



EAF
Employers Association Forum

Your People Experts...
Advice & Research
People Development
Connections

AUDIT CHECKLIST: POSTERS

The U.S. Department of Labor requires the following key posters to be posted in areas where both employees and applicants can view them. Are all of your required posters posted?

ALL PRIVATE EMPLOYERS:

- ☐ Employee Rights Under the Fair Labor Standards Act" Poster (FLSA / Minimum Wage)
- ☐ Job Safety and Health: It's the Law" Poster (Occupational Safety and Health Act/OSHA)
- ☐ Employee Rights for Workers with Disabilities Paid at Special Minimum Wages" Poster (FLSA Section 14(c))
- ☐ Employee Polygraph Protection Act Notice (EPPA)
- ☐ "Your Rights Under USERRA" Notice/Poster

15 OR MORE EMPLOYEES:

- ☐ Equal Employment Opportunity is the Law" Poster (EEO)

50 OR MORE EMPLOYEES:

- ☐ "Employee Rights and Responsibilities Under The Family and Medical Leave Act" (FMLA)

AGRICULTURAL EMPLOYERS:

- ☐ Migrant and Seasonal Agricultural Worker Protection Act Notice (MSPA)
- ☐ Employee Rights Under the H-2A Program

FEDERAL CONTRACTORS:

- ☐ Notice to All Employees Working on Federal or Federally Financed Construction Projects (Davis-Bacon Act)
- ☐ "Equal Employment Opportunity is the Law" Supplement Poster (EEO)
- ☐ Pay Transparency Nondiscrimination Provision (41 CFR Part 60-1.35)
- ☐ "Employee Rights on Government Contracts" Poster (SCA, CWHSSA, Walsh-Healey)
- ☐ "Notification of Employee Rights Under Federal Labor Laws" Poster

NOTE: Each state has its own poster requirements. Also, there may be additional posters required because of the nature of your business.