

LABOR LAW POSTER REQUIREMENTS

This checklist is designed for businesses in Kansas who are not Federal contractors, and do not have a union. Businesses that have Federal contracts or unions may be required to display additional postings. Postings should be displayed in conspicuous places where all employees have access. The Department of Labor provides a poster advisor to help businesses determine which Federal postings they should display. The Federal poster advisor can be found at <http://www.dol.gov/elaws/posters.htm>. **It is recommended that businesses use the online DOL poster advisor and Kansas poster website to determine which posters are required for your size and type of business. If you have business in other states, there may be additional postings for those states.**

FEDERAL

POSTED?	POSTER	VERSION	NOTES
	The Employee Polygraph Protection Act (EPPA)	WHD 1462 Rev. Jan 2012	Must be posted as 11x17. OK to tape 2 8.5 x 11 pages together. Posting in Spanish is optional.
	The Equal Employment Opportunity Poster	Nov 2009	"EEO is the law poster," or the EEOC version of the poster is acceptable. No size or other language requirements. The Nov 2009 version contains genetic non-discrimination act (GINA) information.
	The Fair Labor Standards Act (FLSA)	July 2009	No size or other language requirements, but employees must be readily able to read it.
	The Family and Medical Leave Act (FMLA)	WHD Publication 1420 Feb 2013	Only need to post if the employer has 50 or more employees. If the employer's workforce is comprised of a significant portion of workers who are not literate in English, the employer is responsible for providing the notice in a language in which the employees are literate. No size requirement, other than it must be large enough to read.
	The Occupational Safety and Health (OSH) Act and Whistleblower Protections	OSHA3165-02- 2012R	"Job Safety and Health: It's the Law" poster. Reproductions or facsimiles of the poster shall be at least 8 1/2 by 14 inches with 10 point type. Posting of the notice in other languages is not required.
	Your Rights Under USERRA The Uniformed Services Employment and Reemployment Rights Act	October 2008	No size or other language requirements

STATE OF KANSAS: <http://www.dol.ks.gov/Laws/Posters.aspx>

POSTED?	POSTER	VERSION	NOTES
	EEOC poster	no date on poster	
	Child Labor Poster	K-ESLER 100 Rev. 5- 12	
	Unemployment Insurance	K-CNS 405 Rev. 11- 12	English & Spanish versions come in the pdf download, but no requirements are stated on the website.
	Workers Compensation	After May 2011: K- WC 40-A(4-13)	Fill in blanks w/ your company's information!
	Kansas Indoor Clean Air Act	No date on poster	This is a no-smoking sign. You should have it with your labor law postings, even if it's on doors to your building.

This information is provided as a service to clients and colleagues of National Screening Bureau. It is not intended as legal advice. It is recommended that businesses use the online DOL poster advisor and Kansas poster website to determine which posters are required for your size and type of business. National Screening Bureau is not responsible for the accuracy of the information on the websites listed in this document, or for the results of the use of this information.