

LABOR LAW POSTER REQUIREMENTS

This checklist is designed for businesses in Kansas who have 15 or more employees, and are not Federal contractors, and do not have a union. Businesses that have Federal contracts or unions may be required to display additional postings. Businesses should consult the poster advisor website to determine which of these posters are required. Postings should be displayed in conspicuous places where all employees have access. The Department of Labor provides a poster advisor to help businesses determine which postings they should display. The poster advisor can be found at <http://www.dol.gov/elaws/posters.htm>.

FEDERAL

POSTED?	POSTER	VERSION	NOTES
	The Employee Polygraph Protection Act (EPPA)	June 2003	No size or other language requirements
	The Equal Employment Opportunity Poster	Nov 2009	EEO is the law poster, or the EEOC version of the poster is acceptable. No size or other language requirements. The Nov 2009 version contains genetic non-discrimination information.
	The Fair Labor Standards Act (FLSA)	July 2009	No size or other language requirements
	The Family and Medical Leave Act (FMLA)	Jan 2009	If the employer's workforce is comprised of a significant portion of workers who are not literate in English, the employer is responsible for providing the notice in a language in which the employees are literate. No size requirement, other than it must be large enough to read.
	The Occupational Safety and Health (OSH) Act and Whistleblower Protections	OSHA3165-12-06R	Reproductions or facsimiles of the poster shall be at least 8 1/2 by 14 inches with 10 point type. Posting of the notice in other languages is not required.
	Uniformed Services Employment and Reemployment Rights Act (USERRA)	July 2008	No size or other language requirements

STATE OF KANSAS

http://www.dol.ks.gov/es/html/posters_DBR.html#state

POSTED?	POSTER	VERSION	NOTES
	EEOC poster	no date on poster	
	Child Labor Poster	K-ESLER 100 Rev. 11-04	
	Unemployment Insurance	K-CNS 405 Rev. 9-07	English & Spanish versions come in the pdf download, but no requirements are stated on the website.
	Workers Compensation	K-WC 40 Rev. 3-0	Fill in blanks w/ your company's information.

This information is provided as a service to clients and colleagues of Buchanan Human Resources Consulting. It is not intended as legal or financial advice. It is recommended that businesses use the DOL poster advisor and Kansas poster website to determine which posters are required for your size and type of business. Buchanan Human Resources Consulting is not responsible for the accuracy of the information on the websites listed in this document, or for the results of the use of this information.