

Required Employer Posters

Virginia Occupational Safety and Health Act (VOSH)

Advises an employee of their rights and responsibilities under the OSHA law. All private and public employers must post the “*Job Safety and Health Protection*” notice. Employers are subject to a citation and possible fine if this poster is not displayed. The poster is available in English and Spanish at:

http://www.dli.state.va.us/infocenter/publications/reqposters_p2.html#jsh

This poster may also be obtained from:
Virginia Department of Labor and Industry
Occupational Safety and Health Program
13 South Thirteenth Street
Richmond, Virginia 23219-4101
(804) 371-2327

Virginia Unemployment Compensation Act (UC)

Advises an employee when they are eligible for unemployment insurance benefits and how to apply for those benefits. The “*Notice to Workers*”(VEC-B-29) must be posted by every employer subject to the unemployment insurance laws. The poster is available in English and Spanish at:

http://www.vec.virginia.gov/vecportal/employer/employer_services.cfm

This poster may also be obtained from:
Virginia Employment Commission
Client Relations
P.O. Box 1358
Richmond, Virginia 23218-1358
(804) 786-4359

Virginia Workers' Compensation (VWC)

Advises employees and employers of their rights and responsibilities under the Workers' Compensation Law in case of injury or occupational disease. The “*Workers' Compensation Notice*” (VWC 1) must be posted by every employer within the operation of the Virginia Workers' Compensation Act. The poster is available in English and Spanish at:

http://www.vwc.state.va.us/forms_work_comp.htm

This poster may also be obtained from:
Virginia Workers' Compensation Commission
1000 DMV Drive
Richmond, Virginia 23220
(804) 367-8699

The following six (6) Federal posters may be obtained online or directly from:
U.S. Department of Labor
400 North Eighth Street
Richmond, VA 23240
(804) 771-2995

Fair Labor Standards Act (FLSA)

Every employer of employees subject to the Fair Labor Standards Act's minimum wage provisions must post a notice explaining the Act in a conspicuous place in all of their establishments so as to permit employees to readily read it. The “*Minimum Wage Notice*” (WH-1088) is available at:

<http://www.dol.gov/esa/regs/compliance/posters/flsa.htm>

Employee Polygraph Protection Act (EPPA)

The “*Polygraph Poster*” (WH-1462) is required by Federal law. The poster, in English and Spanish, as well as specific information about the law is available at:

<http://www.dol.gov/esa/regs/compliance/posters/eppa.htm>

Service Contract Act and Public Contractors Act

Affects all employers whose workers are engaged in the production of materials, supplies, articles, or equipment amounting to more than \$10,000 under a government contract. Contracts for services in excess of \$2,500 also apply. The poster “*Notice to Workers Working on Government Contracts*” (WH-1313) is required by Federal law, and is available at:

<http://www.dol.gov/esa/regs/compliance/posters/sca.htm>

Davis-Bacon Construction Contracts Act

All construction contractors and subcontractors working on federally-financed construction must post at the job site a copy of the specifications section of their contract that set forth applicable prevailing wage rates, as determined by the Secretary of Labor. The *Davis-Bacon* poster (WH-1321) is required by federal law, and is available at:

<http://www.dol.gov/esa/programs/dbra/wh1321.htm>

Family Medical Leave Act of 1993 (FMLA)

Employers with at least 50 employees are subject to the provisions of this law. The required *FMLA* poster (WH-1420) outlines the act and its enforcement provisions. The poster is available in English and Spanish at:

<http://www.dol.gov/esa/regs/compliance/posters/fmla.htm>

Migrant and Seasonal Agricultural Worker Protection Act (MSPA)

Each farm labor contractor, agricultural employer and agricultural association which is subject to the MSPA and who employs any migrant or seasonal agricultural worker(s) shall keep posted in a conspicuous location at the place of employment the *MSPA* poster (WH-1376). The poster is available at:

<http://www.dol.gov/esa/regs/compliance/posters/mspaensp.htm>

The following required Federal posters are available online,
by mail, or phone as noted below.

Equal Employment Opportunity (EEO)

Provides general employment information, including provisions of the Americans with Disabilities Act. All employers with 15 or more employees, all government contractors, and subcontractors, regardless of the number of employees are required to display the poster "*Equal Opportunity is the Law*". English and Spanish versions are available from the U.S. Department of Labor at: <http://www.dol.gov/esa/regs/compliance/posters/eo.htm>

This poster may also be obtained from:
U.S. Equal Employment Opportunity Commission
8280 Greensboro Drive, Suite 300
McLean, VA 22102
1-800-669-3362

Uniformed Services Employment and Reemployment Rights Act (USERRA)

Protects the job rights of individuals who voluntarily leave employment to undertake military service, and prohibits employer discrimination against past and present members of the uniformed services. Employers may provide the notice "*Your Rights Under USERRA*" by posting it where employee notices are customarily placed. However, employers are free to provide the notice to employees in ways that will minimize costs while ensuring that the full text of the notice is provided (e.g., by handing or mailing out the notice, or distributing the notice via electronic mail). This required poster is available at: <http://www.dol.gov/elaws/userra.htm>

This poster may also be obtained from:
U.S. Department of Labor
Veterans Services
1-800-487-2365