

## ARE YOU “POSTER COMPLIANT”?

There are at least 16 posters that an employer may be required to post either by the State of Arizona or Federal law. In general, the employer must place the posters in a conspicuous place on the premises where notices to employees and applicants for employment are customarily posted.

	Federal Agency		Arizona Agency
Employment Discrimination	Equal Employment Opportunity Commission	Employment Discrimination	Arizona Civil Rights Division
Employee Polygraph Protection Act	U. S. Department of Labor	AIDS & HIV	(Obtain poster from workers' compensation insurance carrier as directed by the Industrial Commission)
Fair Labor Standards Act	U. S. Department of Labor Wage & Hour Division WH Publication 1088	Arizona OSHA	Industrial Commission of Arizona
Federal Contractors	U.S. Department of Labor Wage & Hour Division (‘Notice to all Employees’ who work on a federally financed construction project) WH Publication 1321	Hazardous Materials	Prepared by the Employer in compliance with state & federal OSHA regulations concerning hazardous materials. Should contain information regarding any hazardous materials stored or handled at job site, and material safety data sheets.
Family & Medical Leave Act	U.S. Department of Labor Wage & Hour Division WH Publication 1420	OSHA	Summary Poster (Form 300) Must be posted on February 1st and remain posted through April 30 <sup>th</sup> Industrial Commission of Arizona
Migrant Seasonal Agricultural Worker Protection Act	U.S. Department of Labor Wage & Hour Division WH Publication 1376	Unemployment Insurance “Notice to Employees”	Arizona Department of Economic Security
Davis-Bacon Act	Construction or other contractors subject to the Davis-Bacon Act must post the “prevailing wage” for different types of work performed at the job site.	Workers’ Compensation	Arizona Workers’ Compensation Law Obtain poster from workers’ compensation insurance carrier
Service Contracts or Public Contracts “Notice to Employees Working on Government Contracts”	Department of Labor Wage & Hour Division WH Publication 1313		
OSHA	separate Federal poster if the employer is not covered by a State OSHA law		