

Required Labor Law Posters for Subcontractors

Employers are required by state and federal law to post at their workplaces certain information concerning the rights of employees. Some of the statutes and regulations enforced by the U.S. Department of Labor (DOL), New Mexico Department of Workforce Solutions, and California Department of Industrial Relations require that notices be provided to employees and/or posted in an area frequented by employees where it may be easily read during the workday. Please note that posting requirements vary by statute; not all employers are covered by them and thus may not be required to post a specific notice.

The lists below contain the minimum required posters for NM and CA. Your industry or labor situation may require you to have additional postings. Please refer to the following websites for more information on required posters.

[U.S. Department of Labor Workplace Posters Requirements](#)

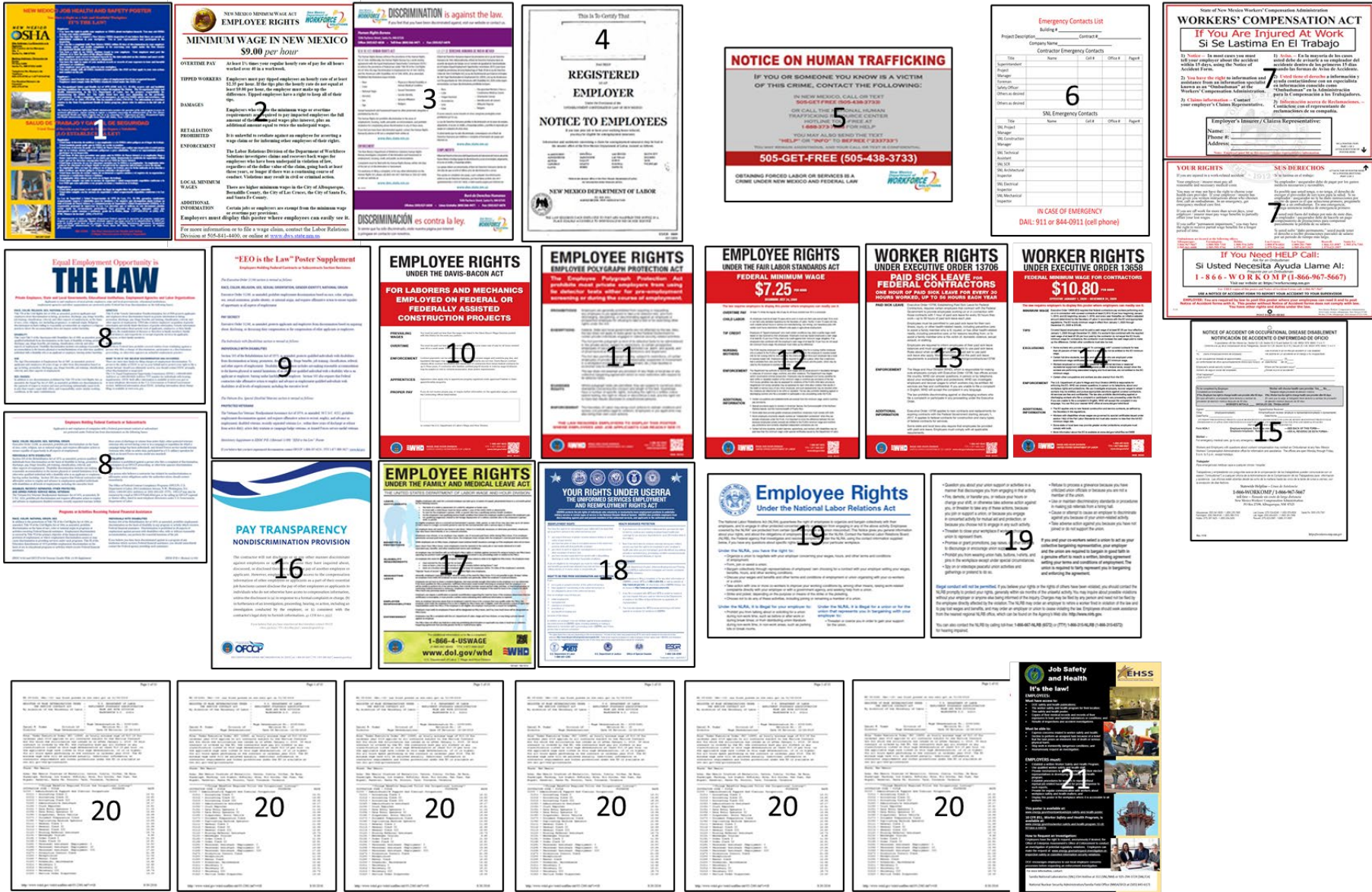
[New Mexico Department of Workforce Solutions State and Federal Posters Requirements](#)

[California Department of Industrial Relations Workplace Postings Requirements](#)

Federal and NM Required Labor Law Posters and Layout:

1. **New Mexico Job Health and Safety Protection (OSHA)**
2. **NM Minimum Wage Act Summary**
3. **Discrimination Is Against The Law**
4. **Unemployment Insurance Notice** - *Subcontractor provided. This form is received from the state once Unemployment Insurance is issued to your business.*
5. **Notice on Human Trafficking**
6. **Emergency Contact List** - *SNL requirement, please fill in all information.*
7. **New Mexico Workers' Compensation Act** - *Must fill in information box*
8. **Equal Employment Opportunity Is The Law**
9. **EEO is the Law Supplement**
10. **Employee Rights: Under the Davis Bacon Act** - *Must fill in information box*
11. **Employee Rights: Employee Polygraph Protection Act**
12. **Employee Rights: Under the Fair Labor Standards Act (FLSA)**
13. **Worker Rights: Executive Order 13706**
14. **Worker Rights: Executive Order 13658 (Federal Minimum Wage for Contractors)** - *This poster gets updated annually, make sure you have the most current version.*
15. **Notice of Accident or Occupational Disease Disablement forms** - *Must have a supply of forms, at least 4, not just one form attached to the board. If board is enclosed (covered with glass or Plexiglas), forms must be available/accessible. Consider using a document holder of some kind such as a transparent sleeve or envelope or a realtor's "Take One" flier box.*
16. **Pay Transparency**
17. **Employee Rights Under the Family and Medical Leave Act**
18. **Your Rights Under USERRA**
19. **Employee Rights Under National Labor Relations Act**
20. **Department of Labor DBA Wage Determination(s) (WD)** - *All pages must be visible/accessible to employees. If board is open and/or uncovered, the pages can be stacked and stapled (as long as all pages are readable). If the board is to be covered with glass or Plexiglas, all pages must be displayed as shown. Be sure to use the correct WD number for the project. One board can be used to cover several jobs in the same area. However, if the WD number is different for each project using the board, each project must have its own WD posted.*
21. **Department of Energy Job Safety and Health** - *DOE requirement*

Unless otherwise specified, all posters can be printed on standard 8.5" X 11" sheets. Layout designed to fit on a 4'x6' space/board.



The collage consists of 21 numbered posters, each detailing different labor laws and employee rights. The posters are arranged in a grid-like fashion, with some overlapping. The numbers 1 through 21 are prominently displayed on each poster. The posters cover a wide range of topics, including minimum wage, discrimination, human trafficking, emergency contacts, workers' compensation, EEO, Davis-Bacon Act, Fair Labor Standards Act, Executive Orders, pay transparency, occupational disease, Family and Medical Leave Act, USERRA, National Labor Relations Act, and job safety and health.

Federal and CA Required Labor Law Posters and Layout:

1. **California Prohibits Workplace Discrimination and Harassment**
2. **Family Care and Medical Leave/ Pregnancy Disability Leave**
3. **Transgender Rights in the Workplace**
4. **CA Minimum Wage**
5. **Notice to Employees: Unemployment Insurance**
6. **Healthy Workplace/Healthy Families Act of 2014: Paid Sick Leave**
7. **Pay Day Notice**
8. **Employee Notice Compensation Carrier and Coverage** - *Notice is issued by insurance carrier, you will need to post a copy of your notice.*
9. **Worker Rights Under Executive Order 13706: Paid sick Leave for Federal Contractors**
10. **Whistleblower Protections** - *Must be at least 8 ½" x 14", with 14 point type.*
11. **Notice to Employees Injuries Caused by Work** - *Must be at least 8 ½" x 14"*
12. **Safety and Health Protection on the Job (OSHA)** - *Must be at least 8 ½" x 14", with 10 point type*
13. **Emergency Phone Numbers** - *Must fill out all information*
14. **Operating Rules for Industrial Trucks**
15. **Summary of Occupational Injuries and Illnesses** - *Must post previous year's summary*
16. **Access to Medical and Exposure Records** - *Must fill out all information*
17. **Equal Employment Opportunity Is The Law**
18. **EEO is the Law Supplement**
19. **Pay Transparency**
20. **Employee Rights Under National Labor Relations Act** - *Must be 11"x17" or two 8 ½" x 11" pages*
21. **Employee Rights: Employee Polygraph Protection Act**
22. **Employee Rights: Under the Fair Labor Standards Act (FLSA)**
23. **Worker Rights: Executive Order 13658 (Federal Minimum Wage for Contractors)** - *Updated annually, make sure you have the most current version.*
24. **Employee Rights: Under the Davis Bacon Act** - *Must fill out all information*
25. **Your Rights Under USERRA**
26. **Employee Rights Under the Family and Medical Leave Act**
27. **CA Wage Orders** - *All pages must be visible/accessible. See Wage Determination posting standards (#28) below.*
28. **Department of Labor DBA Wage Determination(s) (WD)** - *All pages must be visible/accessible to employees. If board is open and/or uncovered, the pages can be stacked and stapled (as long as all pages are readable). If the board is to be covered with glass or Plexiglas, all pages must be displayed as shown or posted outside of the cover. Be sure to use the correct WD number for the project. One board can be used to cover several jobs in the same area. However, if the WD number is different for each project using the board, each project must have its own WD posted.*
29. **Department of Energy Job Safety and Health - DOE requirement**

All posters printed on 8 1/2" x 11" paper unless indicated otherwise. Layout fits a 4'x8' space/board. This standardized layout is preferred as all posters are free and can be updated individually if required. However, due to the high number of State required postings for California, and the space required to post them, aftermarket or prefabricated all-in-one posters are acceptable.

