>

<b><u>Nevada</u></b>				
	<b>Pay Day Notice</b>	Required to be posted in two (2) conspicuous places.	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Tip Notice</b>	NRS 616B.227 Election by employee to report his tips; effect; regulation. Poster to be displayed by employers with employees who receive tips.	<a href="#">Notice To Employees</a>	<a href="#">Declaration Form</a>
	<b>Domestic Workers' Bill of Rights</b>	Effective January 1, 2018 - an employer must provide to a domestic worker—when he or she begins employment—a <b>written employment agreement</b> outlining the conditions of employment. The attached guideline needs to be posted.	<a href="#">English</a>	
	<b>Ban The Box Guidance Poster</b>	Effective January 1, 2018, <b>public employers</b> (state, city, incorporated city or unincorporated town, town board, county and local level(s) of government) have a legal duty to ensure careful consideration and fairness to all qualified applicants (for classified and unclassified service) including those applicants that may have a criminal history or "record".	<a href="#">English</a>	
	<b>Emergency Phone Numbers</b>	Required for all employers. Included in the all-in-one combination poster, but also available for download if a larger version is required to place around the workplace.	<a href="#">English</a>	

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<a href="#">New Hampshire</a>			
	<b>Equal Opportunity to Housing</b>	Required for Employers involved in the sale, rental or financing of housing	<a href="#">English</a>

<b><u>New Jersey</u></b>				
	<b>Overtime Restrictions for Healthcare Facilities</b>	Required for Health Care Facilities.	<a href="#">English</a>	
	<b>NJ CITIES EARNED/PAID SICK LEAVE POSTERS</b>	Find the link on the right to purchase city-specific Earned/Paid Sick Leave posters for New Jersey. Otherwise, these may also be downloaded through the links below.	<a href="#">AVAILABLE FOR PURCHASE</a>	
	<b>East Orange Paid Sick Leave</b>	Required to post in the city of East Orange.	<a href="#">English</a>	
	<b>Jersey City Earned Sick Time Ordinance</b>	Required to post in the city of Jersey City.	<a href="#">For Employees</a>	<a href="#">For Employers</a>
	<b>Irvington Paid Sick Leave</b>	Required to post in the city of Irvington.	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Paterson Paid Sick Leave</b>	Required to post in the city of Paterson.	<a href="#">English</a>	<a href="#">Spanish Flyer</a>
	<b>Passaic Paid Sick Leave</b>	Required to post in the city of Passaic.	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Newark Paid Sick Leave</b>	Required to post in the city of Newark.	<a href="#">English (FAQ here)</a>	
	<b>Montclair Paid Sick Time</b>	Required to post in the city Montclair.	<a href="#">English</a>	
	<b>Bloomfield Paid Sick Leave</b>	Required to post in the city of Bloomfield.	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Morristown Paid Sick Leave</b>	Required to post this notice, and hand to new hires.	<a href="#">English</a>	
	<b>Plainfield Earned Sick Days</b>		<a href="#">English</a>	
	<b>Trenton Paid Sick Leave</b>	Required to post in the city of Trenton.	<a href="#">English</a>	<a href="#">Spanish</a>

	<b>Elizabeth Municipal Paid Sick Leave Law</b>	No official poster. Employers may create their own notice based on the ordinance seen here.	<a href="#">Click Here to view the ordinance</a>	
	<b>New Brunswick Municipal Paid Sick/Safe Time Law</b>	Employers with five or more full-time equivalent employees must provide written notice to employees of their rights under the municipal paid sick/safe time law at the time of commencement of employment, and post this notice in a conspicuous place.	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Jersey City Wage Theft Ordinance</b>	Effective October 1, 2015.	<a href="#">English</a> <a href="#">Español</a> <a href="#">Tagalog</a>	
	<b>New Jersey Reporting and Recordkeeping Requirements.</b>	Employers have until December 7, 2011 to post the notice and distribute copies of the contents to their employees. They have to provide this information to new employees hired on or after November 7, 2011.	<a href="#">8.5x11</a>	<a href="#">11x17</a>
	<b>New Jersey Discrimination in Public Accommodation</b>	<b>Required for places that provide services of any kind to the public, such as:</b> Restaurants, hotels, hospitals, doctor's offices, stores, bars, auditoriums, libraries, shopping centers, amusement parks, public schools, college, universities, libraries, gymnasiums, movie theatres and camps; <i>(whether or not it has a building, headquarters, office or other place)</i>	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>New Jersey Discrimination in Housing</b>	Required for places associated with the sale, rental, and/or lease of properties, including real estate agencies or brokers, property management offices and landlords.	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>New Jersey Child Labor Law Schedule of Hours</b>	Required for employers with minor employees. Must fill out the schedule on a daily basis	<a href="#">English</a>	

	<b>Wage Order for Food Service Occupations</b>	Required for food service and restaurant occupations.	<a href="#">Wage Order Poster</a>	<a href="#">Supplemental Food Service Poster</a>
	<b>Restaurant Work For Minors</b>	Rules for employing minors in restaurants.	<a href="#">Bilingual</a>	
	<b>NJ Farm Laborers Minimum Wage Rates</b>	All farm laborers 18 years of age and over in New Jersey must be paid a minimum of \$8.60 per hour effective January 1, 2018.	<a href="#">Bilingual</a>	
	<b>Wage Order #1</b>	Required for employers in the First Processing of Farm Product Occupations.	<a href="#">English</a>	
	<b>Wage Order #2</b>	Required for employers in Seasonal Amusement Occupations	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Wage Order #3</b>	Required for employers in Hotel and Motel Occupations	<a href="#">Wage Order#3 Poster</a>	<a href="#">Supplemental Hotel Motel Worker Poster</a>
	<b>Wage Order #11</b>	Required for employers in mercantile Industries	<a href="#">English</a>	
	<b>Wage Order #12</b>	Required for Beauty Culture Occupations	<a href="#">English</a>	
	<b>Wage Order #13</b>	Required for Laundry, Cleaning & Dyeing Occupations	<a href="#">English</a>	
	<b>Apparel Registration Act</b>	Required for the apparel manufacturing and contracting industry.	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Choking Prevention Poster</b>	Must be displayed in restaurants as defined and required by N.J.S.A. 26:3E-1 and 26:3E-2. <b>CHAPTER 24 (N.J.A.C. 8:24) "Sanitation in Retail Food Establishments and Food and Beverage Vending Machines" Subchapter 10.</b>	<a href="#">New Jersey Choking Flyer For Download</a> <a href="#">AIO Choking Poster Available For Purchase</a>	

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<a href="#"><u>New Mexico</u></a>			
	<b>Albuquerque Minimum Wage</b>	Required to post in the city of Albuquerque	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>
	<b>Santa Fe City Living Wage</b>	Required to post in the city of Santa Fe. Complaint form available <a href="#">HERE</a> .	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>
	<b>Santa Fe County Living Wage</b>	Employers are required to post, in a prominent location next to its business license, a notice of compliance with Living Wage Ordinance in both English and Spanish. It is \$11.40 on March 1, 2018. Base wage for tipped employees is \$3.41 per hour as of March 1, 2018.	<a href="#">Download Here</a>
	<b>Bernalillo County Minimum Wage</b>	Required to post in the county of Bernalillo	<a href="#">English and Spanish</a>
	<b>Las Cruces Minimum Wage</b>	Required to post in the city of Las Cruces.	<a href="#">Download Here</a>
			<a href="#">Available For Purchase</a>



<b><u>New York</u></b>			
	<b>New York City Temporary Schedule Change Law</b>	Effective July 18, 2018, employers in New York City are now required to grant employee requests for temporary work schedule changes when needed for certain medical and family care purposes. Employers must post the notice “You Have a Right to Temporary Changes to Your Work Schedule” where employees can easily see it at each NYC workplace. Employers must post this notice in English and in any language that is the primary language of at least 5 percent of the workers at a workplace if the translation is available on this web page.	<p><a href="#">Download Here</a></p> <hr/> <p><a href="#">Available For Purchase</a></p>
	<b>New York City Sexual Harassment Notice</b>  <b>New York City Sexual Harassment Fact Sheet</b>	<p>Beginning on September 6, 2018, all NYC employers will be required to:</p> <ul style="list-style-type: none"> <li>-Post the notice of employee rights in a conspicuous location in their workplace. The notice must be posted in English and Spanish.; and</li> <li>-Distribute the employee fact sheet to all new hires. Unlike the notice of rights, there is no requirement to distribute the fact sheet in any language other than English, but it will be made available in Spanish and other languages the Commission deems appropriate.</li> </ul>	<p><a href="#">Notice English</a></p> <p><a href="#">Notice Spanish</a></p>   <p><a href="#">Factsheet English</a></p>
	<b>New York City Earned Sick Time</b>	Starting April 1st, 2014, employers must post this notice and provide to employees.	<p><a href="#">Download Here</a></p> <hr/> <p><a href="#">Available For Purchase</a></p>

	<b>New York City Pregnancy Leave</b>	Employers in New York City are required to provide this notice to all employees.	<a href="#">Download Here</a>	
			<a href="#">Available For Purchase</a>	
	<b>New York City Fair Housing Poster</b>	The NYC Human Rights Law makes it illegal to discriminate against a resident or housing applicant.	<a href="#">Download Here</a>	
	<b>New York City Single-Sex Facilities Policy Poster</b>	You have the right to use the restroom, locker room, or other single-sex facility consistent with your gender identity or gender expression.	<a href="#">Download Here</a>	
	<b>New York City Notice of Rights Poster</b>	New York City Human Rights Law (“NYCHRL”) poster based on Title 8 of the Administrative Code of NY City.	<a href="#">Download Here</a>	
	<b>New York City Fair Chance Poster</b>	The New York City Fair Chance Act makes it illegal for employers in New York City to ask about criminal history before making a job offer.	<a href="#">Download Here</a>	
	<b>New York City Credit History Poster</b>	New York City’s Credit Check Law makes it illegal to use credit reports in employment decision.	<a href="#">Download Here</a>	
	<b>New York City Domestic Violence Protections Poster</b>	The NYC Human Rights Law protects victims of domestic violence, sex offenses, or stalking against discrimination.	<a href="#">Download Here</a>	
	<b>Child Labor</b>	A schedule of hours of work for minors under 18 years of age must be posted in the establishment by the employer.	<a href="#">English</a>	
	<b>Construction Industry Fair Play Act</b>	New York Construction industry employers must post a notice about the Fair Play Act in a prominent and accessible place on the job site.	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Deduction from Wages</b>	Required to be posted by every employer engaged in the sale or service of food or beverages.	<a href="#">English</a>	
	<b>Domestic Worker's Bill of Rights</b>	Effective November 29, 2010 this new notice is required to be posted by New York employers with Domestic Helpers.	<a href="#">English</a>	

	<b>2018 Paid Family Leave Fact Sheet</b>	<p>Effective January 1, 2018, Paid Family Leave will provide a structure to help employees care for their families. Although the links to the right are the fact sheets about this new law, you may obtain a compliance notice through the following:</p> <ul style="list-style-type: none"> <li>• Your insurance carrier will provide you with a Notice Of Compliance (Form PFL-120)-“Notice to Employees”-stating that you have Paid Family Leave insurance.</li> <li>• If you are self-insured, you can get this notice by contacting the NYS Workers’ Compensation Board at <a href="mailto:certificates@wcb.ny.gov">certificates@wcb.ny.gov</a>.</li> </ul>	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Time to Vote</b>	<p>This 2 page notice describes employees’ rights in New York regarding time off for voting. The 2nd page is the actual notice that has to be displayed 10 days prior to election day until the close of polls on election day.</p>	<a href="#">English</a>	
	<b>Public Project Worker Poster</b>	<p>The existing prevailing wage rate law, Labor Law §220, paragraph a of subdivision 3-a, requires contractors and subcontractors to post a notice at the beginning of the performance of every public work contract on each job site that includes the telephone number and address for the Department of Labor and a statement informing laborers, workers or mechanics of their right to contact the Department of Labor if he/she is not receiving the proper prevailing rate of wages and/or supplements for his/her particular job classification.</p>	<a href="#">English</a>	

	<b>Tip Appropriation</b>	Required to be posted by every employer engaged in the sale or service of food or beverages.	<a href="#">English</a>	
	<b>Agricultural Minimum Wage</b>	Required to post for agricultural employers.	<a href="#">English</a>	
	<b>Agricultural Wage Order</b>	Required to post for agricultural employers.	<a href="#">English</a>	
	<b>Building Service Industry Wage</b>	Required to post for the Building Service industry.	<a href="#">English</a>	
	<b>Hospitality Industry Wage Order</b>	Required to post for the Hospitality industry.	<a href="#">English</a>	
	<b>Miscellaneous Industries and Occupations Wage Order</b>		<a href="#">English</a>	
	<b>Non Profits Wage Order</b>	Required to post for Non-Profit organizations.	<a href="#">English</a>	
	<b>Syracuse Living Wage</b>	Required for contractors in the city.	<a href="#">English</a>	
	<b>Salon Notice</b>	Minimum Wage notice for Nail Salons.	<a href="#">English</a>	<a href="#">Other</a>
	<b>Tipped Workers Minimum Wage</b>	Required for tipped employees in the hospitality industry	<a href="#">English</a>	
	<b>Fast Food Worker Minimum Wage</b>	Required for fast food establishments	<a href="#">English</a>	
	<b>Free to Marry</b>	Optional to post regarding housing discrimination based on sexual orientation and marital status.	<a href="#">English</a>	
	<b>Housing Discrimination</b>	Optional to post regarding housing discrimination	<a href="#">English</a>	
	<b>Housing Discrimination Based on Race</b>	Optional to post regarding housing discrimination	<a href="#">English</a>	
	<b>Housing Discrimination Based on Disability</b>	Optional to post regarding housing discrimination	<a href="#">English</a>	
	<b>Housing Discrimination Based on Familial Status</b>	Optional to post regarding housing discrimination against families with children	<a href="#">English</a>	

	<b>E-Verify</b>	The village of Suffern, New York requires any new contractors with the village to use E-Verify for all new employees.	<a href="#">Available For Purchase</a>
	<b>New York Sexual Harassment</b>	All employers must adopt and provide a sexual harassment prevention policy to all employees by October 9, 2018.	<a href="#">Available For Purchase</a>

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<a href="#"><u>North Carolina</u></a>			
	<b>E-Verify</b>	All contractors. Public and private employers with more than 25 employees.	<a href="#">Available For Purchase</a>

<a href="#"><u>Ohio</u></a>				
	<b>Franklin County Domestic Violence</b>	Optional to post for businesses in Franklin County.	<a href="#">English</a>	
	<b>Non-Franklin County Domestic Violence</b>	Optional to post for businesses in outside of Franklin County.	<a href="#">English</a>	
	<b>Ohio Workers Comp' Notice for SELF-INSURED Employers</b>	This notice is to be posted and maintained at all times in one or more conspicuous places in workshops or places of employment by all self-insuring employers.	<a href="#">English</a>	
	<b>Ohio Concealed Carry Poster</b>	Under the law, private employers may, but are not required to, prohibit the presence of firearms on their property or in motor vehicles owned by the employer. You should make yourself aware of your employer's policies before you go to work with a handgun. In addition, the owner or person in control of private land or premises or person leasing land or premises from the government MAY POST A SIGN in a conspicuous location that prohibits persons from carrying firearms or concealed handguns.	<a href="#">Available For Purchase</a>	

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<a href="#">Oklahoma</a>			
	<b>E-Verify</b>	State agencies, public employers and contractors.	<a href="#">Available For Purchase</a>



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<b><u>Oregon</u></b>				
	<b>Oregon Employee Work Schedule Law</b>	Effective July 1, 2018 - Employees of retail, hospitality or food services establishments that employ 500 or more employees worldwide. This notice must be posted in a conspicuous location.	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Portland Earned Sick Time</b>	Required to post in the city.	<a href="#">Available For Purchase</a>	
	<b>Protection from Pesticides</b>	Required to post for agricultural employers.	<a href="#">English</a>	
	<b>Field Sanitation Notice</b>	Required to post for agricultural employers.	<a href="#">English</a>	
	<b>Live Entertainment Workers</b>	Effective January 1, 2016, operators of live entertainment facilities must display a BOLI poster summarizing the rights of independent contractors and employees who perform live entertainment.	<a href="#">English</a>	
	<b>Workplace Bullying</b>	This is a state optional poster.	<a href="#">English</a>	
	<b>E-Verify</b>	All county employers within Columbia County	<a href="#">Available For Purchase</a>	

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<b><u>Pennsylvania</u></b>			
	<b>Philadelphia City Poster</b>	This poster includes Pregnancy Discrimination, Employment Discrimination, Fair Chance, Paid Sick Time & Unpaid Leave Domestic Violence	<a href="#">Download Here</a> <a href="#">Available For Purchase</a>
	<b>Philadelphia City Services Discrimination</b>	This official notice must be prominently displayed in areas of City buildings and facilities that are frequented by the public in the City of Philadelphia.	<a href="#">Download Here</a>
	<b>Philadelphia City Public Accommodation</b>	This official notice must be prominently displayed in areas and facilities that are open to and frequented by the public in the City of Philadelphia.	<a href="#">Download Here</a>
	<b>Philadelphia City Discrimination in Housing and Real Property</b>	This official notice must be presented by every person or entity handling transactions pertaining to all real property, including housing and commercial property, within the City of Philadelphia.	<a href="#">Download Here</a>
	<b>Pittsburgh Paid Sick Time</b>	Effective date of the Ordinance is January 11, 2016. Employers shall post the below forms in a place visible to all employees, notice of their rights under the Paid Sick Days Act, including the name, address, and telephone number of the Pittsburgh City Controller, along with a statement advising workers that they may contact the Controller and request an investigation.	<a href="#">Download Here</a> <a href="#">Available For Purchase</a>

	<b>Abstract of the Pennsylvania Child Labor Act</b>	All PA Employers of Minors	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Hours of Work for Minors Under Eighteen</b>	All PA Employers of Minors	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Fair Education</b>	Required to be posted by all Educational Institutions in the Commonwealth of Pennsylvania	<a href="#">English</a>	
	<b>Fair Housing</b>	This poster is required to be posted by owners of housing, real estate brokers and others subject to the housing provisions of the Act.	<a href="#">English</a>	
	<b>Fair Lending</b>	This poster is required to be posted by lenders and by businesses where housing financing transactions are negotiated, such as banks and savings and loans.	<a href="#">English</a>	
	<b>E-Verify</b>	State agencies, public employers and contractors with contracts of \$25,000 or greater	<a href="#">Available For Purchase</a>	

**Rhode Island**

	<b>Child Labor Law</b>	Required to post if you have minor employees.	<a href="#">English</a>	
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<a href="#">South Carolina</a>			
	<b>E-Verify</b>	All Employers, public and private	<a href="#">Available For Purchase</a>

<a href="#">Tennessee</a>				
	<b>Human Trafficking</b>	Recommended for businesses who offers entertainment and also for transportation industry	<a href="#">English</a>	
	<b>Pay Day Notice</b>	Required to be posted in two (2) conspicuous places.	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Right To Work</b>	This poster enlists an employee's right to work and freedom from the employer's discrimination based on whether or not the employee is a member of a union.	<a href="#">English</a>	
	<b>E-Verify</b>	All private employers with more than 6 employees must use E-Verify for all new hires or use alternative methods to verify work authorization Under the new law, employers with <b>50 or more employees</b> must enroll in and use the federal <b>EVerify program</b> to verify the work authorization status of employees hired on or after <u>January 1, 2017</u> .	<a href="#">Available For Purchase</a>	

<b><u>Texas</u></b>				
	<b>Workers' Compensation Insurance Notice 9</b>	Employers of law enforcement officers, fire fighters, emergency medical service employees, paramedics, and correctional officers <i>(Size requirement: print with a title in at least 15 point bold type and text in at least 14 point normal type)</i>	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Workers' Compensation Insurance Notice 8</b>	This is a mandatory worker's compensation notice required for construction contractors.	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Texas Identity Theft</b>	All restaurants and bars without exception, operating under the State of Texas must post this notice in an area frequented by employees.	<a href="#">Available For Purchase</a>	
	<b>Texas Concealed Carry Restriction</b>	Businesses in Texas who bans concealed carry on their premises must display the 30.06 poster.	<a href="#">Available For Purchase</a>	
	<b>Texas Open Carry Restriction</b>	Businesses in Texas who bans open carry on their premises must display the 30.07 poster.		
	<b>Unemployment &amp; Pay Day Law</b>	Businesses whose employees are entitled to file for state unemployment benefits and are also covered by the Texas Payday Law should post this poster that combines both Texas Unemployment Compensation Act and Texas Payday Law.	<a href="#">English</a>	
	<b>Child Labor Law</b>	Required to post if a business has minor employees.	<a href="#">English</a>	
	<b>E-Verify</b>	State agencies, public employers and contractors	<a href="#">Available For Purchase</a>	

<a href="#">Utah</a>			
	<b>Pregnancy &amp; Related Conditions</b>	An employer shall include this notice in an employee handbook or post in a conspicuous place.	<a href="#">English</a>
	<b>E-Verify</b>	Public employers, contractors, subcontractors Private employers with more than 15 employees	<a href="#">Available For Purchase</a>



<a href="#"><u>Virginia</u></a>				
	<b>Human Trafficking</b>	Recommended for business that provides entertains also for transportation industry	<a href="#">English</a>	
	<b>E-Verify</b>	State agencies, public employers and contractors with at least 50 employees and a contract worth at least \$50,000	<a href="#">Available For Purchase</a>	

<b><u>Washington</u></b>				
	<b>Church &amp; Religious Organization Unemployment Notice</b>	Churches and religious organizations are legally required to post this in addition to the Unemployment Benefits Poster included in the Washington and Federal Combination Poster.	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Fair Housing</b>	Recommended to be posted for businesses involved in the rental or sale of housing.	<a href="#">English</a>	
	<b>Notice to Fishing – Boat Workers</b>	Fishing and boating industries are legally required to post this in addition to the Unemployment Benefits Poster.	<a href="#">English</a>	<a href="#">Spanish</a>
	<b>Public Accommodation</b>	Washington State Human Rights Commission requires businesses that are open to the public to post this.	<a href="#">English</a>	
	<b>Seattle Minimum Wage, Wage Theft, Fair Chance and Paid Sick Leave</b>	Required to post in the city of Seattle	<a href="#">Download Here</a>	
			<a href="#">Available For Purchase</a>	
	<b>Seattle Scheduling Ordinance</b>	Required for retail and food service establishments with 500+ employees worldwide; and full-service restaurants with 500+ employees and 40+ full-service restaurant locations worldwide.	<a href="#">Download Here</a>	
			<a href="#">Available For Purchase</a>	
	<b>Tacoma Paid Sick Leave</b>	Required to post in the city of Tacoma	<a href="#">Download Here</a>	
	<b>Tacoma Minimum Wage</b>	Required to post in the city of Tacoma	<a href="#">Download Here</a>	
			<a href="#">Available for Purchase</a>	
	<b>SeaTac Minimum Wage</b>	Minimum Employment Standards Ordinance for Hospitality and Transportation Industry Employers	<a href="#">Download Here</a>	

	<b>E-Verify</b>	Washington does not have a statewide E-Verify requirement. However, there are several cities and counties that have enacted their own legislation to address E-Verify; these include the cities Hoquiam, Kennewick, Yakima, and Lakewood, as well as Clark, Cowitz, Lewis, Pierce, and Whatcom counties	<a href="#">Available For Purchase</a>
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<a href="#"><b>West Virginia</b></a>				
	<b>Nurses Overtime &amp; Patient Safety Act Poster</b>	Applies to Hospitals only.	<a href="#">English</a>	

<a href="#"><u>Wisconsin</u></a>				
	<b>Fair Housing</b>	Recommended for businesses involved in the rental or sale of houses in the State of Wisconsin.	<a href="#">English</a>	

<b><u>West Virginia</u></b>				
	<b>WV Nurses Overtime and Patient Safety Act</b>	<p>The Nurses Overtime &amp; Patient Safety Act applies only to those nurses working in a covered hospital. A covered hospital does not include any hospital where the nurses are covered by a collective bargaining agreement that addresses the same requirements that are covered by the Act, or any hospital that is operated by a state or federal agency. The Act also specifically excludes coverage for a certified nurse anesthetist.</p> <p>However, any nurse that works in an assisted living or nursing home that feels he or she is being forced to work a schedule that jeopardizes patient safety should contact the Health Facility Licensure and Certification Section of the Division of Health &amp; Human Services for possible assistance. Contact Information for this agency is as follows: <a href="https://ohflac.wvdhhr.org/">https://ohflac.wvdhhr.org/</a> - 304-558-0050</p>	<a href="#">English</a>	

<b>FEDERAL</b>				
	<b>OSHA Form 300</b>	Injury & Illness Recordkeeping Forms	<a href="#">English</a>	
	<b>Supplemental EEO Notice</b>	This is for Federal Contracts only and it's only required to post for new contracts starting in January 11, 2016.	<a href="#">English</a>	
	<b>Pay Transparency</b>	Additionally, the "EEO is the Law" poster will be updated to include a provision regarding pay transparency and employers will be required to post the updated poster (or the available supplement) if they enter into or modify contracts or subcontracts over \$10,000 after January 11, 2016. <a href="http://www.dol.gov/ofccp/pdf/PayTransparencyNotice_JRFQA508c.pdf">http://www.dol.gov/ofccp/pdf/PayTransparencyNotice_JRFQA508c.pdf</a>	<a href="#">English</a>	
	<b>E-Verify</b>	The United States Citizenship and Immigration Services require all participants of the program to post the E-Verify and the Right to Work notices in an area frequented by their employees. Certain states require all employers to be enrolled in this program. All employers who hold federal contracts are also required to have this notice.	<a href="#">Available For Purchase</a>	
	<b>Migrant &amp; Seasonal Agricultural Worker Protection Act</b>	This poster is required for agricultural employers, agricultural associations and farm labor contractors. It enumerates the rights and protections for all the agricultural workers covered and required under this Act.	<a href="#">Available For Purchase</a>	
	<b>Displaced Employee Rights On Successor Contracts</b>	This is a composition on the regulations concerned with the required compensation for workers (laborers and mechanics) employed by government contract holders	<a href="#">Available For Purchase</a>	
	<b>Employee Rights Under The Davis-Bacon Act</b>	This is a composition on the regulations concerned with the required compensation for workers (laborers and mechanics) employed by government contract holders	<a href="#">Available For Purchase</a>	

**FEDERAL CONTINUED**

	<b>Federal H-2A Poster</b>	The H-2A nonimmigrant worker visa program enables United States agricultural employers to employ foreign workers on a temporary basis to perform agricultural labor or services. The Federal H-2A is a required poster for all employers engaged in the program. It must be displayed at all times, where employees regularly congregate.	<a href="#">Available For Purchase</a>
	<b>Federal H-2B Poster</b>	The H-2BA nonimmigrant worker visa program enables nonagricultural employers in the United States to employ foreign workers on a temporary basis to perform non-agricultural labor or services. The Federal H-2B is a required poster for all employers engaged in the program. It must be displayed at all times, where employees regularly congregate.	<a href="#">Available For Purchase</a>
	<b>ARRA Whistleblower Protection Poster</b>	All Recovery Act job sites are required to post signage of Whistleblower protections. It is strongly recommended the Recovery Act Fraud Hotline poster is posted along with the ARRA Whistleblower Poster.	<a href="#">Available For Purchase</a>
	<b>DoD Whistleblower Rights Poster</b>	The Department of Defense (DoD) published a final rule regarding whistleblower protections for federal contractors' employees who disclose to government officials information concerning waste or mismanagement, dangers to public health or safety, or violations of law relating to a DoD contract. The DoD rule mandates that all solicitations and contracts contain a clause requiring contractors to inform employees of their whistleblower rights and protections under the NDAA. This poster can be displayed by employers that hold such a contract, to inform their employees of those rights.	<a href="#">Available For Purchase</a>



**FEDERAL CONTINUED**

	<b>DHS OIG Hotline Poster</b>	Employers with either federal contracts exceeding \$5,000,000, or a lesser amount established by the DHS should post the Department of Homeland Security Fraud Hotline Poster in high traffic areas of their workplace. It provides contact information for the DHS Office of Inspector General for any employee who wishes to report fraud, waste, abuse or allegations of civil liberties or civil rights abuses, or mismanagement involving DHS programs or operations. If the contract is funded, in whole or in part, by Department of Homeland Security (DHS) disaster relief funds, display the DHS fraud hotline poster in addition to the DoD Fraud Hotline Poster.	<a href="#">Available For Purchase</a>	
	<b>DoD Hotline Poster</b>	The final DoD/DFARS rule requires contractors with covered DoD contracts (i.e., contracts of \$5 million or more, except for contracts for acquisition of commercial items or contracts to be performed entirely outside the U.S.) to display prominently in common work areas.	<a href="#">Available For Purchase</a>	
	<b>Emergency Preparedness Checklist for Work Use</b>	It is recommended that you keep a 3 to 7 day supply of Water and Food for each person. Flashlights and radios should not require batteries. Choose a manual crank or pump style instead. Dead batteries will not work when you really need them!	<a href="#">English</a>	
	<b>Emergency Preparedness Checklist for Home Use</b>	It is recommended that you keep a 3 to 7 day supply of Water and Food for each person. Flashlights and radios should not require batteries. Choose a manual crank or pump style instead. Dead batteries will not work when you really need them!	<a href="#">English</a>	
	<b>Agricultural FLSA</b>	Industries in agricultural industry must post this version of the FLSA	<a href="#">English</a>	
	<b>Affordable Care Act (ACA) Health Insurance Marketplace</b>	<ul style="list-style-type: none"> <li>• <a href="#">Model Notice for employers who offer a health plan to some or all employees.</a></li> <li>• <a href="#">Model Notice for employers who do not offer a health plan.</a></li> </ul>		