

CTDOT Summary Guide for minimum recommended Posters by Contractors on Federal and State Funded Projects

Updated: 10/24/2014

	<u>Job Site Posters</u>	<u>Description</u>	<u>Link</u>	<u>Date</u>	<u>Federal Poster</u>	<u>CT Poster</u>	<u>Required</u>	<u>Notes/Conditions</u>
1	OSHA Poster (29 USC 657©, 29 CFR 1903.2)	Job Safety & Health - It's the Law! (OSHA 3165)	http://www.osha.gov/Publications/poster.html	February 2012	Yes (1 page)		Yes - All Contracts	
2	CT OSHA Poster	Job Safety & Health Protection	http://www.ctdol.state.ct.us/osha/SHposter.pdf	REV. 10/12			YES- All Contracts	
3	Equal Employment Opportunity is The Law	(EEOC-OP/E-1)	http://www.dol.gov/ofccp/regs/compliance/posters/pdf/eecopost.pdf	November 2009	Yes (2 pages)		Yes - All Contracts	
4	Employee Rights - Under the Fair Labor Standards Act	Fed min. wage poster (WHD Pub 1088)	http://www.dol.gov/whd/regs/compliance/posters/flsa.htm	July 2009	Yes (1 page)		Sometimes - See Notes	Required on projects where Davis/Bacon rates do NOT apply
5	CT Department of Labor - Wage and Workplace Standards Division	CTDOL Min. Wage Poster	http://www.ctdol.state.ct.us/wgwkstnd/DOL-75.pdf	5/14		Yes (1 page)	Yes Always	
6	Employee Rights - for Workers With Disabilities Paid at Special Minimum Wages	(WH 1284)	http://www.dol.gov/whd/regs/compliance/posters/disab.htm	July 2009	Yes (1 page)		Limited - See Notes	Required to be posted if employer has workers employed under special min. usage certification authorized by section 14(c) of the Fair Labor Standards Act, OR employer may provide poster directly to all employees subject to its terms.
7	Employee Rights & Responsibilities Under the Family and Medical Leave Act	(WHD 1420)	http://www.dol.gov/whd/regs/compliance/posters/fmla.htm	February 2013	Yes (1 page)		Limited - See Notes	Required to be posted if employer employs 50 or more employees in 20 or more work weeks. Where an employer's workforce is not proficient in english, the employer must provide the notice in the language the employee speaks.
8	Uniformed Services Employment and Reemployment Rights Act	USERRA	http://www.dol.gov/vets/programs/userra/USERRA_Private.pdf	October 2008	Yes (1 page)		Sometimes - See Notes	Required to be posted; however In lieu of posting, employers may choose to provide the notice in other ways (direct handling, via mail, etc.)
9	Employee Rights – Under the Davis Bacon Act	(WH 1321)	http://www.dol.gov/whd/regs/compliance/posters/fedprojc.pdf	April 2009	Yes (1 page)		Yes - Most Contracts (see notes)	Required for all federal-aid projects located on federal-aid highways
10	The Prevailing Wage Schedule of Wage Rates		http://www.ctdol.state.ct.us/wgwkstnd/prevailwage.htm		Multiple		Yes - with Employee Rights – Under the Davis Bacon Act poster	Davis Bacon prevailing wage schedule shall be posted with the "Employee Rights – Under the Davis Bacon Act" (number 10 on this list)
11	Public works section 31-53	CT Prevailing Wage Law	https://www.ctdol.state.ct.us/wgwkstnd/PrevWagePoster62415.pdf					
12	Employee Rights – Employee Polygraph Protection Act	(WHD 1462)	http://www.dol.gov/whd/regs/compliance/posters/eppa.htm	January 2012	Yes (1 page)		Yes - All Contracts	
13	Employee Rights – National Labor Relations Act	Executive Order 13496	http://www.dol.gov/olms/regs/compliance/EmployeeRightsPoster11x17_Final.pdf		Yes (1 page)		Yes -always	
14	State of CT Workers Compensation Commission - Notice to Employees - Workers Compensation Act	Rev 8-31-2004	http://wcc.state.ct.us/download/acrobat/notice.pdf	8/31/2004		Yes (1 page)	Yes Always	CTDOL poster
16	Discrimination is Illegal	CHRO 2011	http://www.ct.gov/chro/lib/chro/discrimination_poster_10_1_11.pdf	10/1/2011		Yes (1 page)		CTDOL poster
17	Notice of Federal-aid Project	(FHWA 1022)	http://www.fhwa.dot.gov/programadmin/contracts/fhwa1022.cfm	November 2011	Yes (1 page)		All contracts with federal monies	False statements notice - Required by 18 CFR 1020 and 23 CFR 635.119
18	CT Unemployment poster	UC-8	http://atb.ctdol.state.ct.us/uitax/EmployerGuide/display_posters.htm				Always	

Additional helpful links:

General FHWA Job Site Poster Link: <http://www.fhwa.dot.gov/programadmin/contracts/poster.cfm>