



## What You Need to Know About OSHA Posters and Workplace Compliance

Displaying the correct labor law posters in the workplace may seem minor, but it's a critical piece of workplace compliance. Staying current with both federal and state requirements helps avoid fines, protects your business from a legal standpoint, and shows your employees that you take their rights and safety seriously.

### Federal Poster Requirements

These posters must be displayed in a visible area, such as a break room or near a time clock, where all employees can easily see them:

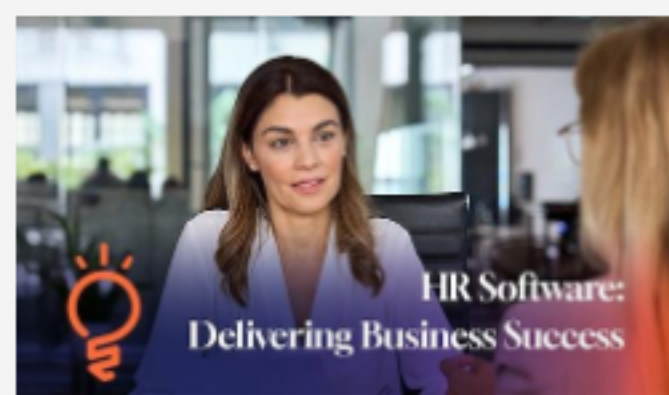
- OSHA "Job Safety and Health: It's the Law"
- Fair Labor Standards Act (FLSA)
- Family and Medical Leave Act (FMLA)
- Equal Employment Opportunity (EEO)
- Employee Polygraph Protection Act (EPPA)
- Uniformed Services Employment and Reemployment Rights Act (USERRA)

### State Poster Requirements

In addition to federal posters, each state has its own posting requirements. For example, California mandates additional posters related to wage orders, workers' compensation, and paid sick leave. New York requires postings on anti-harassment, smoking policies, and unemployment insurance. Requirements may also vary based on industry (e.g., construction vs. retail) and number of employees.

When it comes to displaying OSHA posters in the workplace, it's best to play it safe. Discover the details about labor law posters and how you can stay compliant!

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