**Required Labor/Employment Law Posters**

**Source: Jane May - IFMK Law**

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**Federal Laws:**

The Federal First Step Poster Advisor link is a resource can assist an employer in determining which federal employment/labor posters they must post in the workplace.

<https://webapps.dol.gov/elaws/posters.htm?_ga=2.205179856.1321666013.1715005159-1348692108.1714744879>

“Employee Rights Under the Fair Labor Standards Act” <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/minwagep.pdf>

All employers must post.

“Know your Rights: Workplace Discrimination is Illegal”

<https://www.dol.gov/sites/dolgov/files/OFCCP/regs/compliance/posters/pdf/22-088_EEOC_KnowYourRights.pdf>

This replaces EEO is the Law Poster and EEO is the Law Supplement. All employers must post.

“Employee Rights under the FLSA: State and Local Government Employees”

<https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/wh1385State.pdf>

State and local government employers must post.

“Your Employee Rights under the Family and Medical Leave Act” <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/fmlaen.pdf>

All public employers should post as well as private employers with 50 or more employees.

“Know your Rights under USERRA” <https://www.dol.gov/sites/dolgov/files/VETS/files/USERRA-Poster.pdf>

All employers must post.

“Pay Transparency Non-Discrimination Provision” <https://www.dol.gov/sites/dolgov/files/OFCCP/pdf/pay-transp_%20English_formattedESQA508c.pdf>

Entities holding federal contracts or subcontracts or federally assisted construction contracts of more than $10,000 must post as well as financial institutions which are issuing and paying agents for U.S. savings bonds and savings notes and depositories of federal funds or entities having government bills of lading.

“Employee Rights on Federal Government Contracts” <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/govc.pdf>

Every contractor or subcontractor must post if 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.

“Worker Rights under Executive Order 13658”

<https://www.dol.gov/sites/dolgov/files/WHD/posters/mw-contractors.pdf>

Certain federal contractors must post.

“Worker Rights under Executive Order 14026”

<https://www.dol.gov/sites/dolgov/files/WHD/posters/WH1091.pdf>

Certain federal contractors must post.

“Worker Rights under Executive Order 13706”

<https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/wh1090.pdf>

Certain federal contractors must post.

“Employee Rights under the Davis-Bacon Act” <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/fedprojc.pdf>

Who Must Post: 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 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.

“Employee Rights under the H-2B Program” <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/H2B-eng.pdf>

Applicable to employers participating in the H-2B visa program.

**State of Illinois Law:**

“Your Rights under Illinois Laws”

<https://labor.illinois.gov/content/dam/soi/en/web/idol/employers/posters/your-rights/2024/IDOL%202024%20YOUR%20RIGHTS%20POSTER.pdf>

All employers should post.

“You Have the Right to Be Free from Job Discrimination and Sexual Harassment”

<https://dhr.illinois.gov/content/dam/soi/en/web/dhr/documents/sh-and-discrimination-employee-poster-v10.2022.pdf>

All employers should post.

“Illinois Department of Human Rights: Employer Notice”

<https://dhr.illinois.gov/content/dam/soi/en/web/dhr/documents/idhr-employer-notice-poster-v9.22.pdf>

All employers must post.

“Paid Leave for All Workers Act Notice” <https://labor.illinois.gov/content/dam/soi/en/web/idol/employers/posters/plaw/PAID%20LEAVE%20FOR%20ALL%20WORKERS%20ACT%20NOTICE.pdf>

All employers should post.

“Victims Economic Security and Safety Act”

<https://labor.illinois.gov/content/dam/soi/en/web/idol/employers/posters/vessa/2024/VESSA.pdf>

All employers should post.

“Job Safety and Health: It’s the Law”

<https://labor.illinois.gov/content/dam/soi/en/web/idol/laws-rules/safety/siteassets/pages/il-osha-factsheets-publications/osha_jobsafetyandhealth_162023.pdf>

State and local government employers must post.

“Workers’ Compensation”

<https://www2.illinois.gov/sites/iwcc/Documents/icpnFORM.pdf>

All employers must post.

“Workers’ Compensation Fraud is a Crime”

<https://idoi.illinois.gov/content/dam/soi/en/web/insurance/sites/insurance/wc-fraud/documents/wcfu-ven.pdf>

Not a required posting.

“Unemployment Insurance Benefits Notice” <https://ides.illinois.gov/content/dam/soi/en/web/ides/ides_forms_and_publications/notice.pdf>

All employers must post.

“No Smoking or E-Cigarette Use”

<http://www.smoke-free.illinois.gov/smoke-free-illinois-act-sign.pdf>

Required to be posted in all places of employment.

“Your Rights under the Illinois Servicemember Employment and Reemployment Rights Act (330 ILCS 61)”

<https://illinoisattorneygeneral.gov/Page-Attachments/ISERRAnotice.pdf>

All employers must post.

“Emergency Care for Choking”

<https://dph.illinois.gov/content/dam/soi/en/web/idph/files/publications/choking-poster-9-13-2013-040516.pdf>

Must be posted in a food service facility.

Concealed Carry Prohibited Sign <https://www.ispfsb.com/Public/CCWProhibitedAreaSign.pdf>

Should be posted in all locations where concealed carry is prohibited.