

## SCA Federal and NM required Labor posters and layout:

**Note:** There are several new and updated posters for 2018, be sure to use the latest version. Some size requirements have changed: unless otherwise specified, all posters can be printed on standard 8.5" X 11" sheets. Layout designed to fit on a 4'x6' board.

1. **New Mexico Job Health and Safety Protection (OSHA)** (R022607 MMP, 3/14/2016)
  2. **NM Minimum Wage Act Summary** (January 1, 2020)
  3. **Discrimination Is Against the Law** (December 2015)
  4. **Unemployment Insurance Notice** -*Subcontractor provided. This form is received from the state once Unemployment Insurance is issued to your business.*
  5. **Notice on Human Trafficking**
  6. **Emergency Contact List** -*SNL requirement, please fill in all information.*
  7. **New Mexico Workers' Compensation Act** – (November 2018) –Must fill in information box. Now 2 pages for 2019. \*\*
  8. **Equal Employment Opportunity Is the Law** (November 2009)- 2 pages.
  9. **EEO is the Law Supplement** (September 2015)
  10. **Employee Rights on Government Contracts** (April 2009) –*Must fill in information check box.*
  11. **Employee Rights: Employee Polygraph Protection Act** (July 2016)
  12. **Employee Rights: Under the Fair Labor Standards Act (FLSA)** (July 2016)
  13. **Worker Rights: Executive Order 13706** (September 2016)
  14. **Worker Rights: Executive Order 13658 (Federal Minimum Wage for Contractors, \$10.80)** (January 2020)–*This poster gets updated annually, make sure you have the most current version.*
  15. **Notice of Accident or Occupational Disease Disablement forms** -*Must have a supply of forms, at least 4, not just one form attached to the board. If board is enclosed (covered with glass or Plexiglas), forms must be available/accessible. Consider using a document holder of some kind such as a transparent sleeve or envelope or a realtor's "Take One" flier box.*
  16. **Pay Transparency** (December 2016)
  17. **Employee Rights Under the Family and Medical Leave Act** (April 2016)
  18. **Your Rights Under USERRA** (April 2017)
  19. **Employee Rights Under National Labor Relations Act** (September 2011) –*Must be 11"x17" or 2-page 8 ½ X 11" version.* <https://www.nlrb.gov/poster>
  20. **Department of Labor DBA Wage Determination(s)** -*All pages must be visible/accessible to employees. If board is open and/or uncovered, the pages can be stacked and stapled (as long as all pages are readable). If the board is to be covered with glass or Plexiglas, all pages must be displayed as shown.*
- Be sure to use the correct WD number for the project. One board can be used to cover several jobs in the same area, however, each project using the board must have its own WD posted (if the WD number is different).



**Note:** This list contains the minimum required posters. Your industry or labor situation may require you to have additional postings. Please refer to the U.S. Department of Labor, <https://www.dol.gov/WHD/resources/posters.htm>, or NM Workforce Solutions, <https://www.dws.state.nm.us/Business/Publications/State-and-Federal-Posters>



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