



Commonwealth of Kentucky
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**ATTORNEY GENERAL CONWAY CAUTIONS EMPLOYERS
ABOUT MISLEADING LABOR LAW POSTER "NOTICES"**

**FOR IMMEDIATE RELEASE
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FRANKFORT, Ky. (December 12, 2012) – Attorney General Jack Conway today cautioned Kentucky employers to be on the lookout for misleading labor law notices sold by private companies. Letters sent to Kentucky businesses threaten civil and criminal penalties ranging from \$7,000 to \$17,000 if they do not display certain posters being sold.

"Some employers are misled into believing that these notices are official government warnings," General Conway said. "While certain posters are required by law to be posted in the workplace, the Kentucky Labor Cabinet, as well as other state agencies and the U.S. Department of Labor, provides these posters free of charge. I want to make sure that employers don't fall victim to these fraudulent posters and scare tactics."

Some Kentucky businesses have reported receiving threatening "second" and "final notices" from private entities selling labor law posters, which they claim are required under Kentucky and federal law. The Kentucky Labor Cabinet does not mail notices advising businesses of these requirements. Businesses are advised to contact the Kentucky Labor Cabinet and U.S. Department of Labor to learn what workplace posters are required.

For more information about Kentucky and U.S. labor laws, contact the following agencies:

Kentucky Labor Cabinet www.labor.ky.gov or contact Mike Donta at mike.donta@ky.gov or 502-564-3070.

U.S. Department of Labor www.dol.gov/osbp/sbrefa/poster/matrix.htm or e-mail: Contact-OSBP@dol.gov or call 1-888-9-SBREFA.

Frequently Displayed Kentucky Workplace Posters

- Wage Discrimination Poster, Wage and Hour Laws Poster and Child Labor Laws Poster, www.labor.ky.gov click on "Office of Work Place Standards" then click on "Division of Employment Standards" then click on "Posters".
- Occupational Safety and Health Poster may be downloaded from www.labor.ky.gov/osh/educationtraining after clicking on "Publications."
- Unemployment Insurance Benefits Poster www.oet.ky.gov click on "Publications."
- Employment Opportunity Poster, <http://kchr.ky.gov/reports/posters.htm>
- Several of these posters also may be ordered online at <http://ssla.state.ky.us/labor/oshpub>
- Frequently Displayed Federal Workplace Posters

Frequently Displayed Federal Workplace Posters

- Fair Labor Standards Act (FLSA) Minimum Wage Poster: <http://www.dol.gov/esa/regs/compliance/posters/flsa.htm>
- Employee Polygraph Protection Act: www.dol.gov/esa/regs/compliance/posters/eppa.htm
- Family and Medical Leave Act of 1993: www.dol.gov/esa/regs/compliance/posters/fmla.htm
- Equal Opportunity Employment is the Law: www.eeoc.gov/posterform.html
- Employers also may visit www.dol.gov/compliance/topics/posters.htm to download US Department of Labor posters.

If employers have any questions about whether they are required to display posters in their workplace, they should contact the appropriate government agency.