



How To Stay Compliant With Labor Law Posting Requirements

January 29, 2026

Introductions



Susannah Forbes
HR / External People Ops
Commonwealth Payroll & HR



Brittany Bordeleau
Strategic Partnership Manager
PosterElite



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?



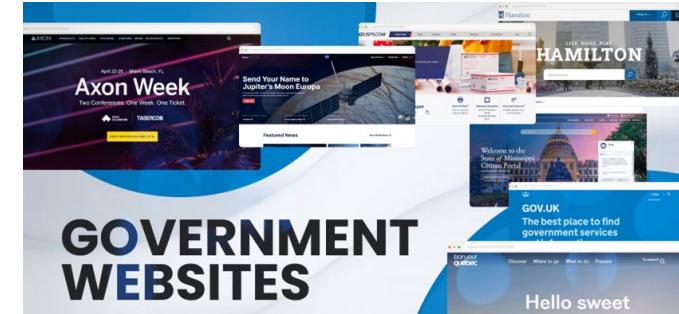
Released by the Government

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

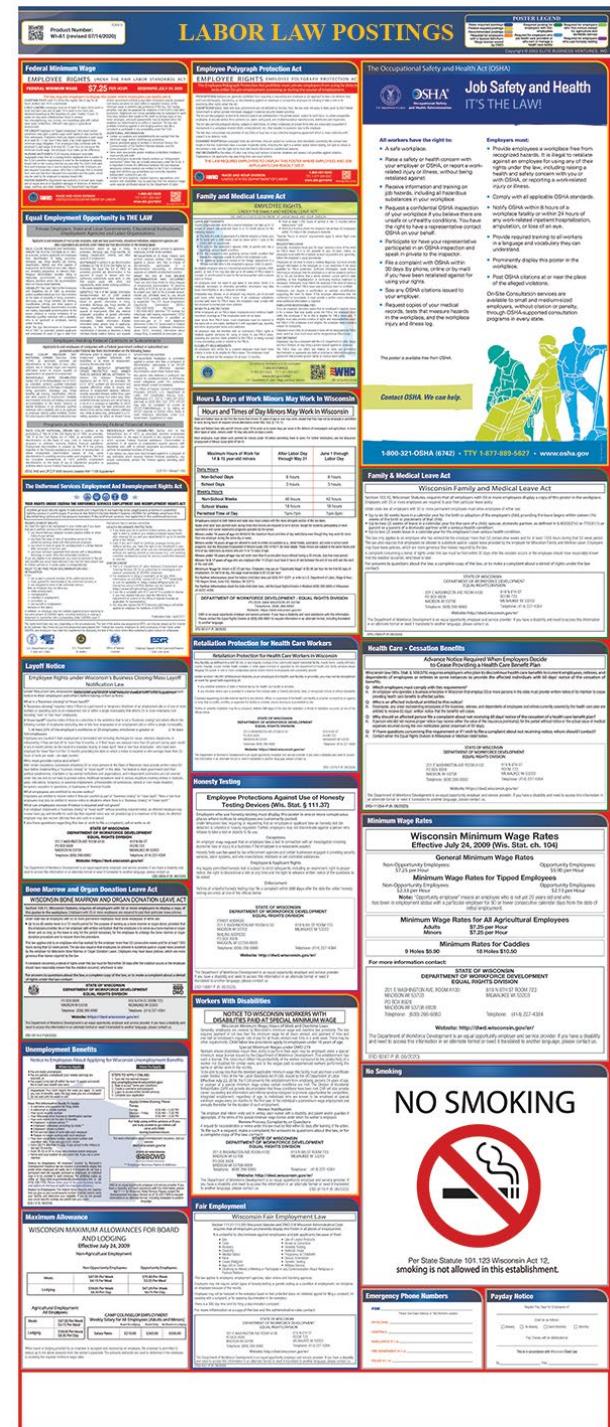


- Digital Poster Web-App (ePosterCenter)
- Federal, State, City, County, Special Notices
- Always-Up-To-Date™ - Automatically
- Creates Custom Poster Pages by State or Zip Code Instantly
- Supports Fillable Notices as Required
- Easy to Embed in Software
- White Labeled - Branded for Partner
- Pay-As-You-Go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



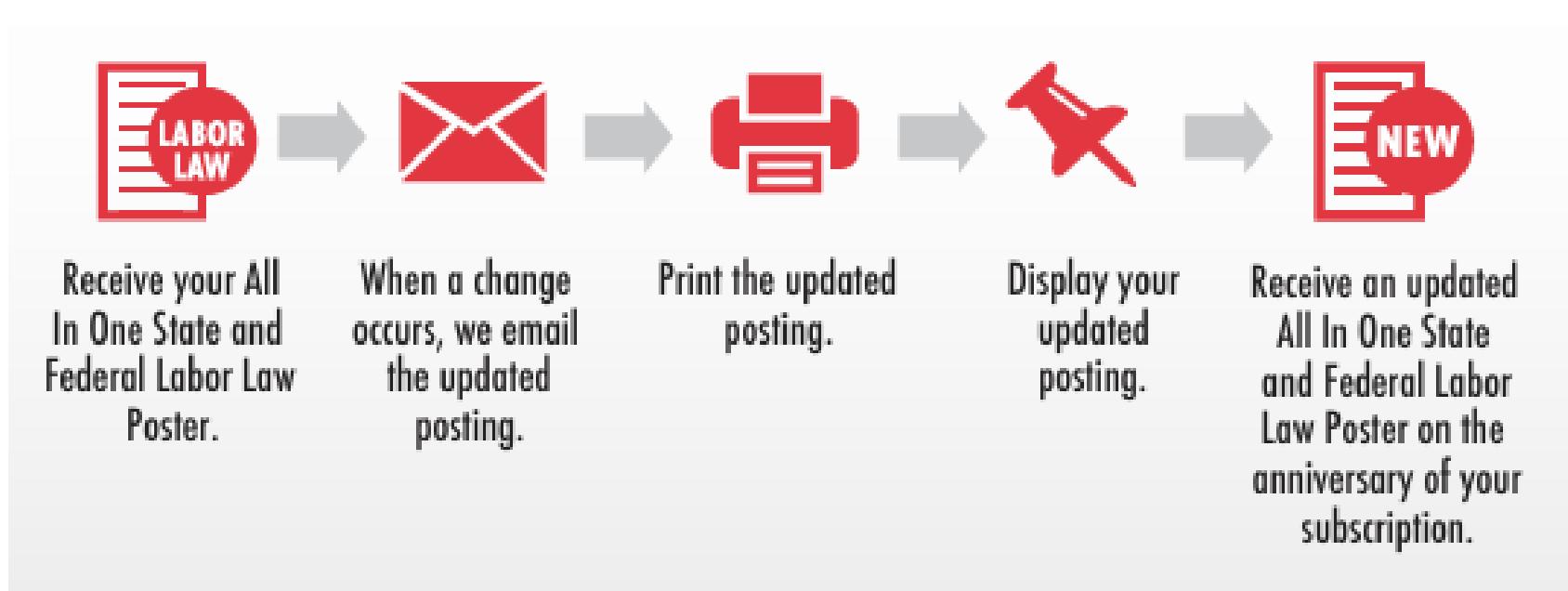
Labor Law Posters For the Modern Hybrid Workplace

- Eco-friendly, synthetic paper!
- 21" x 50" Poster - Intentional Sizing
- State & Federal Labor Law Postings meet all mandatory requirements
- Attorney approved at time of purchase
- QR Codes and Posting Legend for easy compliance tracking



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

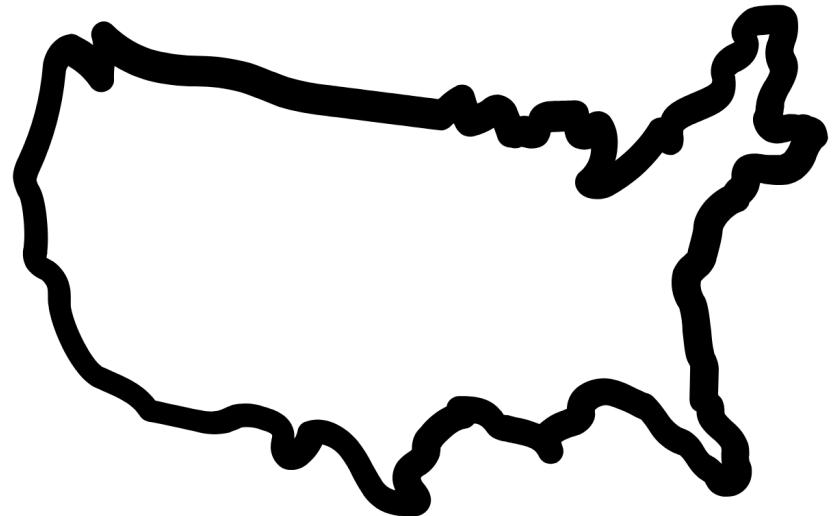
56% of companies allow remote work.

- 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

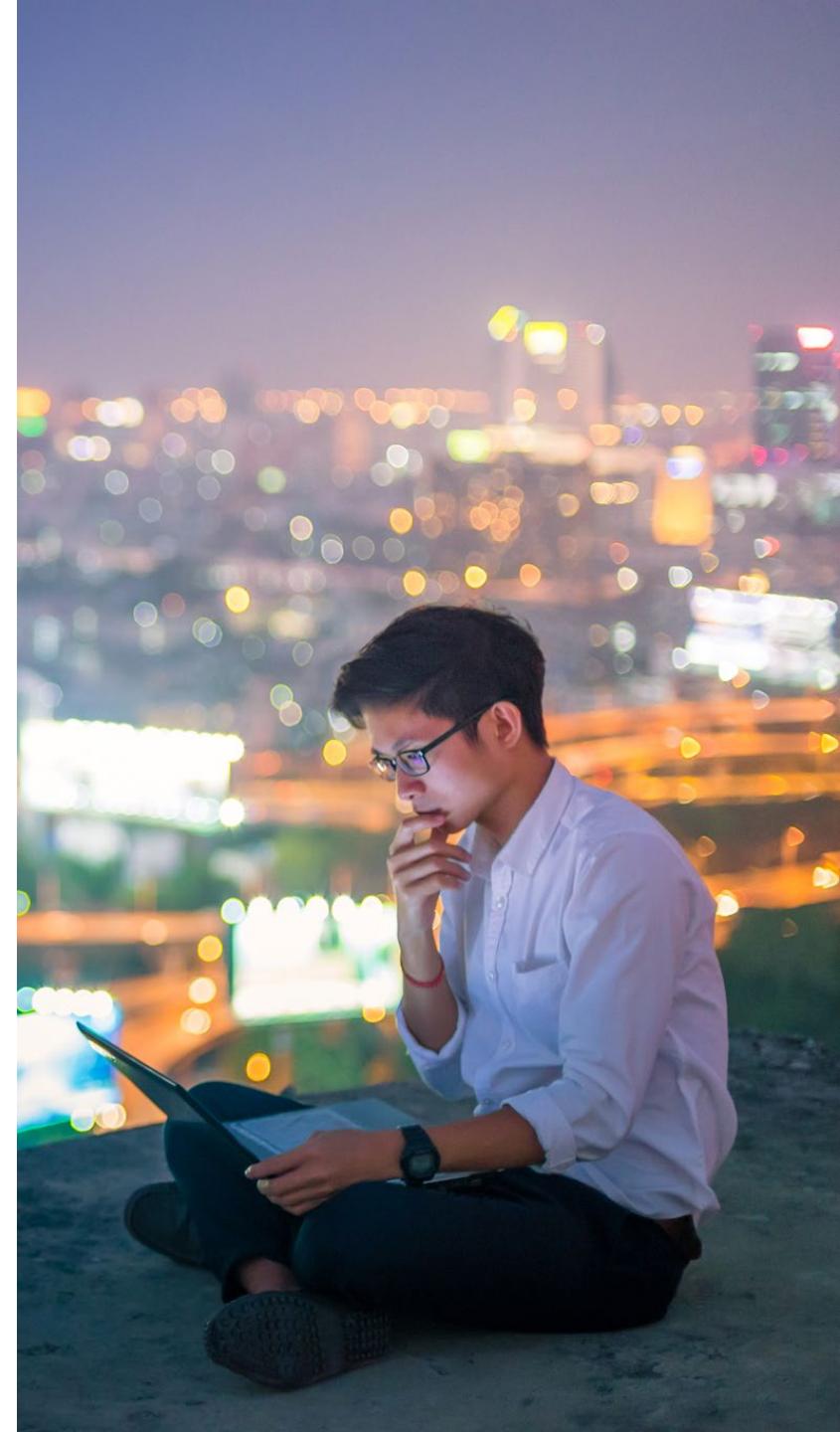
On December 16, 2022, Governor Hochul signed a bill which amends Section 201 of the New York Labor Law (NYLL) and requires employers of all sizes to make mandatory workplace/labor law postings available to applicants and employees electronically.



- 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 displays the Labor Law ePosterCenter website. At the top, the Commonwealth Payroll & HR logo is visible. The main title is "Labor Law ePosterCenter" with the tagline "Always up-to-date". Below the title are filters for "Zip Code" and "Select a state", and language options for "English" and "Spanish". A "Sort by" dropdown is set to "Last Updated". The interface is divided into sections for "Federal (18)", "State", and "County & City". The "Federal (18)" section is currently selected and shows six posters:

- EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT**
FEDERAL MINIMUM WAGE
\$7.25 PER HOUR
Effective July 24, 2020
- Know Your Rights: Workplace Discrimination is Illegal**
The U.S. Equal Employment Opportunity Commission (EEOC) enforces laws that prohibit discrimination in the workplace. This poster informs employees and job applicants about their rights regarding workplace discrimination and the federal laws enforced by the U.S. Equal Employment Opportunity Commission (EEOC).
- EMPLOYEE RIGHTS**
EMPLOYEE POLYGRAPH PROTECTION ACT
- Your Employee Rights Under the Family and Medical Leave Act**
What is FMLA leave?
- YOUR RIGHTS UNDER USERRA**
THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT
- Job Safety and Health IT'S THE LAW!**
OSHA

Each poster includes a "More" link for additional information. The footer of the website includes a "Sort by" dropdown set to "Last Updated".

- 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



Receive your All In One State & Federal Labor Law Poster.

Share the link with your employees via email, your intranet site, your company policy manual, and/or your employee handbook.

When a change occurs, we alert you with a call, and email the updated posting.

Print and display the updated posting.

Receive an updated Labor Law Poster on the anniversary of your subscription.



Thank You

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

978-599-1072

susannah.forbes@commpayhr.com

www.commpayhr.com

