



## Posting Action Required: FLSA and EPPA Poster Updates

At HR Knowledge, we continuously monitor the ever-changing labor law environment to help keep companies compliant with federal and state posting requirements. Recently, the U.S. Department of Labor updated the Federal Fair Labor Standards Act (FLSA) and the Employment Polygraph Protection Act (EPPA) postings. All private employers in the U.S. must display these updated postings. Please avoid compliance penalties by obtaining updated postings from us.

### Overview of Changes

All federal agencies are in the process of changing their civil penalties to account for inflation and have adjusted posting penalties for the FLSA and the EPPA.

On the FLSA posting, information about breaks for nursing mothers was added. Other additions to the posting were classification of independent contractors and changes made by the Civil Penalties Inflation Adjustment Act.

The EPPA posting was also updated to reflect changes made by the Civil Penalties Inflation Adjustment Act, and now states that civil penalties against violators can be made by the Secretary of Labor.

### Key Next Steps

1. The new FLSA and EPPA postings can be downloaded and printed for free on the Department of Labor's website:
  - FLSA posting: <https://www.dol.gov/whd/regs/compliance/posters/flsa.htm>
  - EPPA posting: <https://www.dol.gov/whd/regs/compliance/posters/eppac.pdf>
2. The HR Knowledge All-In-One poster satisfies the posting requirements for employers of all sizes, including these new postings. Displaying the posters informs your employees about their labor and employment rights and helps them better understand their requirements. Failure to post required federal and state labor law notices may result in both federal and state fines. All-In-One posters can be purchased on our e-commerce site [here](#).
3. When your postings arrive, you must display them in a location accessible to all employees, such as in a break room or near a time clock, and be sure that the postings themselves are completely visible.

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