

QUICK Q&A

Answers to not-so-common questions

Even the most experienced HR pros have questions from time to time. Our monthly Quick Q&A series provides answers to not-so-common questions and links to helpful resources.

Q. How are companies handling required labor law postings with remote workforces?

A. Employers are required to display labor law posters in prominent and conspicuous common areas to satisfy Department of Labor (DOL) standards. Employers who have a fully remote or hybrid workforce should be aware of the [DOL's guidance](#) on how to provide employees notice of their statutory rights. Electronic postings are an acceptable substitute when 1) all employees exclusively work remotely, 2) all employees customarily receive employer information electronically, 3) all employees have readily available access to the electronic postings at all times. Hard-copy posting requirements are still preferred for onsite employees.

To be considered readily available, the postings must be accessible without having to request permission. Employers must inform all employees of where and how to access notices electronically. Employers can create a network shared drive or filing system or internal or external website that is accessible at all times, allowing employees and applicants to readily observe a copy.

Employers should be aware of their obligations to post state and federal posters. Posting requirements vary depending upon industry, employer size and language needs of employees. The most widely applicable posting requirements for private employers are related to long-standing federal laws:

- [Fair Labor Standards Act](#)
- [Employee Polygraph Protection Act](#)
- [Equal Employment Opportunity](#)
- [Occupational Safety and Health Administration](#)
- [Uniformed Services Employment and Reemployment Rights Act](#)
- [Family and Medical Leave Act](#)

Additional Resources:

- [Labor Law Posting for Remote Employees](#)
- [Register now: Strengthen your employee handbook webinar](#)