**Required Labor Law Postings**

|  |  |  |
| --- | --- | --- |
| **New York State Posting Requirements:** |  | **Federal Posting Requirements:** |
| * Workers' Compensation * Disability Benefits * Unemployment Insurance * Minimum Wage * Discrimination Notice * Fringe Benefits Notice * Job Safety and Health Protection * New York Correction Law * Child Labor Law Summary of Work Hours * New York No Smoking Poster * Blood Donation Leave * Rights of Nursing Mother's to Express Breast Milk * Time Off to Vote Notice |  | * Equal Employment Opportunity is the Law – includes GINA * Federal Minimum Wage 2009 * OSHA – Job Safety & Health Protection “It’s the Law” * Employee Polygraph Protection Act * USERRA – Uniformed Services Employment and Reemployment Rights Act * IRS Withholding Notice |

Key:

Yellow is Mandatory Postings, can receive fine

Blue is Voluntary Postings, no fine

**Companies that Sell Posters:**

<http://www.postercompliance.com/onesystem-1-yr-compliance>/: $64.95= **1-year** subscription, posters and automatic updates.

<http://www.laborlawposters-online.com/new-york-labor-law-poster/>: Have a plan with posters and **1-year** subscription for $29.95 (although the site does not go into details).

**Links to Sites to Print Posters for Free:**

State

**Mandatory NYS Postings:**

Workers Comp & Disability Notice: comes from employers’ insurance company:

Notice of Compliance (White) for Workers' Compensation  
 Notice of Compliance (Blue) For Disability Benefits

Unemployment Insurance: Issued by the New York State Department of Labor, Unemployment Insurance Division, Registration Section, Room 363, Gov. W. Averell Harriman State Office Building Campus, Albany, NY 12240, (518) 485-8589, following your registration.

Minimum Wage: <https://www.labor.ny.gov/formsdocs/wp/LS207.pdf>

Discrimination Notice: <http://www.dhr.ny.gov/sites/default/files/doc/poster.pdf>

Fringe Benefits Notice: <https://www.labor.ny.gov/formsdocs/wp/LS606.pdf>

Job Safety and Health Protection: <https://www.labor.ny.gov/formsdocs/wp/sh908.pdf>

NY Correction Law: <https://www.labor.ny.gov/formsdocs/wp/correction-law-article-23a.pdf>

Child Labor Law: <http://www.dol.gov/whd/regs/compliance/posters/minwage.pdf>

No Smoking Posters: Employers must post No Smoking signs or the international No Smoking symbol in every place where the act prohibits or restricts smoking

**Voluntary NYS Postings:**

Blood Donation: <https://www.labor.ny.gov/formsdocs/wp/ls703.pdf>

Rights of Nursing Mothers: <https://www.labor.ny.gov/formsdocs/wp/ls702.pdf>

Time Off to Vote Notice: <http://www.elections.ny.gov/nysboe/elections/attentionemployees.pdf>

Federal

**Mandatory Federal Postings:**

Equal Employment: <http://www.dol.gov/ofccp/regs/compliance/posters/ofccpost.htm>

Federal Minimum Wage: <http://www.dol.gov/whd/regs/compliance/posters/flsa.htm>

OSHA “It’s the Law”: <https://www.osha.gov/Publications/poster.html>

Employee Polygraph Protection Act: <http://www.dol.gov/whd/regs/compliance/posters/eppa.htm>

**Voluntary Federal Postings:**

USERRA: <http://www.dol.gov/vets/programs/userra/USERRA_Private.pdf> (NO PENALTY FOR NOT POSTING - Must provide information to any eligible employee.)

IRS Withholding Notice: <https://www.irs.gov/pub/irs-pdf/n1015.pdf>