



**THE NORTH CAROLINA
LABOR LAW POSTER SERVICE**
6325-9 FALLS OF NEUSE RD., BOX #392
RALEIGH, NORTH CAROLINA 27615

**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 **North Carolina** 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 North Carolina 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

**Wage and Hour
(NC General Statutes, § 95-25.13)**

"Every employer shall...*** Notify employees, in writing or through a posted notice maintained in a place accessible to its employees, employment practices and policies with regard to promised wages."

Workers' Compensation

(NC General Statutes, § 97-93(e))

"Every employer who is in compliance with [the workers' compensation act] shall post in a conspicuous place or places of employment a notice stating that employment by this employer is subject to the North Carolina Workers' Compensation Act..."

**Safety and Health Protection on the Job
(NC General Statutes, § 95-143(b))**

"The Commissioner shall also issue regulations requiring that employers, through the posting of notices...keep employees informed of their protections and obligations under this Article, including the provisions of applicable standards."

Unemployment Insurance

(NC General Statutes § 96-15)

"Each employing unit shall post and maintain in places readily accessible to individuals performing services for its printed statements, concerning benefit rights, claims for benefits, and such other matters relating to the administration of this Chapter as the Commission may direct."

Also Included

Employment Discrimination

FEDERAL POSTING REQUIREMENTS

Federal Minimum Wage Act (29 CFR § 516.4)

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."

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: (_____) _____

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.