

Both the federal government and the state of Louisiana require Workplace Posters. *These should be displayed in a common area where all Staff have easy access to read and be advised.*

While the posters provided by government agencies are free, there are companies that may contact you about purchasing these. *You and your finance team should decide whether to pay for the convenience of someone else gathering all the required posters and putting them in one place for you. As long as you are posting the required publications, it does not matter if you download them or buy the commercially made poster.* Where possible, we've included a link to the agency that furnishes these posters where you can access the required posters free of charge. Be aware that if you elect to print yourself, Posters change over time & you should check regularly that you have the most recent versions and new requirements.

Generally applicable FEDERAL Workplace Posters



➤ <http://www.dol.gov/whd/resources/posters.htm>

Posters in additional languages <http://www.dol.gov/oasam/boc/osdbu/sbrefa/poster/matrix.htm>

1. "Employee Rights under the Fair Labor Standards Act" Poster (FLSA/Minimum Wage):
<https://www.dol.gov/whd/regs/compliance/posters/minwage.pdf>
2. "Job Safety and Health: It's the Law" Poster (Occupational Safety and Health Act/OSHA):
www.osha.gov/Publications/osha3165.pdf
3. "Employee Rights and Responsibilities under The Family and Medical Leave Act" (FMLA) Poster:
www.dol.gov/whd/fmla/finalrule/FMLAPoster.pdf
4. "Equal Employment Opportunity is the Law" Poster (EEO):
www.dol.gov/ofccp/regs/compliance/posters/pdf/eeopost.pdf
5. "Employee Polygraph Protection Act Notice" (EPPA):
www.dol.gov/ofccp/regs/compliance/posters/pdf/eppabw.pdf
6. "Your Rights Under USERRA" Notice/Poster (*"Uniformed Services Employment and Re-employment Rights Act"*)
www.dol.gov/vets/programs/userra/USERRA_Federal.pdf

Generally applicable LOUISIANA Workplace Posters



➤ http://www.laworks.net/downloads/downloads_posters.asp

1. Age Discrimination (“Age Discrimination”) Added by Acts 1997, No 1409, Sec. 1.
http://www.laworks.net/Downloads/Posters/PRPosters/Age_Discrimination_ltr_color.pdf
2. Genetic testing and discrimination (“Genetic Discrimination”) R.S. 23:302; R.S. 23:368 and 23:369.
http://www.laworks.net/Downloads/Posters/PRPosters/Genetic_Discrimination_ltr_color.pdf
3. Minors (“Louisiana Minor Labor Law Placard”) R.S. 23:3
All employers who employ minors must post in the workplace.
http://www.laworks.net/Downloads/Posters/PRPosters/Minor_Labor_Law_color.pdf
4. Registration of motor vehicles (“Out-Of-State Motor Vehicles”) R.S. 47:501.1
http://www.laworks.net/Downloads/Posters/PRPosters/motor_vehicles_ltr_color.pdf
5. National Guard/Reserves (“ESGR – Employer Support of the Guard and Reserve”)
http://www.laworks.net/Downloads/Posters/PRPosters/National_Guard_ESGR_ltr_color.pdf
6. Sickle cell discrimination (“Sickle Cell Trait Discrimination”) Acts 1997, No. 1409, §1
http://www.laworks.net/Downloads/Posters/PRPosters/sickle_cell_ltr_color.pdf
7. Smoking (“The Louisiana Smoke-Free Air Act”) Act No. 815
<http://www.lphi.org/LPHIadmin/uploads/Act%20815%20Fact%20Sheet-74600.pdf>
8. Payment (“Timely Payment of Wages”) R.S. 23-633(D)
http://www.laworks.net/Downloads/Posters/PRPosters/Timely_Payment_of_Wages_ltr_color.pdf
9. Unemployment insurance (“Unemployment Insurance”) R.S.23:1621
http://www.laworks.net/Downloads/Posters/Unemployment_Ins_ltr_color.pdf
10. Workers’ compensation (“Workers’ Compensation”) R.S. 23:1302
http://www.laworks.net/Downloads/Posters/Workers_Comp_ltr_color.pdf
11. Discrimination (“Equal Opportunity For All”), R.S. 23:314 *(if distributing Federal Funds)*
http://www.laworks.net/Downloads/Posters/PRPosters/Equal_Opportunity_ltr_color.pdf
12. Earned Income Credit. §15 (“Earned Income Credit”)
http://www.laworks.net/Downloads/Posters/2018_Earned_Income_Credit.pdf
13. Independent Contractor Or Employee
http://www.laworks.net/Downloads/Posters/Ind_Contractor_or_Emp_color.pdf