

Required Posters for the State of Utah

Here is a list of the State and Federal Posters that are required to be posted at your place of business. There is no charge for the posters and they may be copied. Some can be downloaded from the Internet.

FEDERAL:

- ◆ Federal Wage and Hour Poster
- ◆ Federal Family Medical Leave Act
- ◆ Federal Employee Polygraph Protection Act
- ◆ Uniformed Services Employment & Reemployment Rights Act/USERRA

These four posters can be obtained through the U.S. Department of Labor, Salt Lake City District (801) 524-5706 (#5) or at <http://www.dol.gov/osbp/sbrefa/poster/main.htm>.

- ◆ Federal Equal Employment Opportunity is the Law

This poster can be obtained from the Publications Distribution Center 1-800-669-3362. Internet address: www.eeoc.gov/

STATE OF UTAH:

- ◆ Unemployment Insurance Notice to Workers ([Available Online](#))

This poster is available from the Dept. of Workforce Services, Unemployment Insurance Division (801) 526-9235

- ◆ Workers' Compensation English ([Available Online](#))
- ◆ Workers' Compensation Spanish ([Available Online](#))

This poster is available from the Labor Commission, Industrial Accidents Division (801) 530-6844

- ◆ Utah Job Safety & Health Protection English ([Available Online](#))
- ◆ Utah Job Safety & Health Protection Spanish ([Available Online](#))

This poster is available from the Labor Commission, Occupational Safety & Health (UOSH) (801) 530-6901

**Contact Your CompWest Loss Control Consultant
If You Have Any Questions or Need Assistance**

Federal Posters Are Also Available At No Charge
[Workplace Posters Required by U.S. Department of Labor](#)

POSTER	WHO MUST POST	CITATIONS / PENALTY	OTHER INFORMATION
JOB SAFETY AND HEALTH PROTECTION Occupational Safety and Health Administration. 29 USC 657(c), 29 CFR 1903.2 En Español	Private employers engaged in a business affecting commerce. Does not apply to federal, state or political subdivisions of states.	Any covered employer failing to post the poster may be subject to citation and penalty.	Employers in states operating OSHA-approved state plans should obtain and post the state's equivalent poster.
EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW Employment Standards Administration, Office of Federal Contract Compliance Programs. Executive Order 11246, as amended; Section 503 of the Rehabilitation Act of 1973, as amended; 38 U.S.C. 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended; 41 CFR Chapter 60-1 .42; 41 C.F.R 60-250.4(k); 41 C.F.R. 60-74 1.5(a)4 En Español	Entities holding federal contracts or subcontracts or federally assisted construction contracts of \$10,000 or more; financial institutions which are issuing and paying agents for U.S. savings bonds and savings notes; depositories of federal funds or entities having government bills of lading. Please note that the EEOC * may provide additional posting requirements at Section 2000e-10 [§711].	Appropriate contract sanctions may be imposed for uncorrected violations.	Post copies of the poster in conspicuous places available to employees, applicants for employment, and representatives of labor organizations with which there is a collective bargaining agreement. Also, non construction contractors or subcontractors with 50 or more employees and a contract of \$50,000 or more [otherwise required by 41 CFR 60-2.1 (a)] should develop an equal opportunity policy as part of an affirmative action plan and post the policy on company bulletin boards. 41 CFR 60-2.2 1 (a)(9).
Fair Labor Standards Act (FLSA) Minimum wage poster Employment Standards Administration, Wage and Hour Division En Español In Chinese (PDF) Specific posters for: State & Local Gov't Employees	Every private, federal, state and local government employer employing any employee subject to the Fair Labor Standards Act, 29 USC 211, 29 CFR 516.4 posting of notices.	No citations or penalties for failure to post.	Any employer of employees to whom sec. 7 of the Fair Labor Standards Act does not apply may alter or modify the poster legibly to show that the overtime provisions do not apply.

<p>(PDF)</p> <p>Agricultural Employees (PDF)</p> <p>American Samoa (PDF)</p> <p>Northern Mariana Islands (PDF)</p>			
<p>Employee Right for Workers with Disabilities/Special Minimum Wage Poster Employment Standards Administration, Wage and Hour Division. 29 CFR 525.14</p> <p>En Español</p>	<p>Every employer having workers employed under special minimum wage certificates authorized by section 14(c) of the Fair Labor Standards Act.</p>	<p>No citations or penalties for failure to post.</p>	<p>Where an employer finds it inappropriate to post such a notice, the employer may provide the poster directly to all employees subject to its terms.</p>
<p>YOUR RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT Employment Standards Administration, Wage and Hour Division. 29 CFR 825.300, .402</p> <p>En Español</p>	<p>Public agencies (including state, local, and federal employers), public and private elementary and secondary schools, as well as private sector employers who employ 50 or more employees in 20 or more work weeks and who are engaged in commerce or in any industry or activity affecting commerce, including joint employers and successors of covered employers.</p>	<p>Willful refusal to post may result in a civil money penalty by the Wage and Hour Division not to exceed \$100 for each separate offense.</p>	<p>Where an employer's workforce is not proficient in English, the employer must provide the notice in the language the employee speaks. The poster must be posted prominently where it can be readily seen by employees and applicants for employment.</p>
<p>Uniformed Services Employment and Reemployment Rights Act (Notice for use by all employers.)</p> <p>Veterans' Employment and Training Service 38 U.S.C. 4334, 20 CFR 1002.</p>	<p>The full text of the notice must be provided by each employer to persons entitled to rights and benefits under USERRA.</p>	<p>No citations or penalties for failure to notify. An individual could ask USDOL to investigate and seek compliance, or file a private enforcement action to require the employer to provide the notice to employees.</p>	<p>Employers may provide the notice by posting it where employee notices are customarily placed. However, employers are free to provide the notice in other ways that will minimize costs while ensuring that the full text of the notice is provided (e.g., by distributing the notice by direct handling, mailing, or via electronic mail).</p>
<p>NOTICE TO ALL EMPLOYEES WORKING ON FEDERAL OR FEDERALLY FINANCED CONSTRUCTION PROJECTS (Davis-</p>	<p>Any contractor/subcontractor engaged in contracts in excess of \$2,000 for the actual construction, alteration/repair of a public building or public work or</p>	<p>No citations or penalties for failure to post.</p>	<p>The contractor or subcontractor is required to insert in any subcontract the poster requirements contained in 29 CFR</p>

<p>Bacon Act) Employment Standards Administration, Wage and Hour Division. 29 CFR 5.5(a)(I)</p>	<p>building or work financed in whole or in part from federal funds, federal guarantee, or federal pledge which is subject to the labor standards provisions of any of the acts listed in 29 CFR 5.1.</p>		<p>5.5(a)(I). The poster must be posted at the site of work, in a prominent and accessible place where it can easily be seen by workers.</p>
<p>NOTICE TO EMPLOYEES WORKING ON GOVERNMENT CONTRACTS (Service Contracts Act) Employment Standards Administration, Wage and Hour Division. 29 CFR 4.6(e), .184 En Español</p>	<p>Every contractor or subcontractor engaged in a contract with the United States or the District of Columbia in excess of \$2,500 the principal purpose of which is to furnish services in the U.S. through the use of service employees.</p>	<p>No citations or penalties for failure to post.</p>	<p>Contractors and any subcontractors engaged in federal service contracts exceeding \$2,500 shall notify each service employee or post the minimum monetary wage and any fringe benefits required to be paid pursuant to the contract.</p>
<p>NOTICE: EMPLOYEE POLYGRAPH PROTECTION ACT Employment Standards Administration, Wage and Hour Division. 29 CFR 801.6 En Español</p>	<p>Any employer engaged in or affecting commerce or in the production of goods for commerce. Does not apply to federal, state and local governments, or to circumstances covered by the national defense and security exemption.</p>	<p>The Secretary of Labor can bring court actions and assess civil penalties for failing to post.</p>	<p>The Act extends to all employees or prospective employees regardless of their citizenship status. Foreign corporations operating in the United States must comply or will result in penalties for failing to post. The poster must be displayed where employees and applicants for employment can readily observe it.</p>
<p>NOTICE MIGRANT AND SEASONAL AGRICULTURAL WORKER PROTECTION ACT Employment Standards Administration, Wage and Hour Division. 29 CFR 500.75, .76 In English/En Español In English/An Ereyôl</p>	<p>Agricultural employers, agricultural associations and farm labor contractors.</p>	<p>A civil money penalty may be assessed.</p>	<p>Each employer covered by the Act who provides housing to migrant agricultural workers shall post in a conspicuous place, throughout the occupancy period, information on the terms and conditions of occupancy of such housing.</p>