

FEDERAL



FEDERAL POSTER REQUIREMENTS

This document provides direct links to the workplace posters employers are required to display under federal law. These posters, including official translated versions, are created and updated by federal agencies. Employers must also comply with all applicable state and local posting requirements.

Employers must display required posters in a public place where employees can easily access them. While most posters apply to all employers across the United States, some may apply to specific industries or employers. Employers can review each poster description to determine whether they are required to display that particular poster.

NEW AND UPDATED POSTERS:

- Job safety and health poster (updated April 2019)
- Rights under federal labor law poster (updated May 2019)

EMPLOYERS SUBJECT TO SPECIFIC LAWS

Employers covered by the following federal laws must display the corresponding workplace poster:

- **Minimum wage poster:** required for all employers covered by the Fair Labor Standards Act (FLSA). Employers may legibly and appropriately modify the notice as necessary if all their workers are exempt from FLSA requirements.
[English](#) ▪ [Spanish](#)
- **Job safety and health protection poster:** required for employers that are subject to OSHA. Employers do not need to replace previous versions of the poster. Employers in states with an [OSHA-approved state plan](#) must display the state version of this poster. Federal government agencies must display the federal poster. A new version was published in 2019, but previous versions are acceptable.
[English](#) ▪ [Spanish](#) ▪ [Arabic](#) ▪ [Chinese](#) (simplified)
[Haitian Creole](#) ▪ [Korean](#) ▪ [Nepali](#) ▪ [Polish](#)
[Portuguese](#) ▪ [Tagalog](#) ▪ [Vietnamese](#)
- **Family and medical leave poster:** required for public agencies, all elementary and secondary schools, and private employers with **50 or more**

employees. A new version of the English poster was published in 2016, but replacing the previous version is not required.

[English](#) ▪ [Spanish](#)

- **Workers with disabilities poster:** required for all employers with employees working under special minimum wage certificates. Rather than posting a notice, employers may choose to provide a handout with this information directly to affected employees if a public notice would be inappropriate.
[English](#) ▪ [Spanish](#)
- **Polygraph protection poster:** required for employers engaged in commerce (including the production of goods for commerce). It does not apply to federal, state and local governments, or to circumstances covered by the national defense and security exemption.
[English](#) ▪ [Spanish](#)

- **Uniformed services employment poster:** required for all employers with employees entitled to the rights and benefits offered by the Uniformed Services Employment and Reemployment Rights Act (USERRA).

[English](#)

FEDERAL CONTRACTORS

The following posters are required for federal contractors:

- Minimum wage poster
[English](#)
 - Service contracts or public contracts poster
[English](#) ▪ [Spanish](#)
 - Government construction (Davis-Bacon Act) poster
[English](#) ▪ [Spanish](#)
 - Displaced employee rights on successor contracts poster
[English](#) ▪ [Spanish](#)
 - Paid sick leave poster
[English](#)
 - Rights under federal labor law poster
[English](#) ▪ [Spanish](#) ▪ [Cantonese](#) ▪ [French](#) ▪ [Hmong](#) ▪ [Laotian](#) ▪ [Mandarin Chinese](#) ▪ [Somali](#) ▪ [Vietnamese](#)
 - **Pay transparency nondiscrimination poster:** required for contracts over **\$10,000** in government business in one year.
[English](#)
 - **Equal employment opportunity poster:** required for employers with at least **\$10,000** in federal contracts, financial institutions that issue and pay U.S. savings bonds or notes, depositories of federal funds and entities with government bills of lading.
[English](#) ▪ [Spanish](#) ▪ [Chinese](#)
- Mandatory supplement poster
[English](#) ▪ [Spanish](#) ▪ [Chinese](#)

AGRICULTURAL EMPLOYERS

The following posters are required for agricultural employers:

- Minimum wage poster
[English](#) ▪ [Spanish](#)
- Migrant and seasonal worker protection. Employers may also have to display housing terms and conditions for the entire length of the workers' stay.
[English/Spanish](#) ▪ [English/Haitian](#) ▪ [English/Hmong](#) ▪ [English/Vietnamese](#)
- Employee rights under H-2A program
[English](#) ▪ [Spanish](#) ▪ [Haitian](#)