

Labor Law Posting Requirements – Federal, State, City

Governing Authority*	Document Title	Revision Date
US-DOL	Employee Polygraph Protection Act	07/16
US-DOL	Equal Employment Opportunity is the Law	11/09
US-DOL	Employee Rights under the Family and Medical Leave Act (FMLA) <i>Required for covered employers only (50+ employees)</i>	04/16
US-DOL	Federal Minimum Wage (FLSA)	07/16
US-DOL	Job Safety and Health - It's the Law (Federal OSHA) <i>Posting the MN OSHA poster fulfills this requirement</i>	01/15
US-DOL	Your Rights Under the USERRA	04/17
MN-DLI	Age Discrimination	09/17
MN-DLI	Minimum Wage Rates	10/17
MN-DLI	Safety and Health Protection on the Job (MN OSHA)	08/17
MN-DLI	Workers Compensation	08/17
MN-DEED	Unemployed?	09/15
MPLS-CRD	Labor and Employment Rights (Minneapolis)	11/17

*US-DOL is the United States Department of Labor. MN-DLI is the Minnesota Department of Labor and Industry. MN-DEED is the Minnesota Department of Employment and Economic Development. MPLS-CRD is the City of Minneapolis Civil Rights Department.

How to obtain copies of required posters

If interested, MACC Members subscribing to Full Scope HR Services have the option to receive a federal and state “all-in-one poster” at a cost of \$30 invoiced directly to the account of the organization. We are unaware of an all-in-one poster that includes City of Minneapolis requirements.

Alternatively, all posters (including the Minneapolis poster) can be downloaded for free from the relevant government web site. Each poster will print on regular 8½ x 11 paper.

US DOL and other posters generally NOT required of MACC members

Document Title	Explanation – Why Not?
Migrant and Seasonal Agricultural Worker Protection Act	Applies to seasonal and migrant farm workers
Employee Rights under the Davis-Bacon Act	Applies to federally funded construction projects
Employee Rights on Government Contracts	Applies to specific types of federal government contracts.
Employee Rights under the National Labor Relations Act	Applies to federal contractors and subcontractors.
Workers with Disabilities Paid at Special Minimum Wage	Applies to organizations operating special programs that pay disabled employees less than the federal minimum wage.
Check Your Withholding (IRS)	This poster is “recommended” but not legally required.
Payday Notice	This poster is “recommended” but not legally required in MN.
A Guide to Minnesota's Laws about Parental Leave	This poster is “recommended” but not legally required.
No Smoking (MN Clean Indoor Air Act)	Required by law, but not an employment law poster. (To be posted inside building entrance.)