

REQUIRED LABOR LAW POSTERS FOR SUBCONTRACTORS

Employers are required, by state and federal law, to post at their workplaces certain information concerning the rights of employees. Some of the statutes and regulations enforced by the U.S. Department of Labor (DOL), New Mexico Department of Workforce Solutions and California Department of Industrial Relations require that notices be provided to employees and/or posted in an area frequented by employees where it may be easily read during the workday. Please note that posting requirements vary by statute. Not all employers are covered by each statute and may not be required to post a specific notice.

The lists below contain the minimum required posters for **New Mexico** and **California**. Your entity's industry or labor situation may require additional postings. Please refer to the following websites for more information on required posters.

U.S. Department of Labor Workplace Poster Requirements

U.S. Department of Energy Workplace Poster Requirements

California Department of Industrial Relations Workplace Postings Requirements

- A. CIVIL RIGHTS DEPARTMENT POSTERS
- B. CALIFORNIA DEPARTMENT OF INDUSTRIAL RELATIONS WORKPLACE POSTINGS

New Mexico Department of Workforce Solutions State and Federal Posters Requirements

- A. NEW MEXICO DEPARTMENT OF WORKFORCE SOLUTIONS
- B. WORKER'S COMPENSATION POSTERS

California Workplace Postings

A. CIVIL RIGHTS DEPARTMENT POSTERS

B. CALIFORNIA DEPARTMENT OF INDUSTRIAL RELATIONS WORKPLACE POSTINGS

1. CALIFORNIA LAW PROHIBITS DISCRIMINATION & HARASSMENT
2. FAMILY CARE AND MEDICAL LEAVE (CFRA LEAVE) AND PREGNANCY DISABILITY LEAVE
3. TRANSGENDER OR GENDER NONCONFORMING RIGHTS IN THE WORKPLACE
4. OFFICIAL NOTICE – CALIFORNIA MINIMUM WAGE
5. NOTICE TO EMPLOYEES – EMPLOYMENT DEVELOPMENT DEPARTMENT
6. HEALTHY WORKPLACES/HEALTHY FAMILY ACT: CALIFORNIA PAID SICK LEAVE
7. PAYDAY NOTICE
8. NOTICE TO EMPLOYEE – LABOR CODE SECTION 90.2
9. WHISTLEBLOWERS ARE PROTECTED
10. EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW
11. NOTICE TO EMPLOYEES – INJURIES CAUSED BY WORK
12. SAFETY AND HEALTH PROTECTION ON THE JOB – CAL/OSHA
13. EMERGENCY PHONE NUMBERS – CAL/OSHA
14. OPERATING RULES FOR INDUSTRIAL TRUCKS – CAL/OSHA
15. JOB SAFETY AND HEALTH, IT'S THE LAW! – OSHA
16. ACCESS TO MEDICAL AND EXPOSURE RECORDS
17. EMPLOYEE RIGHTS UNDER THE NATIONAL LABOR RELATIONS ACT
18. EMPLOYEE RIGHTS – EMPLOYEE POLYGRAPH PROTECTION ACT
19. EMPLOYEE RIGHTS – UNDER THE FAIR LABOR STANDARDS ACT
20. WORKER RIGHTS UNDER EXECUTIVE ORDER 14026
21. SEXUAL HARASSMENT FACT SHEET
22. CALIFORNIA PROTECTS THE CIVIL RIGHTS OF MEMBERS OF THE MILITARY AND VETERANS

- 23. CALIFORNIA PROTECTS THE CIVIL RIGHTS OF IMMIGRANTS
- 24. CALIFORNIA PROTECTS THE CIVIL RIGHTS OF LGBTQ+ PEOPLE
- 25. DISCRIMINATION IS AGAINST THE LAW
- 26. LEAVE AFTER REPRODUCTIVE LOSS
- 27. BEREAVEMENT LEAVE
- 28. YOUR RIGHTS AND OBLIGATIONS AS A PREGNANT EMPLOYEE
- 29. FAMILY CARE AND MEDICAL LEAVE
- 30. EXPANDED FAMILY AND MEDICAL LEAVE IN CALIFORNIA
- 31. PAY TRANSPARENCY – NONDISCRIMINATION PROVISION
- 32. NOTICE TO EMPLOYEES UNEMPLOYMENT INSURANCE BENEFITS
- 33. EEOC KNOW YOUR RIGHTS – WORKPLACE DISCRIMINATION IS ILLEGAL
- 34. KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL
- 35. PREGNANCY DISABILITY LEAVE FACT SHEET
- 36. WAGE AND HOUR DIVISION BASIC INFORMATION FACT SHEET
- 37. WORKER RIGHTS UNDER THE DAVIS-BACON ACT FOR LABORERS AND MECHANICS
- 38. EMPLOYMENT, SEPARATION, AND SETTLEMENT AGREEMENTS FAQ
- 39. EMPLOYMENT DISCRIMINATION AND HARASSMENT BASED ON DISABILITY ARE PROHIBITED
- 40. CALIFORNIA LAW PROTECTS YOU FROM HATE VIOLENCE
- 41. JOB SAFETY AND HEALTH, IT'S THE LAW! (DEPARTMENT OF ENERGY)

New Mexico Posters

A. NEW MEXICO DEPARTMENT OF WORKFORCE SOLUTIONS

B. WORKER'S COMPENSATION POSTERS

1. DISCRIMINATION IS AGAINST THE LAW
2. NEW MEXICO JOB HEALTH AND SAFETY YOU HAVE A RIGHT TO A SAFE AND HEALTHFUL WORKPLACE – IT'S THE LAW
3. NOTICE ON HUMAN TRAFFICKING
4. NOTICE OF ACCIDENT OR OCCUPATIONAL DISEASE DISABLEMENT
5. PAID SICK LEAVE
6. WORKER'S COMPENSATION
7. FRAUD WORKERS' COMPENSATION
8. PROTECTING EMPLOYEE RIGHTS
9. NEW MEXICO MINIMUM WAGE
10. EMPLOYEE RIGHTS – EMPLOYEE POLYGRAPH PROTECTION ACT
11. EMPLOYEE RIGHTS – UNDER THE FAIR LABOR STANDARDS ACT
12. YOUR EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT
13. WORKER RIGHTS UNDER EXECUTIVE ORDER 14026
14. EMPLOYEE RIGHTS UNDER THE NATIONAL LABOR RELATIONS ACT
15. JOB SAFETY AND HEALTH, IT'S THE LAW! – OSHA
16. DOL WAGE AND HOUR DIVISION BASIC INFORMATION
17. EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW
18. PAY TRANSPARENCY
19. WORKERS RIGHTS UNDER THE DAVIS-BACON ACT
20. WORKERS RIGHTS UNDER EXECUTIVE ORDER 13706
21. JOB SAFETY AND HEALTH WORK PROTECTION (DEPARTMENT OF ENERGY)



1 DISCRIMINATION is against the law.

2 OSHA

3 NOTICE ON HUMAN TRAFFICKING

4 NOTICE OF ACCIDENT OR OCCUPATIONAL DISEASE DISABLEMENT

5 PAID SICK LEAVE

6 WORKERS' COMPENSATION ACT

7 FRAUD

8 Protecting Employee Rights

9 MINIMUM WAGE IN NEW MEXICO

10 EMPLOYEE RIGHTS UNDER EXECUTIVE ORDER 13708

11 EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

12 Your Employee Rights Under the Family and Medical Leave Act

13 WORKER RIGHTS UNDER EXECUTIVE ORDER 13708

14 EMPLOYEE RIGHTS UNDER THE NATIONAL LABOR RELATIONS ACT

15 Job Safety and Health IT'S THE LAW!

16 U.S. Department of Labor

17 THE LAW

18 PAY TRANSPARENCY NONDISCRIMINATION PROVISION

19 WORKER RIGHTS UNDER THE SHAWNSON ACT

20 WORKER RIGHTS UNDER EXECUTIVE ORDER 13708

21 JOB SAFETY AND HEALTH WORKER PROTECTION

SC-OP-GD-017
SAND2024-118180

Effective Date: 05/23/2024
Page 6 of 6

