

# XpertHR Report Finds California Has Highest Number of State Poster Requirements; Idaho and Delaware Have Lowest

*Report Explains How to Comply with Posting State-Required Labor Laws*

**New Providence, NJ (Oct. 2, 2014)** -- When many of us envision a poster, we think of art, athletes or rock stars. But if you are a company operating within the United States, “posters” are also mandatory state and federal notices about labor laws that must be displayed in the workplace. In a [new report on State Labor Law Posters](#), XpertHR found that California had the highest number of state poster requirements (36), compared to Idaho and Delaware, which only require one.

California boasts 17 separate wage orders, alternative family leave posters and various municipalities with their own specific requirements, resulting in 36 available government-issued posters. The sheer number of labor laws to which California employers are subject outnumbers those of the great majority of other states. Other states with a high number of workplace posting requirements include New York (19), New Jersey (15), Hawaii (14), Pennsylvania (13) and Louisiana (13).

Complicating the sheer volume of notice postings are constantly changing requirements, determining posting locations and deciding whether to post notice requirements that are recommended but not mandatory. Unlike other compliance issues that may require an extensive, complex investigation by enforcement authorities, an employer’s failure to post a notice is a fairly straightforward source of potential sanctions.

“Failure to display state-required labor laws may result in a substantial penalty,” says Marta Moakley, JD, Legal Editor, XpertHR. “Fines can vary, ranging from as low as a few hundred up to thousands of dollars. Employers need to stay on top of changes made by federal, state, and OSHA agencies and update mandatory labor law posters to avoid being penalized.

While some states offer convenient “all-in-one” options for posters, consolidated posters may only address a portion of an employer’s notice requirements. General information regarding wage and hour laws (e.g., minimum wage information, child labor regulations, rest breaks and equal pay protections) may appear on a consolidated poster but other protections (e.g., discrimination or safety regulations) are omitted.

With every coming year or legislative session, changes to notice posting requirements are common. According to reports, an average of 75 state labor law changes affect posting requirements every year. In addition, for states that adjust the minimum wage for inflation, annual updates to those posters dealing with wage and hour issues are virtually guaranteed.

Below is XpertHR’s list of all available [state postings](#):

1. **California** 36\*

2.	<b>New York</b>	19
3.	<b>New Jersey</b>	15*
4.	<b>Hawaii</b>	14
5.	<b>Louisiana</b>	13
6.	<b>Pennsylvania</b>	13
7.	<b>Connecticut</b>	12
8.	<b>District of Columbia</b>	12
9.	<b>Maine</b>	12
10.	<b>Maryland</b>	12
11.	<b>Nevada</b>	12
12.	<b>West Virginia</b>	12
13.	<b>Wisconsin</b>	12
14.	<b>Arizona</b>	11
15.	<b>Illinois</b>	11*
16.	<b>Oregon</b>	11
17.	<b>Rhode Island</b>	11
18.	<b>Michigan</b>	10
19.	<b>South Carolina</b>	10
20.	<b>Vermont</b>	10
21.	<b>Colorado</b>	9
22.	<b>New Hampshire</b>	9
23.	<b>Alaska</b>	8
24.	<b>Massachusetts</b>	8
25.	<b>Montana</b>	8
26.	<b>New Mexico</b>	8
27.	<b>Ohio</b>	8
28.	<b>Washington</b>	8
29.	<b>Iowa</b>	7
30.	<b>Tennessee</b>	7
31.	<b>Wyoming</b>	7
32.	<b>Alabama</b>	6
33.	<b>Florida</b>	6
34.	<b>Indiana</b>	6
35.	<b>Kansas</b>	6
36.	<b>Kentucky</b>	6
37.	<b>Missouri</b>	6
38.	<b>Oklahoma</b>	6
39.	<b>Utah</b>	6
40.	<b>Virginia</b>	6
41.	<b>Arkansas</b>	5
42.	<b>Minnesota</b>	5
43.	<b>Texas</b>	5
44.	<b>Georgia</b>	4
45.	<b>Nebraska</b>	4
46.	<b>North Carolina</b>	4
47.	<b>North Dakota</b>	4

48. <b>Mississippi</b>	2
49. <b>South Dakota</b>	2
50. <b>Delaware</b>	1*
51. <b>Idaho</b>	1

\* Numbers followed by an asterisk designate states with additional pending posting requirements.

To receive a free copy of XpertHR's report on State Labor Law Posters, visit <http://www.xperthr.com/pages/employers-guide-to-state-labor-law-posters>.

### **About XpertHR**

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Editor's Note:

Marta Moakley, JD, Legal Editor, XpertHR is available for interview.

Please include a link to the full report <http://www.xperthr.com/pages/employers-guide-to-state-labor-law-posters>

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