



ATTENTION MONTANA 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 are **other requirements** your company is subject to in addition to posting your **federal labor law poster** in a conspicuous location.

The **Montana 2023 Specialty Posters bundle** is available on our free specialty posters page. The bundle includes:

- Minimum Wage Notice
- Discrimination is Against the Law Poster
- Employment Discrimination is Against the Law Brochure
- Fair Housing is Your Right Brochure
- Rights of Pregnant Employees in the Workplace Brochure
- Rights of Persons with Disabilities in Employment Brochure
- Sample Policies

Please go to the following link to download a PDF of the poster: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>

While Montana does not require its employers to post state-specific labor law notices, all employers are required to post all mandatory federal notices. Go to the following link to purchase the Federal Labor poster: <https://www.postercompliance.com/labor-law-posters/montana/>

You are required to post proof of **Unemployment Insurance** coverage. You must obtain this directly because it applies to your coverage. If you do not already have this proof of coverage posted, call (406) 444-3834 to obtain a copy.

You are required to post proof of **Workers' Compensation** coverage. If you do not already have this posted, you must obtain it directly from your insurance company because it contains information specific to your business and your coverage.

Post "No Smoking" signs. The **Montana Clean Indoor Air Act** eliminates smoking in most enclosed public places or places of work throughout the state. For information on posting requirements and signs, go to <http://tobaccofree.mt.gov/cleanairact/montanaindoorairact.shtml> or call toll free **1-866-787-5247**.

If **applicants for employment** are normally seen in an area **other than where you post your federal labor law poster**, you need to post three federal notices in this area where applicants can easily see them. Poster Compliance Center publishes a Federal Applicant Edition poster that includes all three 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.dhs.gov/e-verify 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.

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

MTSL (10-22)