

ATTENTION MASSACHUSETTS EMPLOYERS

Our goal as your **RELIABLE** labor law poster company is to ensure that you are always in compliance! We would like to make you aware that there may be **other requirements** that your company is subject to in addition to posting your labor law posters in a conspicuous location.

- In addition to displaying the **Paid Family and Medical Leave** notice included on your state poster, employers must distribute particular notices to employees classified as either W2 employees or 1099-MISC contract workers. For more information about this distribution requirement, visit the Paid Family and Medical Leave page at <https://www.mass.gov/info-details/informing-your-workforce-about-paid-family-and-medical-leave>.
- In addition to displaying the **Earned Sick Time** notice included on your state poster, the MA Attorney General's Office states that employers shall provide a hard copy or electronic copy of this notice to all eligible employees, or include the employer's policy on earned sick time or the employer's allowable substitute paid leave policy in any employee manual or handbook. For more information, please go to the Attorney General's Earned Sick Time page at <https://www.mass.gov/info-details/earned-sick-time> or call 617-727-3465.
- In addition to displaying the **Parental Leave** Fact Sheet included on your state poster, **the Parental Leave Act also requires employers to post their own policies regarding parental leave.**
- In addition to displaying the **Sexual Harassment** notice included on your state poster, employers are required to post their company's Sexual Harassment Policy. The Massachusetts Commission Against Discrimination provides a Model Sexual Harassment Policy for employers to use. This Policy may be found at the following website address: <https://www.mass.gov/service-details/about-sexual-harassment-in-the-workplace>.
- If **applicants for employment** are normally seen in an area **other than where you post your federal labor law poster**, you need to post four federal notices in this area where applicants can easily see them. Poster Compliance Center publishes a Federal Applicant Edition poster that includes all four of these notices. Call Customer Service at (800) 322-3636 if you would like to order this poster.
- If your state has an **E-Verify law** (used to determine if workers are eligible for employment), covered employers must register for E-Verify through the U.S. Department of Homeland Security (DHS) and must post required participation posters.
 - Only employers who have registered should post the required posters, which can be downloaded free during registration.
 - DHS prohibits commercial sale of these posters by third parties.

For these reasons, E-Verify posters are not included on our state posters. For further information or to register for E-Verify, go to the DHS E-Verify home page at www.e-verify.gov or call 888-464-4218.

- Your state has a **No Smoking law**, and covered employers must post required signs in their places of business. The signs must be posted in specific locations, such as building or room entrances. These location requirements cannot be met by including a no smoking sign on your labor law poster. Therefore, employers must obtain and post any required signs. Poster Compliance Center provides Free Specialty Posters that include certain state-specific signs. You can download a No Smoking or Vaping sign for Massachusetts on our Free Specialty Labor Law Posters page at the following address: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>

Poster Compliance Center publishes labor law posters that include all general required notices for employers. Depending on a company's industry, type of commerce, sector, location, or workforce, **additional specialized notices may be required** by federal, state, or local governments or agencies. Examples could include notices for a municipality, notices for federal contractors, notices that must be posted for the public or job applicants (in addition to those posted for employees), a labor law notice required in another language for employees who do not speak English, public sector notices, signage that must be posted at a specific location in your business such as the entrance, or a notice that can only be obtained through an insurance company.

DISCLAIMER: This product is not intended to provide legal or financial advice or substitute for the advice of an attorney or advisor.

