



COMMONWEALTH
PAYROLL & HR

How To Stay Compliant With Labor Law Posting Requirements

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Introductions



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Who Is PosterElite?

- Innovative leader, focused on modernizing poster compliance
- Have helped over 1,000,000 businesses stay compliant



On-Site Employees vs. Remote/Hybrid Employees



What Are Labor Law Posters?



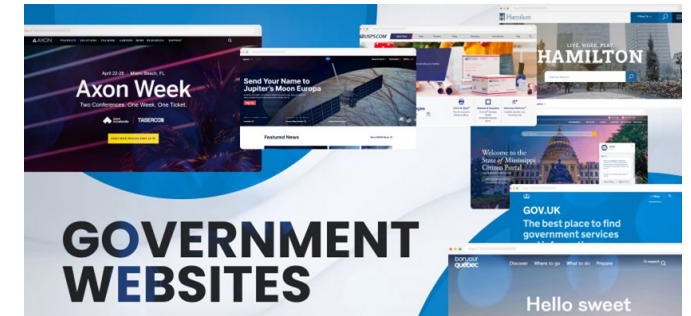
Released by the Government

State & Federal, County & City agencies create and publish labor law notices.



Examples of State & Federal Postings

- Minimum Wage
- OSHA
- Discrimination
- Gender Equity
- FMLA
- Child Labor Law



Where to find?

- Postings are available for free through individual agency websites, but with little guidance or instruction.
- Some posting sizes and layouts are even regulated.



How to Display Labor Law Postings

- Required if 1+ Paid Employee
- Must be Visible to all Applicants and Employees
- Multiple Locations
- Failure To Post



When Do Labor Law Poster Rules Come Into Play?

- Accident in the Workplace
- Employee Lawsuit
- EEOC or Labor Board Inquiry



Why Now?



High Frequency of Changes

- There have been over 180 Labor Law Posting changes in the past 12 months

Federal budget for enforcement of employee laws

- Increase by 13 billion dollars

Lawsuits & employee disputes on the rise

- Harassment, Discrimination, Pregnancy in the Workplace, FMLA, Working Conditions, and more



CommPayHR's Poster Compliance Services

Labor Law Poster Compliance for Physical Worksites



- Federal & State All in One Posters
- Provides City, County, & Special Notices
- Automatic Notifications & Updates
- Poster Replacements When Laws Change
- Federal Contractor Support Available
- White Labeled - Branded for Partner
- Pay-As-You-Go Billing Available (no risk)

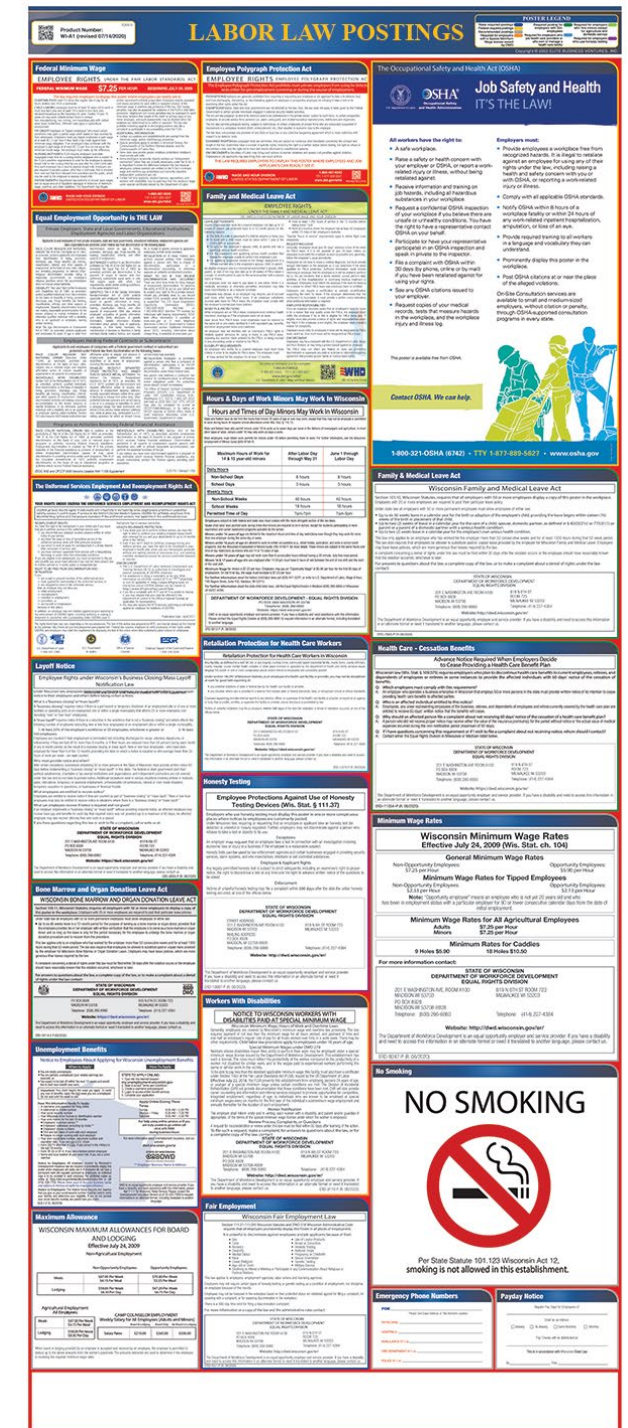
Digital Labor Law Poster Compliance for Remote/Hybrid



- Digital Poster Web-App (ePosterCenter)
- Federal, State, City, County, Special Notices
- Always-Up-To-Date™ - Automatically
- Creates Custom Poster Pages by State or Zip Code Instantly
- Supports Fillable Notices as Required
- Easy to Embed in Software
- White Labeled - Branded for Partner
- Pay-As-You-Go Billing Available (no risk)

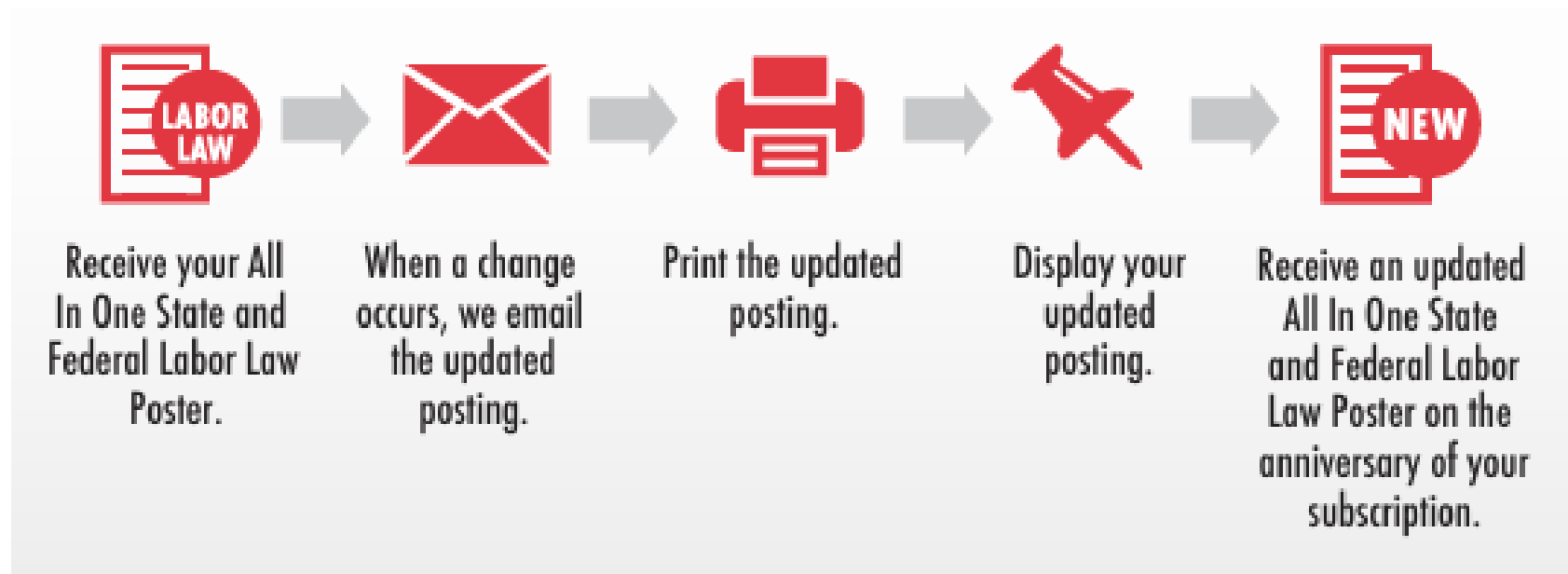


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E-Update Service For Physical Work Sites

- Flexible, Easy-to-use Pay-as-you-go model
- Fully comprehensive, year-round labor law posting solution that includes recommended mandatory city, county, state and federal updates
- \$25,000 We Pay The Fine Guarantee, worry-free compliance



Shift to Remote Work

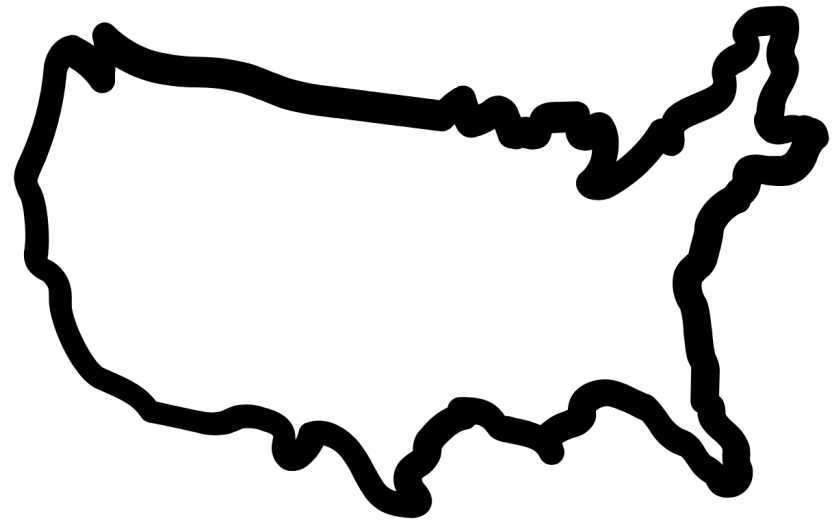
56% of companies allow remote work.

- 54% of people want to work fully remotely
- 41% want to work a hybrid schedule
- 93% agree that working remotely has had a positive impact on their mental health
- 159% growth in the remote workforce in the last 12 years



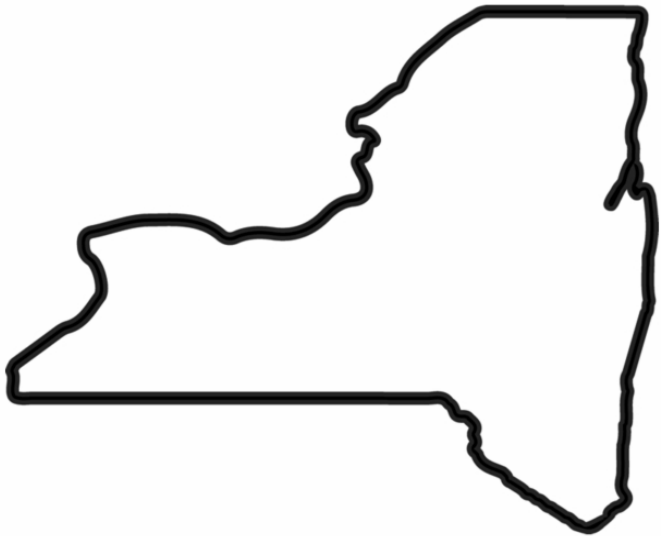
What's Happening In The U.S.

Employers at a Federal level are legally obligated to make labor law notices available to their entire workforce and this obligation extends to remote employees.



What's Happening In New York

On December 16, 2022, Governor Hochul signed a bill which amends Section 201 of the New York Labor Law (NYLL) and requires employers of all sizes to make mandatory workplace/labor law postings available to applicants and employees electronically.



- Employers in New York must still post physical copies of all mandatory labor law notices in the workplace.
- The bill became effective immediately upon the governor's signature.
- This requirement applies to all workplace postings that are required under state or federal law.
- Employers must also notify employees that the postings are available electronically.



HR Complexities Caused by Remote Work

- Tax & Payroll Implications
- Communication, Tech, & Security
- Employee Accountability, Productivity & Scheduling
- Effective/Efficient Work Environment
- Culture
- Labor Law Posting Compliance



ePosterCenter for Remote, Hybrid and Non-Traditional Worksites

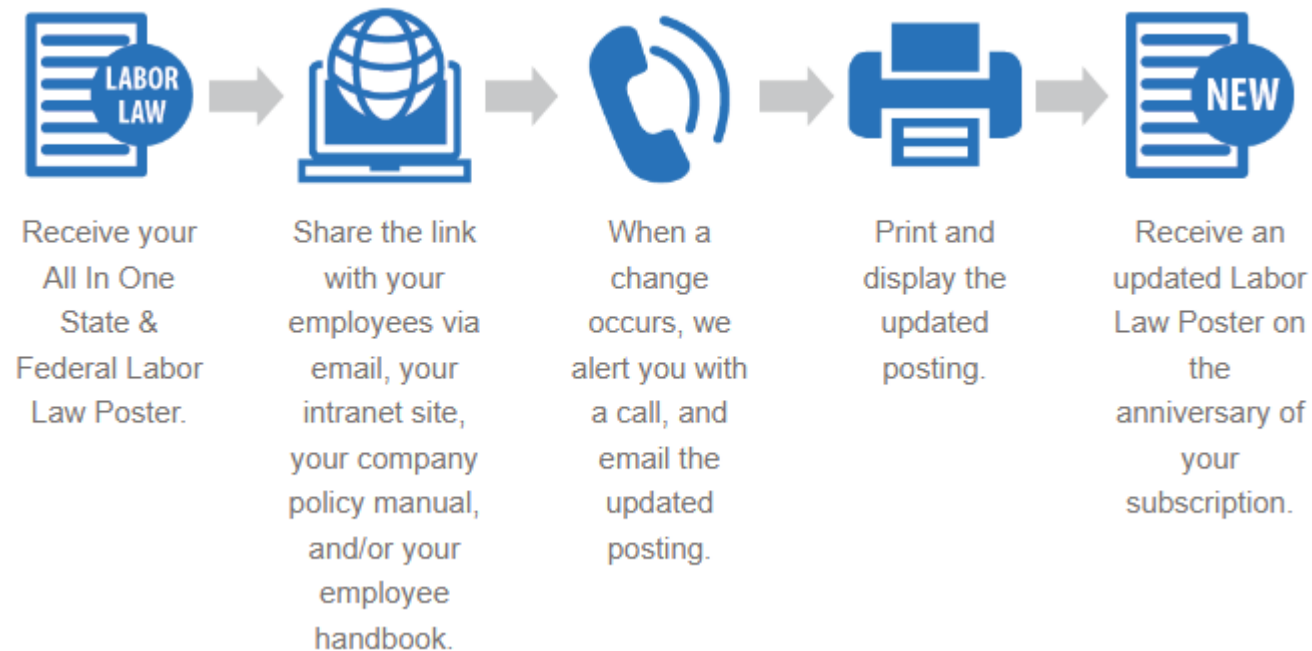
The screenshot shows the Labor Law ePosterCenter website. At the top left is the Commonwealth Payroll & HR logo. The main header reads "Labor Law ePosterCenter" with the tagline "Always up-to-date". Below the header is a filter bar with "Filter by:" and two input fields: "Zip Code" and "Select a state". To the right of the filter bar are language selection buttons for "English" and "Spanish". Below the filter bar, there are tabs for "Federal (18)", "State", and "County & City". A "Sort by:" dropdown menu is set to "Last Updated". The main content area displays six labor law posters as cards. The first card is "EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT" with a red header and "FEDERAL MINIMUM WAGE \$7.25" in large text. The second card is "Know Your Rights: Workplace Discrimination is Illegal" with a blue header. The third card is "EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT" with a red header. The fourth card is "Your Employee Rights Under the Family and Medical Leave Act" with a blue header. The fifth card is "YOUR RIGHTS UNDER USERRA" with a blue header. The sixth card is "Job Safety and Health IT'S THE LAW!" with a blue header and the OSHA logo. Each card includes a brief description of the law and an "Updated at:" date at the bottom.

- Application labor law poster pages for you and your employees uses API to create online
- Includes \$25,000 We Pay the Fine Guarantee



Comprehensive Hybrid Solution

- Flexible, Easy-to-use Pay-as-you-go model
- Fully comprehensive, year-round labor law posting solution that includes recommended mandatory city, county, state and federal updates
- \$25,000 We Pay The Fine Guarantee, worry-free compliance



Thank You

Please don't hesitate to stay in touch if you have questions or would like additional information!

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