

Required Posters

There are many federal and state laws that require dental offices, like other employers, to conspicuously post up to a dozen notices in locations accessible to employees. As a practicing dentist, it can be hard to keep up with all the rules and regulations — that’s where your membership works for you. The Florida Dental Association has done all the dirty work to provide our members access to free ways to comply — no need to spend hundreds of dollars to purchase forms from an outside group. Depending on the number of employees in your practice, you may need all or some of the following:

| Title | Notes | How to obtain | Website |
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| U.S. Fair Labor Standards Act (Federal Minimum Wage) | Required for: all employers. | U.S. Department of Labor Frances Perkins Building 200 Constitution Ave., NW Washington, D.C. 20210 866.487.9243 | http://www.dol.gov/whd/regs/compliance/posters/flsa.htm |
| U.S. Employee Polygraph Protection Act of 1988 (Lie Detectors) | Required for: all employers. | U.S. Department of Labor Frances Perkins Building 200 Constitution Ave., NW Washington, D.C. 20210 866.487.9243 | http://www.dol.gov/whd/regs/compliance/posters/eppa.htm |
| U.S. Job Safety and Health Protection (OSHA) | Required for: all employers. Revised in 2013; must be at least 8.5" x 14" in. with 10 point type; use high resolution download. | U.S. Department of Labor Occupational Safety & Health Administration 200 Constitution Ave., NW Washington, D.C. 20210 800.321.6742 | http://www.osha.gov/Publications/poster.html |
| U.S. Equal Employment Opportunity (EEOC) | Required for: all employers. Revised in 2009; make sure to include the Genetic Information Nondiscrimination Act language. | U.S. Department of Labor Frances Perkins Building 200 Constitution Ave., NW Washington, D.C. 20210 800.397.6251 | http://www.dol.gov/ofccp/regs/compliance/posters/ofccpost.htm |
| U.S. Uniformed Services Employment and Re-employment Rights Act (Military Service) | Required for: all employers. | U.S. Department of Labor Frances Perkins Building 200 Constitution Ave., NW Washington, D.C. 20210 866.487.2365 | http://www.dol.gov/vets/programs/userra/USERRA_Private.pdf |
| Florida Law Prohibits Discrimination (Florida Civil Rights Act) | Required for: Florida employers. Prints on 11" x 17" paper; print both English and Spanish. | Florida Commission on Human Relations 2009 Apalachee Parkway, Ste. 100 Tallahassee, FL 32301 800.342.8170 | http://fchr.state.fl.us/fchr/publications/discrimination_poster/discrimination_poster |
| Florida Minimum Wage | Required for: Florida employers. Revised in 2014. | Florida Department of Economic Opportunity 107 E. Madison St. Caldwell Building Tallahassee, FL 32399 850.245.7105 | http://www.floridajobs.org/business-growth-and-partnerships/for-employers/display-posters-and-required-notice |

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| Florida "EEO is the Law" Poster Supplement | Required for: Florida employers. Prints on 8.5" x 14" paper. | Florida Commission on Human Relations 2009 Apalachee Parkway, Ste. 100 Tallahassee, FL 32301 800.342.8170 | http://fchr.state.fl.us/fchr/publications/discrimination_poster/eoc_supplement_poster_in_english |
| Florida Workers' Compensation Works for You | Required for: Florida employers. Scroll down to the "All-In-One Broken Arm Poster" link, which includes the anti-fraud program notice; prints on 11" x 17" paper; get sticker from your workers' compensation carrier. | Florida Department of Financial Services Division of Workers' Compensation 200 E. Gaines St. Tallahassee, FL 32399 800.742.2214 | http://www.myfloridacfo.com/wc/publications.html |
| Florida Re-employment Tax (formerly Unemployment Tax) | Required for: Florida employers. Scroll down to form number RT-83. | Florida Department of Revenue Division of Workforce Services MSC 229 107 E. Madison St. Tallahassee, FL 32399 800.204.2418 | http://dor.myflorida.com/dor/forms/ |

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| Family and Medical Leave Act (FMLA) | Required for: employers with 50 employees or more. | U.S. Department of Labor Frances Perkins Building 200 Constitution Ave., NW Washington, D.C. 20210 866.487.9243 | http://www.dol.gov/whd/regs/compliance/posters/fmla.htm |
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| Florida Child Labor Law | Required for: employers who employ children. Scroll down to "Other Posters," click on Florida Child Labor Employment Laws; prints on 8.5" x 14" paper. | Florida Department of Business and Professional Regulation 1940 N. Monroe St. Tallahassee, FL 32399 800.226.2536 | http://www.dol.gov/whd/regs/compliance/posters/fmla.htm |
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As health care professionals, many dentists prohibit smoking in their offices. The Florida Clean Indoor Air Act (Florida Statutes § 386.201 et seq.) allows employers to prohibit smoking within their facilities. Smoking can be restricted to designated areas outside the office. If you choose to implement a smoking prohibition, you may post a "non-smoking" notice, but it is not mandatory.

Federal and Florida employment law is complex and changing. For example, the U.S. National Labor Relations Board (NLRB) promulgated a rule in 2012 that most private employers would need to post a notice under the National Labor Relations Act. The rule was enjoined by a federal court, but you should routinely check <http://www.nlr.gov/poster> to see if the law takes effect. Also, be aware that additional posting requirements may apply for federal contractors and companies that participate in the voluntary E-Verify program (electronic checking of immigration status and work eligibility). If you do, you can download the necessary posters at <http://1.usa.gov/VpCygU>.