

REQUIRED POSTINGS FOR EMPLOYERS

Some of the statutes and regulations enforced by the U.S. Department of Labor (DOL) and the Florida Department of Workforce Development require that notices be provided to employees and/or posted in the workplace. Required postings must be in an area frequented by all employees on a daily basis - such as a lunch room, break room, conference room, employee lounge, kitchen, near a time clock — any location employees are likely to visit daily and view them. These posters are available for free.

[Required Postings - Federal](#)

[Required Postings - Florida](#)

Nonprofit status generally has no impact on federal employment law coverage or federal poster requirements.

Posting requirements vary by statute; that is, not all employers are covered by each of the statutes and thus may not be required to post a specific notice. For example, some small businesses may not be covered by the Family and Medical Leave Act and thus would not be subject to the Act's posting requirements.

WHICH FEDERAL POSTERS DOES MY ORGANIZATION NEED?

The [elaws Poster Advisor](#) is an online tool which can be used to determine which poster(s) employers are required to display at their place(s) of business. Posters, available in English and other languages, may be downloaded and printed directly from the Advisor. The elaws Poster Advisor provides information on federal DOL poster requirements.

WHAT HAPPENS IF MY ORGANIZATION DOESN'T POST THE REQUIRED POSTERS?

Failure to post required state and federal employment law notices can result in fines up to \$17,000. Following are some examples:

- Federal fines are determined on a case by case basis; however, the [DOL does lists some general fines/citations/penalties](#) regarding failure to post federal notices.
- Maximum fines typically would be incurred if the employer continually and/or knowingly violated the law.
- State fines and penalties will vary by agency and are also determined on a case-by-case basis. A specific fine is not always stated for failure to post even though the requirement is made clear by the enforcing agency.