

KEEPING YOU INFORMED

Required Employer Signage

We've had some clients recently receive letters/emails urging them to purchase labor law related posters. While some of these posters are required and must be displayed, we want to clarify: you are not required to purchase employment posters from third-party vendors. These posters are available completely free of charge, and we've provided a convenient way for you to access them.

Employers may download free, up-to-date [posters](#) directly from the Department of Labor. You may also review the [PDF](#) containing a vast majority of current required posters.

While you don't need to buy them, several government agencies—including the U.S. Department of Labor—do require that certain notices be visibly posted in the workplace. Here's a quick overview of what's required for Arkansas employers:

1. Notice to Employer and Employee – Minimum Wage, Overtime, Child Labor, Wage Collection
 - Required for employers with 4 or more employees
2. Your Rights Under the Fair Labor Standards Act (FLSA)
 - Required for employers with \$500,000+ in annual sales, healthcare, schools, and those involved in interstate commerce
3. Equal Employment Opportunity is the Law
 - Required by all Arkansas employers
4. Family and Medical Leave Act (FMLA)
 - Required for employers with 50+ employees
5. Employee Polygraph Protection Act
 - Required by all employers
6. Unemployment Insurance Notice
 - Required by all employers
7. Public Employees' Chemical Right to Know Act (Act 556)
 - Required by state, county, and municipal operations
8. Workers' Compensation Notice (Form P)
 - Required by all employers
9. OSHA Job Safety and Health Protection
 - Required by all employers except state, county, or municipal operations
10. USERRA – Rights of Uniformed Services Members
 - Required by all employers
11. Hand Washing Poster
 - Required for restaurants and food handling businesses
12. Human Trafficking Poster
 - Required for:
 - Hotels/motels
 - Private clubs with liquor permits
 - Airports, train stations, bus stations
 - Truck stops offering overnight parking, food, or showers

If you've received a letter regarding a labor audit or compliance inspection—don't stress. We're here to help. Our team can assist you in understanding the requirements, getting the right posters in place, and guiding you through any audit or investigation.

Have questions or need assistance? Please do not hesitate to contact [Jenny Teeter](#) or [Brianna Cook](#).

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