



**THE KENTUCKY LABOR LAW POSTER SERVICE**  
1309 U.S. 127 SOUTH SUITE B #116  
FRANKFORT, KENTUCKY 40601-4385

**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 **Kentucky** 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 Kentucky 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**

**Child Labor Law**  
(Kentucky Revised Statutes, § 339.400)  
"Every person employing minors under 18 years of age shall keep a separate register containing the names, ages, and addresses of such employees, and the time of commencing and stopping of work for each day, and the time of the beginning and ending of the daily meal period, and shall post and keep conspicuously posted in the establishment wherein such minor is employed...a printed abstract... and the list of the occupations prohibited to such minors, together with a notice stating the working hours per day for each day in the week required of them."

**Unemployment Insurance**  
(Kentucky Revised Statutes, § 341.400)  
"Each subject employer shall post and maintain in places readily accessible to his workers printed statements" concerning unemployment insurance regulations.

**Wage and Hour Law**  
(Kentucky Revised Statutes, § 337.325)  
"Every employer subject to any provision...shall keep copies of such summaries of wage and hour laws and regulations issued under KRS 337.295 posted in a conspicuous and accessible place in or about the premises wherein any person, subject thereto is employed."

**Wage Discrimination Because of Sex**  
(Kentucky Revised Statutes, § 337.433)  
"Every person subject to [the Wage Discrimination Act] shall keep an abstract or copy of [the Act] posted in a conspicuous place in or about the premises where any employee is employed."

**Equal Employment Opportunity**  
(Kentucky Administrative Regulations 104 KAR 1:010)  
"An employer, employment agency, licensing agency and labor organization, shall post and maintain at its establishment equal employment opportunity notices."

**Public Accommodations Welcome Notice**  
(Kentucky Administrative Regulations 104 KAR 1:010)  
"Public accommodation welcome notices shall be posted where they may be readily observed by those seeking or granting any of the accommodations, advantages, facilities, or privileges of places of public accommodation, resort or amusement."

**Also Included:**  
**Equal Housing Opportunity**

**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 KENTUCKY LABOR LAW  
POSTER SERVICE**

1309 U.S. 127 SOUTH SUITE B #116  
FRANKFORT, KENTUCKY 40601-4385  
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: (\_\_\_\_\_) \_\_\_\_\_