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
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.
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
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.
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
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 ½” 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.