



TECHNICAL UPDATE

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UNDERSTANDING WORKPLACE POSTERS: STATE AND FEDERAL REQUIREMENTS

The U.S. Department of Labor (DOL) and the State of Colorado require workplaces, including local governments, to provide employees with posted notices. Lists of notices can be found online and often downloaded for free.

STATE OF COLORADO

The State of Colorado requires employers to display certain federal and state law posters to ensure employees know their rights and responsibilities. These posters cover essential topics such as Minimum Wage Orders, Anti-Discrimination protections, Employment Security, Workers' Compensation, Notice to Employer of Injury, Paydays, Pregnancy Accommodations, and more. Employers can find these posters listed at <https://cdle.colorado.gov/posters>.

These posters summarize labor laws and regulations but should not be considered comprehensive. For detailed information, rules, fact sheets, translations, questions, or to file complaints, employees and employers can contact the Division of Labor Standards & Statistics at ColoradoLaborLaw.gov or via email at cdle_labor_standards@state.co.us.

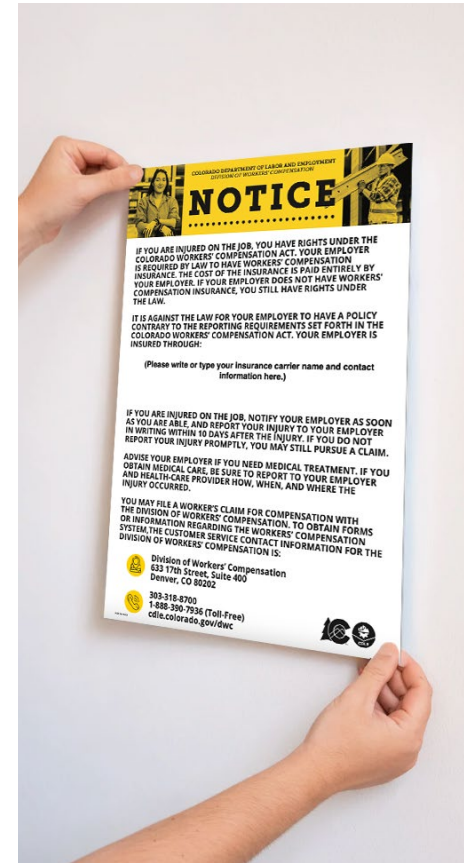
Additionally, every Colorado employer is required to notify employees about the FAMLI (Family and Medical Leave Insurance) Program and display the [required program notice](#) prominently in the workplace. The program ensures that most Colorado employees become eligible for paid leave after earning at least \$2,500 in wages subject to FAMLI premiums within approximately a year. Individuals and families can [sign up for updates](#) directly from the Division of Labor Standards & Statistics.

Employers should note that some state-required posters may not specify their applicability to local governments. This can vary, so it's advisable to consult with an HR representative or county attorney to clarify applicable definitions and requirements.

FEDERAL LEVEL

At the federal level, the U.S. Department of Labor (DOL) mandates that specific notices be displayed in workplaces to inform employees of their rights under federal statutes and regulations. These notices include topics such as the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), Equal Employment Opportunity (EEO), and more.

The DOL provides free electronic copies of required posters, some available in multiple languages, at <https://www.dol.gov/general/topics/posters>. Posters of particular interest to federal contractors are also available on this site.



WHAT THIS MEANS FOR COUNTIES

Employers are encouraged to review state and federal poster requirements regularly to ensure compliance. Staying updated on changes can help avoid penalties and ensure employees have access to accurate and timely labor law information. Generally, a poster should be posted in the lunchroom, general meeting rooms, or places where all employees can view it for each physical location or building in which county employees or contractors report. It is a straightforward violation for an auditor to check, so take notice of this critical requirement. For more information, contact CTSI at (303) 861-0507.