



ATTENTION MISSOURI 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.

- Your Missouri poster contains the **LS-43 Youth Employment List**, which is required for those who employ **youth under the age of 16**. You can either fill out the list of workers on the poster itself or download the notice from our Free Specialty Labor Law Posters page: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>
 - You also need to fill out the requested information on the **Workers' Compensation Law** poster on your Missouri poster.
 - The Missouri Victims Economic Safety and Security Act states employers with at least 20 employees must distribute the **Victims of Domestic and Sexual Violence Leave Time Allowed Notice** to existing employees no later than October 27, 2021, and must also be distributed to employees hired after the date. Employers must allow covered employees to take unpaid leave if the employee is a victim of domestic or sexual violence, or if an employee's family member is a victim of domestic or sexual violence. The notice is included for your convenience on the enclosed Missouri state poster.
 - The following businesses are required to post **Human Trafficking notices**: Hotels, motels, or other establishments that have been cited as a public nuisance for prostitution, strip clubs or other sexually oriented businesses, private clubs that have a liquor permit for on-premises consumption, do not hold themselves out to be food service establishments, and are not affiliated with any nonprofit fraternal, athletic, religious, or veteran organizations, airports, train stations that serve passengers, emergency rooms within general acute care hospitals, urgent care centers, privately operated job recruitment centers, businesses or establishments that offer massage or body work services for compensation by individuals who are not licensed, women's health centers, abortion facilities, family planning clinics, maternity homes, pregnancy resource centers, bus stations, truck stops, and roadside rest areas. Go to our Free Specialty Posters page at the following address to download the Missouri Human Trafficking notice: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>
 - 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 <https://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.