



ATTENTION VIRGINIA 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.

Effective July 1, 2022, employers with 25 or more employees are required to post the **Seizure First Aid** poster in a conspicuous and accessible location in the workplace. The notice is included on the enclosed Virginia state poster as a convenience for our customers.

Under an amendment to the Virginia Human Rights Act, employers with 5 or more employees must provide employees with reasonable accommodations for pregnancy, childbirth, or related medical conditions, unless the accommodation presents a hardship to the employer. The law becomes effective on July 1, 2020, and employers are required to post the **Reasonable Accommodations for Pregnancy Notice** in a conspicuous location and update employee handbooks by October 29, 2020.

In addition, information on the law must be provided to all new employees at the commencement of employment and to any existing employee within 10 days of when an employee notifies an employer of a pregnancy. The notice is included on the enclosed Virginia state poster as a convenience for our customers.

The following industries are required to post **Human Trafficking notices**: Adult stripteasing or topless entertainment and truck stops. Go to our Free Specialty Posters page at the following address to download the Virginia 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.

Your state has a **No Smoking law**, and covered employers must post generic No Smoking 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 now offers Free Specialty Posters that include No Smoking signs. Go to our Free Specialty Posters page at the following address to download the generic No Smoking sign: <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.

VASL (7-22)