

# Important DOL Compliance Notice

March 12, 2026

To: Business Managers

Human Resources is sharing important information to support compliance and effective management of your employees and operations. Please review this communication and take any required action.

## Required DOL & Labor Law Posters:

The Department of Labor requires employers to display labor law posters reflecting current wage and employment regulations. Federal and State labor law posters must be displayed on-site and made available to remote employees digitally.

To comply with federal and Missouri labor law requirements, each employing entity is responsible for displaying the most current labor law posters in locations accessible to all employees. These posters communicate important workplace rights and protections, ensuring both employers and employees understand their obligations and entitlements. Displaying the posters correctly is a key part of maintaining compliance and supporting a fair and safe work environment.

## Business Manager Actions:

1. **Review and Download Posters** – Access the required posters using the links below:

**Federal (U.S. Department of Labor):** <https://www.dol.gov/general/topics/posters>  
**Posters/Notices Required by the Federal Government:**

- [Employee Polygraph Protection Act \(WHD 1462\)](#)
- [Employee Rights under NLRA](#)
- [Know Your Rights: Workplace Discrimination is Illegal](#)
- [Fair Labor Standards Act: Minimum Wage \(WHD 1088\)](#)
- [Family and Medical Leave Act \(WHD 1420\)](#)
- [Job Safety and Health: It's the Law Poster \(OSHA 3165-12-06R\)](#)
- [Uniformed Services Employment and Reemployment Rights Act](#)

**Missouri (MODOL):** <https://labor.mo.gov/posters>  
**Posters/Notices Required by the State of Missouri:**

- [Notice to Victims of Domestic and Sexual Violence Leave Time Allowed \(LS-112\)](#)
- [Workers' Compensation Law \(WC-106\)](#)
- [Discrimination in Employment \(MCHR-9\)](#)

- [Missouri Minimum Wage Law \(LS-52\)](#)
- [Employer's Employing Workers Under the Age of 16 List \(LS-43\)](#)

2. **Print and Display Posters** – Place the posters in visible, regularly used areas such as breakrooms, employee lounges, or near time clocks; and ensure remote employees have access to the digital postings.
3. **Confirm Replacement Timeline** – Replace any existing posters within ten workdays of receiving this message.

**Questions:** Please reach out to [\*\*AskHR@archstl.org\*\*](mailto:AskHR@archstl.org), and our HR team will gladly provide guidance and support.