

# **Workplace Postings**

**By**  
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All employers, regardless of size, are required by state and/or federal law to maintain certain postings. Generally, the posters must be displayed conspicuously where they are easily visible to all employees and should be posted in all business locations. If an employer has employees who work away from the office, such as telecommuters, the employer is responsible for ensuring that those employees have access to the posters. Several of the posters must also be accessible to applicants for employment.

The State of Maine requires, at a minimum, the following posters: Minimum Wage, Whistleblower Protection Act, Workers' Compensation, Video Display Terminal, Child Labor, Regulation of Employment, Sexual Harassment, and Maine Employment Security Act. Federal law requires, at a minimum, the following posters: Equal Employment Opportunity is the Law, Fair Labor Standards Act- Federal Minimum Wage, Employee Polygraph Protection Act, Family and Medical Leave Act (for employers with 50 or more employees), You Have a Right to a Safe and Healthful Workplace, and Uniformed Services Employment and Reemployment Rights. Several of the posters are also available in Spanish. Public workplaces have some additional posting requirements, such as the State Occupational Safety and Health Regulations poster. There are also optional posters available, such as the Maine Human Rights Act- Equal Employment Rights, and Domestic Violence in the Workplace.

Copies of most of these posters are available from the state and federal Departments of Labor and most can be printed directly from their websites. The posters are updated, some frequently, so employers have to be vigilant about ensuring they are in compliance with the most recent postings at all times. There are many services employers can subscribe to for a fee that will send copies of the posters; employers who chose to use these services should ensure the posters include all of those required by both state and federal law and also ensure they are not posting laws that are inapplicable to their workplace (such as the FMLA if the employer is not subject to that Act).