



ATTENTION PENNSYLVANIA 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 signs required by Pennsylvania Clean Indoor Air Act.** As of Sept. 11, 2008, the Pennsylvania Clean Indoor Air Act requires that workplaces and public places must be smoke-free. Appropriate signs must be prominently posted and properly maintained at all entrances. Go to our Free Specialty Posters page at the following address to download the No Smoking sign: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>
 - On the "**Workers' Compensation**" notice, in the space provided, fill out the name, address, and telephone number of your workers' compensation insurance company, third-party administrator (TPA), *OR* person who handles workers' compensation for your company.
 - On the "**Unemployment Compensation**" notice, in the space provided, fill out your name, address, and account number.
 - On the "**Hours of Work for Minors**" notice, fill out the chart provided, or make your own chart and post it.
 - The following businesses are required to post **Human Trafficking notices**: The holder of a Restaurant Liquor (R) or Eating Place Malt Beverage (E) license that has been found to be a drug or public nuisance, a hotel or motel that has been found to be a drug or public nuisance, an adult entertainment enterprise featuring nude or partially nude dancing or providing live adult entertainment, an airport, train station or bus station, a welcome center or rest area operated by the Department of Transportation or the Pennsylvania Turnpike Commission, a full-service truck stop, and a personal service establishment, under certain circumstances. Go to our Free Specialty Posters page at the following address to download the Pennsylvania 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://www.e-verify.gov/> or call 888-464-4218.
- 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.
- *NOTE:** Two Pennsylvania Human Relations notices on your state poster have additional posting requirements.
- *Employment Provisions notice (Fair Employment)* must be posted by employers, labor organizations, or employment agencies in a location frequented by "applicants, employees, or members."
 - *Public Accommodations notice* must be posted "where it may be readily seen by those seeking or granting any of the accommodations."
- If you do not post your state poster in an area that satisfies this requirement, you must post these Human Relations notices in the appropriate place(s). You can order another Pennsylvania state poster from us or download these two notices from our Free Specialty Labor Law Posters page: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>

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