

Department of Labor Workplace Requirements – Quick Tips



Background

Employers in the United States are undoubtedly aware of the branch of government named the Department of Labor (DOL). However, some employers may not know how to address the obligations and requirements set forth by the DOL. This document provides a broad overview of Department of Labor Workplace Requirements. Please keep in mind that requirements may vary by location and industry.

The mission statement of the Department of Labor (DOL) reads as follows:

“The Department of Labor (DOL) fosters and promotes the welfare of the job seekers, wage earners, and retirees of the United States by improving their working conditions, advancing their opportunities for profitable employment, protecting their retirement and health care benefits, helping employers find workers, strengthening free collective bargaining, and tracking changes in employment, prices, and other national economic measurements. In carrying out this mission, the Department administers a variety of Federal labor laws including those that guarantee workers rights to safe and healthful working conditions; a minimum hourly wage and overtime pay; freedom from employment discrimination; unemployment insurance; and other income support.”

To achieve the mission the DOL has laid out, there are laws that require employers to display official DOL posters where employees can readily observe them. These posters literally spell out the Department of Labor workplace requirements, procedures and benefits. This can be a challenge because the information may change periodically, may vary by location and may require translation to ensure comprehension.

Since posting requirements vary by industry, employer size, employer activities and workforce demographics, figuring out which documents to post, and where to post them is a common problem. To help simplify matters, the DOL has set up a website to answer frequently asked questions related to worker notification. The Poster Advisor helps employers comply with posting requirements of several laws administered by the DOL.

Please note: the Poster Advisor only provides information about Federal requirements. You would need to contact your State Department of Labor to obtain additional information about specific state and local requirements. You can find additional resources and state specific links at Business.gov.

Maintaining compliance with the Department of Labor workplace requirements can raise many questions. To help you resolve additional issues, the DOL offers a Compliance Assistance tool. Finally, to contact the DOL directly, use these contact options.

Frequently Asked Questions

Q: I own a small business. Which federal posters does my company need to post?

A: Many of the employment laws administered by the U.S. Department of Labor (DOL) require notices to be posted in the workplace. To determine which federal posters you are required to post, please visit the DOL elaws Poster Advisor. States and local governments may also have posting requirements. You should contact the appropriate state or local agency if you need additional information. Please note that generally, whether your organization is non-profit or for-profit has no bearing on whether you have to post notices.

Q: Can I use one of the all in one posters?

A: Yes, employers can post the all-in-one poster as long as it includes all the required federal workplace posters you must post and they are all readable and meet any size requirements.

Q: What are the penalties for not posting a required federal poster?

A: See the Web page, Workplace Poster Requirements for Small Businesses and Other Employers at <https://www.dol.gov/oasam/boc/osdbu/sbrefa/poster/matrix.htm> for applicable penalties.

Sources

US Department of Labor
OSHA a division of the Federal Department of Labor

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