

# POSTERElite

MANUAL FOR BUILDING AN  
INFORMATIONAL LABOR LAW  
POSTER SOLUTIONS  
PAGE FOR YOUR WEBSITE:  
LINE-ITEMIZED SERVICE



[www.apmpayroll.com](http://www.apmpayroll.com) | 714-451-8440

Please copy the following text onto your website and follow suggestions written in blue to learn how to create your own Labor Law Poster Solutions page. You can use the following website as an example for what you are trying to achieve (<http://unbouncepages.com/laborlawpostersolutions-v2-e/>).

## INTRODUCTION

State and federal law requires employers to post labor law notices in the workplace. These mandatory postings include the Federal Minimum Wage, OSHA, FMLA, USERRA and various state-specific notices. Failure to post mandatory labor law notices can result in hefty fines and lawsuits. We have made these state and federal notices available to you in laminated All In One State & Federal Labor Law Posters as well as Update Service subscriptions. **Contact us immediately if you have any questions regarding these invaluable solutions or if you would like to order.**

[Click here to access the image that must be placed in this section](#)

## ALL IN ONE STATE & FEDERAL LABOR LAW POSTERS

- State & Federal Labor Law Postings meet all mandatory requirements
- Attorney approved at time of purchase
- Fully Laminated (front & back)
- QR Code & Posting Legend for easy compliance tracking

## LABOR LAW POSTER UPDATE SERVICE

Labor law postings can change at any time of the year, and it is the responsibility of the employer to stay up-to-date. [\*\*CLICK HERE\*\* \(Link to \[www.posterupdates.com\]\(http://www.posterupdates.com\) is embedded\)](#) to review a list of State & Federal Labor Law Posting Updates that have occurred since 2003. Let us take the worry and work out of keeping your business compliant! Our labor law poster update service automatically keeps you up to date with notifications of changes to the labor law notices affecting you. When a change occurs, we will make sure that your posters remain compliant.

## HOW DOES A LABOR LAW POSTER UPDATE SERVICE WORK?

Our Worry-Free Poster Solution is an easy way to stay up-to-date with changes in mandatory federal and state postings. Our update service is backed by a \$25,000 We Pay The Fine Guarantee!

Our update service is a pay-as-you-go monthly subscription that can be activated and/or canceled anytime.

## **E-UPDATE SERVICE**

Upon activation receive a laminated All In One State & Federal Labor Law Poster delivered to your location.

1. When a change occurs, we place a call to your business to alert you that a posting has changed and we email the updated posting straight to your inbox as a downloadable PDF file.
2. Print the updated posting on your printer.
3. Display the updated posting alongside your current labor law poster.
4. Receive an updated All In One State & Federal Labor Law Poster every year on the anniversary of your subscription. Shipping & handling included.

**[\(Click here to access the image that must be placed in this section\)](#)**

## WHAT LABOR LAW POSTERS ARE REQUIRED FOR MY BUSINESS?

Both state and federal labor law posters are required for businesses. If a business has one or more employees, it is required by the law to post federal, state and OSHA mandatory posters. More specifically, the following six postings must appear in each workplace location: Federal Minimum Wage, Employee Polygraph Protection, OSHA, FMLA, USERRA, and EEO.

## WHERE SHOULD MY BUSINESS DISPLAY THESE LABOR LAW POSTERS?

Labor law posters should be displayed somewhere apparent to all employees on a daily basis, such as a break room or main lobby. If you have multiple locations, then each workplace should display its own posters.

## WHEN DOES MY BUSINESS NOT REQUIRE A LABOR LAW POSTER?

Although it is recommended, the following types of businesses do not need to post labor law posters:

- Sole Proprietor without employees
- Businesses with only contract employees
- Businesses with an all-volunteer work force
- Family-owned business where all employees are related

## DO MY POSTERS NEED TO BE MULTILINGUAL?

All businesses must display required state, federal, and local labor law postings in English. While the specific requirements for posting in other languages can be vague and vary state by state, a good rule of thumb is to make sure to post the required labor law postings in Spanish if you have employees who have trouble reading or understanding the postings in English. A few states require that certain postings are displayed in Spanish regardless of whether there are Spanish-speaking employees present. For these exceptions, we also include the required Spanish version on our All In One poster.

## HOW OFTEN DO I NEED TO UPDATE MY LABOR LAW POSTERS?

Whenever Federal, State, and OSHA agencies make any labor law changes, it is vital to update your mandatory labor law posters to avoid receiving a violation. Very frequently, state and federal agencies may change these laws with notifying individual businesses, so it is important to stay up to date for any changes made.

## DO I HAVE TO CHANGE MY POSTERS EVERY YEAR?

The frequency of Labor Law Posting Updates varies by state. Employers must change posters when the State, Federal or OSHA agencies make legislative or regulatory changes.

## HOW DO I KNOW IF MY LABOR LAW POSTER IS UP-TO-DATE?

Visit [www.posterupdates.com](http://www.posterupdates.com) for recent changes to State & Federal Labor Law Posting Requirements.

## WHAT HAPPENS IF MY BUSINESS IS NOT COMPLIANT WITH LABOR LAW POSTING REGULATIONS?

If a business is not in compliance with current federal and state labor law poster standards, they are in jeopardy of receiving a fine or citation. Additionally, keeping your employees in compliance with required postings reminds supervisors of their obligations to uphold the law, and protects your workers from injury, discrimination, harassment, and other important State, Federal, and OSHA requirements.

## WHAT IS THE PENALTY FOR FAILING TO DISPLAY LABOR LAW POSTERS?

Federal and State fines are imposed by various agencies. These fines may vary. Failure to comply with posting regulations can result in fines of up to \$33,486 per location (29 USC Sec. 666(i) and 29 USC Sec. 2005). Examples of the most common fines are:

- Federal FMLA \$166 per offense.
- Federal Employee Polygraph Protection Act - The Secretary of Labor can bring court actions and assess civil penalties for failing to post.
- The Migrant and Seasonal Agricultural Worker Protection Act (MSPA) may bring court actions and assess civil penalties as well.
- For failing to post the Federal Equal Employment Opportunity is the Law Poster - You can receive a penalty of up to \$534 per violation.
- For failing to post the Federal OSHA Poster - A civil penalty of up to \$12,675 may occur.
- For failing to post the CAL/OSHA Poster - You can receive a penalty of up to \$7,000 per violation.

## WHEN ARE LABOR LAW POSTERS UPDATED?

There is no set date for updates on posters, which is why having a monitoring and update service is so valuable for today's businesses.