



**THE RHODE ISLAND LABOR LAW POSTER SERVICE**  
11 SOUTH ANGELL STREET #110  
PROVIDENCE, RHODE ISLAND 02906-5206

**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 **Rhode Island** 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 Rhode Island 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 (Rhode Island General Laws § 28-12-11)**

"Every employer subject to any provision of this chapter or of any regulations or orders issued under this chapter shall keep a summary of this chapter, approved by the director of labor and training, and copies of any applicable wage orders and regulations issued under this chapter, posted in a conspicuous and accessible place in or about the premises where any person subject to them is employed."

**Workers' Compensation (Rhode Island General Laws § 28-29-13)**

"Every employer subject to or who elects to become subject to the provisions of chapters 29-38 of this title shall display a copy of the summary of the major provisions of the Workers' Compensation Act in conspicuous places in which workers are employed."

**Parental and Family Medical Leave Act (Rhode Island General Laws § 28-48-10(a))**

"Each employer shall post and keep posted, in conspicuous places upon its premises where notices to employees and applicants for employment are customarily posted, a notice, to be approved by the agency, setting forth excerpts from, or summaries of, the pertinent of this chapter and information pertaining to the filing of a charge."

**Fair Employment (Sexual Harassment/Discrimination) (Rhode Island General Laws § 28-5-37)**

"Every employer, employment agency, and labor union subject to this chapter shall post in a conspicuous place or places on his or her premises a notice to be prepared or approved by the commission, which shall set forth excerpts of this chapter and any other relevant information which the commission deems necessary to explain the chapter. Any employer...refusing to comply with the provisions of this section shall be punished by a fine of not less than one hundred dollars (\$100)...."

**Smoking (Rhode Island General Laws § 23-20.10-7)**

"No smoking" signs or the intentional "No smoking" symbol...shall be clearly and conspicuously posted in every public place and place of employment where smoking is prohibited by this chapter, by the owner, operator, manager or other person in control of that place."

**Employment Security and Temporary Disability Insurance (Employment Security Act § 28-44-38 and Temporary Disability Insurance Act § 28-41-15)**

"Every employing unit in the state of Rhode Island shall post and maintain printed notices of such form and design and in such numbers containing such information as the Director, Department of Labor and Training, may determine to be necessary to administer the Employment Security Act and Temporary Disability Insurance Act. Such notices shall be posted in conspicuous places where the workers' services are performed."

**Right to Know Law (Rhode Island General Laws § 28-21-3)**

"Each employer shall obtain and maintain chemical identification lists containing the following information with regard to chemical substances: \*\*\* The common and trade names of all designated substances present...."

**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 RHODE ISLAND  
LABOR LAW POSTER SERVICE**  
11 SOUTH ANGELL STREET #110  
PROVIDENCE, RHODE ISLAND 02906-5206  
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:** (\_\_\_\_\_) \_\_\_\_\_