



A Division of Employerware®

## Attention Philadelphia Employers

We would like to make you aware that there are **other requirements** your company is subject to in addition to posting your City of Philadelphia poster in a conspicuous location.

- All employers are also required by law to post state and federal labor law posters, and Poster Compliance Center publishes state and federal posters in multiple formats. If you need these posters, please go to <http://www.postercompliance.com/onesystem-1-yr-compliance/> to order, or call us at 800-322-3636.
- Philadelphia's new Wage Theft Law, effective July 1, 2016, requires that employers provide written notice of the law OR post the Wage Theft poster. The Wage Theft poster which meets this requirement is included on the enclosed Philadelphia city poster as a convenience for our customers.
- Although the Pregnancy Discrimination poster is not required, employers shall provide written notice in the form determined by the Philadelphia Commission on Human Relations. This notice must be given to all new and existing employees.

For further information about the written notification requirement, contact the Philadelphia Commission on Human Relations at <http://www.phila.gov/HumanRelations/Resources/Pages/default.aspx> or call 215-686-4670.

- Philadelphia's Employment Discrimination is Against the Law poster must also be posted wherever applicants are interviewed and wherever work is performed, in addition to the poster for employees.

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 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.

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