

Workplace Poster Summary

** All posters relevant to an organization must be prominently displayed and readily seen by employees and applicants.*

Fair Labor Standards Act (FLSA):

- All employers required to display.
- The official position of the Department of Labor is that clergy and teachers are not subject to the minimum wage and overtime pay requirements of FLSA. An amendment must be displayed along with the poster stating that clergy and teachers are not subject to the FLSA.
- Obtain a free poster at www.dol.gov/esa/regs/compliance/posters/flsa.htm
 - The page ***“Fair Labor Standards Act (FLSA) Minimum Wage Poster”*** will appear; click on your choice of using “color” or “black and white” and the “poster size” you wish to display;
 - The final page to appear is the poster. You will see the title ***“Your Rights under the Fair Labor Standards Act”***;
 - Print. (one page will print)

Title VII of the Civil Rights Act of 1964 (EEOC):

- Required to display if the organization has 15 or more employees.
- An amendment must be displayed with the poster stating:
 - Courts have refused to apply discriminating laws to the relationship between a church and its pastor.
 - Title VII and the ADA contain specific exemptions for religious employers. Both allow churches to discriminate in many employment decisions on the basis of religion.
- Obtain a free poster at www.dol.gov/esa
 - Click on ***“Posters”*** link;
 - The page titled ***“Poster Page: Workplace Poster Requirements for Small Businesses and Other Employers”*** will appear;
 - Scroll down the chart listing the required posters; click on the ***“Equal Employment Opportunity is the Law”*** link;
 - ***“The Equal Employment Opportunity (EEO) Poster”*** page will appear;
 - Click on the ***“EEO”*** link on this page;
 - The final page to appear is the poster;
 - Print. (one page will print)

Employee Polygraph Protection Act:

- All employers required to display.
- Obtain a free poster at www.dol.gov/esa
 - Click on ***“Posters”*** link;
 - The page titled ***“Poster Page: Workplace Poster Requirements for Small Businesses and Other Employers”*** will appear;
 - Scroll down the chart listing the required posters; click on the ***“Notice: Employee Polygraph Protection Act”*** link;
 - The next page to appear is the poster;
 - Print. (two pages will print)

Occupational Safety and Health Act (OSHA):

- All employers required to display.
- Obtain a free poster at www.dol.gov/esa
 - Click on **“Posters”** link;
 - The page titled **“Poster Page: Workplace Poster Requirements for Small Businesses and Other Employers”** will appear;
 - Scroll down the chart listing the required posters; click on the **“Job Safety and Health”** link;
 - The next page to appear is the poster;
 - Print. (one page will print)

Family Medical Leave Act (FMLA):

- Required to display if the organization has 50 or more employees.
- Obtain a free poster at www.dol.gov/esa
 - Click on **“Posters”** link;
 - The page titled **“Poster Page: Workplace Poster Requirements for Small Businesses and Other Employers”** will appear;
 - Scroll down the chart listing the required posters; click on the link **“Your Rights Under the Family and Medical Leave Act”**;
 - The page **“Family and Medical Leave Act (FMLA) Poster”** will appear; click on the **“FMLA Poster”** link on this page;
 - The final page to appear is the poster;
 - Print. (one page will print)

Uniformed Services Employment and Reemployment Rights Act (USERRA):

- All employers required to display.
- Obtain a free poster at www.dol.gov/esa
 - Click on **“Posters”** link;
 - The page titled **“Poster Page: Workplace Poster Requirements for Small Businesses and Other Employers”** will appear;
 - Scroll down the chart listing the required posters; click on the **“Uniformed Services Employment and Reemployment Rights Act”** link;
 - The poster will appear on the next page;
 - Print. (one page will print)