

The truth about labor law posters.

So, you have received an official looking “**third and final notice**” envelope with in a “government-looking” envelope stating that if you do not have an up-to-date labor law posting at your facility, you are going to face “**serious fines.**” This may give you the impression that your pastor or administrator will be thrown into the pokey if you do not correct this immediately! Does this sound familiar? What is this all about and how can you tell what you need to update on what you already have posted at your facilities?

Here are some tips:

- If you look closely at the mailings you receive, you will find that they are nothing more than ads or gimmicks designed to scare you into taking action to correct the situation by purchasing one of their posters at the bargain price of \$\$. This has the net effect of creating a heightened sense of urgency so that you purchase *their* product or face serious repercussions.
- The law **does** require you to display both federal and state mandated postings in a conspicuous place at your facility. There *are* fines that apply if you’re not in compliance, but keeping up to date will ensure that you are operating within the law and avoid any trouble in the future. This can be done reasonably and without the false sense of panic that some of these mailings create.

So, what can you do?

There are a number of places where you can go to get the required information. For those who have large posters which contain all federally and state mandated labor law postings, there’s often a dilemma regarding whether you have to change one or all of those regulations as revisions occur.

- If there is only a **single change**, you can search out individual websites, download the documents, and post them as an addendum next to your major posting chart. As a starter, you can go to the following websites and download them for posting.

(You will be able to tell **what changed** by watching the Diocesan Information Bulletin or, ironically, by paying attention to the “scary notices” referenced above!)

For Federal posters: <http://www.dol.gov> When you enter this and before you send it, there should be a drop-down that reads: U.S. Department of Labor--OSDBU—Poster Page. Click on that and it will give you a menu of posters, some of which you need and some you do not need to post. Here are those you need:

Job Safety and Health; Equal Employment Opportunity; Fair Labor Standards Act; Family & Medical Leave; USERRA—Veteran Rights; Employee Polygraph Protection.

For State Posters: <http://www.dli.pa.gov> When the page appears, scroll down to *Mandatory Postings for Pennsylvania Employers*, and click on it. Here are those you need:

Abstract of Pennsylvania Child Labor Act (LLC-5); Minimum Wage Law Poster (LLC-1); Abstract of Equal Pay Law (LLC-8); Workers Compensation Insurance Posting (LIBC-500)

(Note: at the bottom of this page, there is also a link for the Federal posters listed above)

- **All in One Poster Preference?** If you prefer to avoid all this individual poster downloading where there have been *two or more changes*, you can search for a company that provides updated posters. The range and prices for these vary greatly. In addition to the referenced sites just above, you can also check out the Manufacturers Association (<https://www.mbausa.org/>) or the site below:
<http://www.laborlawcenter.com> , click on Complete State and Federal Labor Law Posters and follow the prompts.

How do you know if changes have been made or required?

Again, we will do the best that we can to keep you informed via the information bulletin about such changes.

Occasionally, however, is more likely that your first tip will be from one of those poster companies who will tell you that changes are coming.

Whatever the case is, visit the sites listed above or go online yourself to search out sources that will provide you with the information that you need at an affordable price. As of this posting, prices were found as low as \$29 for *single* posters with *combined* Pennsylvania and Federal notices.

As a final “disclaimer,” by listing those websites above, we are not endorsing them nor promoting their material. We are merely sharing with you where we found the best deal at the time here at the diocese and leaving the rest to your own discretion.

If you have any questions, don’t hesitate to call me (814.824.1189) or at jtometsko@eriercd.org for assistance.

Your Companion on The Journey,

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