

Job Site Posters Questions and Answers

- 1) Where can I obtain the workplace notices or posters required for Federal-aid funded construction projects?

You should contact your contracting agency for a complete list of Federal, State, or local construction job site notices or posters. [The FHWA provides a list of construction job site posters required by FHWA or the U.S. Department of Labor](#) (US DOL). For assistance in complying with US DOL workplace notices or posters requirements, see [US DOL Poster Compliance Assistance](#).

[US DOL Frequently Asked Questions
Federal-aid Job Site Posters](#)

- 2) Where should contractors display workplace notices or posters required on Federal-aid funded construction projects?

Workplace notices or posters must be displayed at all times by the contractor and subcontractors at the site of the work in a prominent and accessible place where they can be easily seen by the workers.

[US DOL Frequently Asked Questions
29 CFR 5.5\(a\)\(1\)\(i\)](#)

- 3) Can the required workplace notices or posters be placed in a binder that is accessible in a supervisor's or foremen's vehicle when an on-site job office has not been established for a covered Federal-aid construction project?

No. Placing the required workplace notices or posters in a binder does not meet the requirement for displaying or posting in a conspicuous and accessible place where they are easily visible to all employees — the intended audience.

[US DOL Frequently Asked Questions](#)

- 4) Is there a specified size for each workplace notice or poster?

There are only two notices or posters where the regulations specify a size (the OSHA poster and the Executive Order 13496 poster), but all Federal workplace notices or posters must be readily observed. ([29 CFR 5.5\(a\)\(1\)\(i\)](#), [29 CFR 801.6](#), [29 CFR 516.4](#)) The U.S. Department of Labor (US DOL) provides notices and posters on the [US DOL Poster Topic web page](#) in a size that is considered easily readable.

- 5) Where can I find the answers to other questions relating to U.S. Department of Labor (US DOL) requirements for displaying notices or posters?

[US DOL Frequently Asked Questions](#)

- 6) Do I have to display the Federal workplace notices or posters in languages other than English?

Displaying the required notices or posters in languages other than English is generally not required. Under the Family and Medical Leave Act (FMLA), where an employer's workforce includes a significant portion of workers who are not literate in English, the employer shall be responsible for providing the notice in a language in which the employees are literate. Where not required, displaying notices or posters in other languages is encouraged where the contractor's workforce speak other languages.

[US DOL Frequently Asked Questions](#)

- 7) What methods of displaying the workplace notices or posters are not acceptable?
- a. Displaying the notices or posters only at the contractor's home office and not at the job site;
 - b. Maintaining the notices or posters in a project bulletin board notebook located in the foreman's or superintendent's vehicle; and
 - c. Maintaining the notices or posters on a display board in the foreman's or superintendent's vehicle.
- 8) Can a contractor comply with the displaying requirements of notices or posters by providing them electronically rather than in physical paper format?

No. Notices or posters must be displayed in conspicuous places, available to employees and applicants for employment, if applicable. ([29 CFR 1903.2](#), [29 CFR 516.4](#), [29 CFR 801.6](#), [41 CFR 60-1.4\(b\)](#)) "Posting in a conspicuous place" has a well-accepted interpretation, and the requirement is usually met when a paper copy of the notice or poster is affixed to a wall or bulletin board customarily used for workplace notices or posters.

[US DOL Office of Federal Contract Compliance Programs
Frequently Asked Questions](#)