

123 South Broad Street,  
Avenue of the Arts  
Philadelphia, PA 19109  
215-772-1500  
215-772-7620 fax

1235 Westlakes  
Drive, Suite 200  
Berwyn, PA 19312  
610-889-2210  
610-889-2220 fax

Liberty View  
457 Haddonfield Road,  
Suite 600  
Cherry Hill, NJ 08002  
856-488-7700  
856-488-7720 fax

1105 North Market St.,  
15th Floor  
Wilmington, DE 19801  
302-504-7800  
302-504-7820 fax

Cornerstone Commerce Center  
1201 New Road, Suite 100  
Linwood, NJ 08221  
609-601-3010  
609-601-3011 fax

# Employment Notices — Posting Requirements

## FEDERAL LAW

Notice	Which Employers Must Post?*
Equal Employment Opportunity .....	Employers with 15 or more employees
Job Safety and Health Protection (OSHA) .....	All private employers
Fair Labor Standards Act (Wage and Hour Law) .....	All employers
Family and Medical Leave Act .....	Employers with 50 or more employees
National Labor Relations Act .....	Federal contractors with contracts valued in excess of \$100,000 <sup>#</sup>
Polygraph Protection Act .....	All private employers
Uniformed Services Employment and Reemployment Rights Act .....	Employers not notifying employees elsewhere of USERRA rights

## STATE OF PENNSYLVANIA

Notice	Which Employers Must Post?*
Minimum Wage Poster and Fact Sheet .....	All employers
Abstract of Child Labor Law .....	All employers of minors
Hours of Work for Minors Under 18 .....	All employers of minors
Prohibited Occupations for Minors .....	All employers of minors
Equal Pay Law .....	All employers
Unemployment Compensation Law .....	All employers
Right to Know Law .....	Public employers and private employers not covered by OSHA
Contract Compliance Law (English & Spanish) .....	Employers contracting with the state or using state funds
Unlawful Discriminatory Practices (English & Spanish) .....	Employers with 4 or more employees
Public Accommodations Law .....	All employers
Workers' Compensation Insurance Posting .....	All employers
Smoking Prohibited .....	All employers

## CITY OF PHILADELPHIA

Notice	Which Employers Must Post?*
Employment Discrimination .....	All employers
Sexual Harassment .....	All employers
Domestic Violence Unpaid Leave .....	All employers

## STATE OF NEW JERSEY

Notice	Which Employers Must Post?*
Schedule of Hours of Minors Under 18 .....	All employers of minors
Payment of Wages Abstract .....	All employers
State Wage and Hour Law Abstract .....	All employers
Child Labor Law Abstract .....	All employers
Family Leave Act .....	All employers
Law Against Discrimination .....	All employers
Conscientious Employee Protection Act ("Whistleblower Act") .....	All employers

## STATE OF NEW JERSEY *(continued)*

Notice	Which Employers Must Post?*
Unemployment Compensation and Temporary Disability Benefits . . . . .	All employers
Worker and Community Right to Know Act . . . . .	All public employers
Mandatory Overtime Restrictions for Healthcare Facilities . . . . .	Licensed healthcare facilities or registered healthcare service firms
Minimum wage for minors . . . . .	Employers of minors in laundry, cleaning and dying occupations; beauty culture occupations; and mercantile occupations;
Minimum wage for food service occupations . . . . .	Restaurants, caterers, etc.
Minimum wage for seasonal amusement occupations . . . . .	Amusement or recreational establishments operating on a seasonal basis
Minimum wage in hotel and motel occupations . . . . .	Business in which 15 or more rooms are available for rental
Smoking Prohibited . . . . .	All employers

## DELAWARE

Notice	Which Employers Must Post?*
Discrimination in Employment Act Summary . . . . .	Employers with 4 or more employees
Handicapped Persons Employment Protections Act Summary . . . . .	Employers with 15 or more employees
Whistleblowers' Protection Act Summary . . . . .	All employers
Minimum Wage Act Summary . . . . .	All employers
Employment Practices and Policies Re: Reductions in . . . . .	Private employers
Rate of Pay and Day, Hour, and Place of Payment; Vacation; Sick Leave; and Comparable Matters	
Workers' Compensation Summary . . . . .	Private employers and public employers that have elected to be covered
Regulations Governing Unemployment Compensation Claims . . . . .	All employers
Meal Breaks . . . . .	All employers
Child Labor Laws . . . . .	All employers of minors

\* The state and federal departments of labor generally advise that all of these notices be posted unless specifically excluded by statute or regulation. Many of the statutes are silent on the issue and we recommend that the safer course is to post those notices.

# If you are government contractor, examine your contract for other obligations.

## Labor and Employment Law Practice Group

Daniel P. O'Meara†, Chair — 215-772-7647 / domeara@mmwr.com

Janice G. Dubler\*, Vice Chair — 856-488-7723 / jdubler@mmwr.com

<u>Attorneys</u>	<u>E-Mail</u>	<u>Telephone</u>
Georgette Fries* . . . . .	gfries@mmwr.com . . . . .	856-488-7794
Carmon M. Harvey† . . . . .	charvey@mmwr.com . . . . .	215-772-7698
R. Monica Hennessy* . . . . .	mhennessy@mmwr.com . . . . .	856-488-7769
Joyce B. Link† . . . . .	jlink@mmwr.com . . . . .	215-772-7692
Richard H. Martin† . . . . .	rmartin@mmwr.com . . . . .	215-772-7270
Louis R. Moffa, Jr. ♦ . . . .	lmoffa@mmwr.com . . . . .	856-488-7740
John M. Myers† . . . . .	jmyers@mmwr.com . . . . .	215-772-7535

† Admitted to practice in Pennsylvania.

\* Admitted to practice in Pennsylvania and New Jersey.

♦ Admitted to practice in Pennsylvania, New Jersey, District of Columbia.

Louis A. Petroni — Responsible Partner, Cherry Hill, NJ



**Montgomery, McCracken, Walker & Rhoads, LLP**

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