



# ATTENTION TENNESSEE 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** your company is subject to in addition to posting your labor law posters in a conspicuous location.

- Post and maintain a **Payday Notice**. The Wage Regulation Act T.C.A. 50-2-103 (d) states that every employer shall establish and maintain regular paydays and shall **post and maintain notices**, printed or written in plain type or script, **in at least two (2) conspicuous places** where such notices can be seen by the employees as they go to and from work, setting forth the regular pay days. For your convenience, we are providing a **sample** Payday Notice below that you can copy, fill out, and post.
- 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.

- If your state has a **No Smoking law**, covered employers must post required signs in their 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, usually from the state Department of Health. These no smoking signs can be downloaded free of charge.

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.

TNSL (6-18)

## Notice of Paydays

Regular paydays for employees of \_\_\_\_\_  
(Firm Name)

shall be as follows: \_\_\_\_\_

This is in accordance with the Tennessee Wage Regulation Act T.C.A. 50-2-103 (d)

By \_\_\_\_\_

Title \_\_\_\_\_