



**THE ARKANSAS LABOR LAW POSTER SERVICE**  
17200 CHENAL PKWY., STE. 300 #231  
LITTLE ROCK, ARKANSAS 72223-5965

**For compliance assistance  
you may call us at: 1-877-321-4144**

**FAX: 1-888-442-4144**

**Notice Date: FX-08  
Key Code:**

**ATTENTION ALL EMPLOYERS!**

State and Federal Posters for 2008!

Please see requirements below.

**Dear Employer,**

State and Federal Law requires **Arkansas** employers to post the following notices at most work sites. Investigations may be conducted by State inspectors. An employer found to be in violation of State or Federal Laws by willfully failing to post up-to-date OSHA posters may be subject to **monetary penalties** of up to **\$7000**, as well as exposure to **civil liability actions**. The Arkansas Labor Law Poster Service is a non-governmental organization providing mandatory workplace posters and does not have a contract with any government agency. Certain posters may also be available free from the issuing governmental agencies. Compliance with State and Federal posting requirements may be achieved by responding to the order form below. **PLEASE RESPOND TODAY TO THE ENCLOSED.**

**STATE POSTING REQUIREMENTS**

**Minimum Wage Law**

**(Arkansas Code §11-4-216)**

"Every employer subject to any provisions of this subchapter or of any regulations issued under this subchapter shall keep a summary of this subchapter, approved by the Director of the Department of Labor, and copies of any applicable regulations issued under this subchapter...posted in a conspicuous and accessible place in or about the premises wherein any person subject thereto is employed."

**Employment Security Law**

**(Arkansas Employment Security Law Regulation No.5)**

"Every employing unit which is, or becomes an employer, under the provisions of the Arkansas Employment Security Law shall post, on a continuing basis, a printed notice informing his workers that he is an employer under the Law and that in the event of their unemployment, they may be eligible for unemployment benefits."

**Workers' Compensation**

**(Arkansas Code §11-9-407)**

"Every employer who has secured compensation under the provisions of this chapter shall keep posted in a conspicuous place in and about the employer's place of business typewritten or printed notices in accordance with a form prescribed by the Workers' Compensation Commission."

**Chemical Right to Know**

**(Applies to: State, County, Municipal Operations)**

**(Act 556 of Public Employees' Chemical Right to Know Act 1991)**

"All employers must post in a conspicuous location in the place of business notices outlining employee rights under this Act."

**FEDERAL POSTING REQUIREMENTS**

**Federal Minimum Wage Act (29 CFR § 516.4) (NEW)**

Pursuant to 29 USC §206(a)(1), as amended by P.L. 110-28, H.R. 2206, effective July 24, 2007, the federal minimum wage increases from \$5.85 an hour to \$6.55 an hour.

"Every employer ... shall post and keep posted a notice explaining the Act ... in conspicuous places in every establishment where such employees are employed so as to permit them to observe readily a copy."

**Uniform Services Employment and Reemployment Rights Act (38 USCA § 433(a))**

"Each employer shall provide to persons entitled to rights and benefits under this chapter a notice of the rights, benefits, and obligations of such persons and such employers under this chapter. The requirement for the provision of notice under this section may be met by the posting of the notice where employers place notices for employees."

**Employee Polygraph Protection Act (29 CFR § 801.6)**

"Every employer subject to the EPPA shall post and keep posted on its premises a notice explaining the Act, as prescribed by the Secretary. Such notice must be posted in a prominent and conspicuous place in every establishment of the employer where it can be readily observed by employees and applicants for employment." Under 29 CFR § 801.42(7) a civil penalty not to exceed **\$10,000** may be assessed against any employer for violating any provision of this Act.

**Equal Employment Opportunity is the Law (29 CFR § 1601.30)**

"Every employer ... shall post and keep posted in conspicuous places upon its premises notice in an accessible format ... describing the applicable provisions of title VII and the ADA. Such notice must be posted in prominent and accessible places where notices to employees...are customarily maintained...[F]ailure to comply with this section is punishable by a fine of not more than **\$110** for each separate offense."

**Family and Medical Leave Act (29 USC § 2619(a)(b))**

"Each employer shall post and keep posted, in conspicuous places on the premises of the employer where notices to employees and applicants for employment are customarily posted, a notice ... setting forth excerpts from, or summaries of, the pertinent provisions of this subchapter and information pertaining to the filing of a charge...Any employer that willfully violates this section may be assessed a civil money penalty not to exceed **\$100** for each separate offense."

**Occupational Safety and Health Act (29 CFR § 1903.2(a)(1))**

"Each employer shall post and keep posted a notice or notices ... informing employees of the protections and obligations provided for in the Act ... in a conspicuous place or places where notices to employees are customarily posted. Each employer shall take steps to insure that such notices are not altered, defaced, or covered by other material."

**PLEASE MAIL THIS FORM WITH YOUR  
CHECK, PAYABLE TO:**

**THE ARKANSAS LABOR LAW  
POSTER SERVICE**

17200 CHENAL PKWY., STE. 300 #231  
LITTLE ROCK, ARKANSAS 72223-5965  
1-877-321-4144 (phone orders)

*Please send the following posters:*

**Complete Set(s) of Federal and State**

\_\_\_\_ 1st set..... **\$59.50** \$\_\_\_\_\_

\_\_\_\_ Add'l. set(s) ..... **\$52.50** \$\_\_\_\_\_

**Separate Posters**

\_\_\_\_ Federal Only..... **\$24.50** each \$\_\_\_\_\_

\_\_\_\_ State Set ..... **\$49.50** each \$\_\_\_\_\_

**(1st set \$7.75; ..... Shipping \$\_\_\_\_\_**  
**add'l sets and Individual**

**posters \$5.75 each;) ..... TOTAL \$\_\_\_\_\_**

**Please Call for Large Order Discounts.**

**Order Form**

**FX-08 Key Code:**

A complete set is made up of three large posters, one Federal and two State.

Posters are 18" x 24" in full color and laminated in plastic.

*Posters also available in Spanish – please call.*

**PLEASE FAX CREDIT CARD ORDERS TO: 1-888-442-4144 – FAX**

**Enclosed:  Check  Money Order  Automatic Annual Renewal**

**Credit Card:  VISA  MC  AmEx  Discover**

**Credit Card #: \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_ Exp. \_\_\_\_\_ / \_\_\_\_\_**

**Signature \_\_\_\_\_**

**Ship to: (please print clearly) \_\_\_\_\_ Attention: \_\_\_\_\_**

**Company: \_\_\_\_\_**

**Address: \_\_\_\_\_**

**City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_**

**Phone: (\_\_\_\_\_) \_\_\_\_\_**

**ALL POSTERS ARE SHIPPED FROM OUR CORPORATE OFFICE AT 6323 W. SAGINAW, SUITE E, LANSING, MI 48917**