



**THE ILLINOIS LABOR LAW POSTER SERVICE**  
1337 WABASH AVENUE, STE. B  
SPRINGFIELD, ILLINOIS 62704-4982

**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 **Illinois** 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 Illinois 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**

**Notice to Employees and Employers (Includes Payment of Wages, Child Labor, and Minimum Wage) (820 ILCS 105/9)**  
"Every employer subject to any provision of this Act...shall keep a summary of this Act... posted in conspicuous and accessible place in or about the premises wherever any person subject to this Act is employed."

**Equal Pay Act (820 ILCS 112/40)**  
"Every employer covered by this Act shall post and keep posted, in conspicuous places on the premises of the employer where notices to employees are customarily posted, a notice...summarizing the requirements of this Act."

**Victim's Economic Security and Safety Act VESSA) (820 ILCS 180/40)**  
"Every employer covered by this Act shall post and keep posted, in conspicuous places on the premises of the employer where notices to employees are customarily posted, a notice... summarizing the requirements of this Act..."

**Right to Know (820 ILCS 255/7)**  
"Employers shall post in their workplaces, at the location where notices to employees are usually posted, a sign which informs the employees of their rights under this Act."

**Workers' Compensation Notice (820 ILCS 305/6)**  
"Every employer within the provisions of this Act shall... post printed notices in their respective places of employment... containing such information relative to this Act..."

**Unemployment Insurance (820 ILCS 405/700)**  
"Each employer shall post and maintain printed statements concerning such regulations...in places readily accessible to individuals in such employer's service."

**Day and Temporary Labor Service Act (820 ILCS 175/45)**  
"Every employer shall post and keep posted at each location, in a position easily accessible to all employees...required by the Department containing a copy or summary of the provisions of the 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 ILLINOIS LABOR LAW  
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1337 WABASH AVENUE, STE. B  
SPRINGFIELD, ILLINOIS 62704-4982

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.*

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