Federal, State, and Local Employer Workplace Posters and Disclosures

RESPONSIBLE OFFICE
Human Resources

Federal, State, and Local Employer Workplace Posters

Boston University complies with all state, federal, and local laws and regulations, including complying with workplace poster requirements mandated by federal law, the Commonwealth of Massachusetts, and local laws. This Procedure document is an electronic representation of workplace posters that are traditionally posted on a physical bulletin board in Human Resources.

The following workplace posters are available electronically in this document, and physical copies may be viewed at Human Resources.

<table>
<thead>
<tr>
<th>Poster</th>
<th>Governing Agency</th>
</tr>
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</table>
Massachusetts – Earned Sick Time
Notice of Employee Rights

Massachusetts – Wage & Hour Laws

Massachusetts – Fair Employment Law

Massachusetts – Parental Leave Act

Federal – Family Medical Leave Act

Massachusetts Employee Pamphlet – How to File a Claim for Unemployment Insurance Benefits

Massachusetts – Information on Employees’ Unemployment Insurance Coverage

Massachusetts – Workers’ Compensation Notice to Employees Poster

Massachusetts – Temporary Worker Right to Know

Massachusetts – Paid Family and Medical Leave

Federal – Fair Labor Standards Act (FLSA) Minimum Wage Poster and Wage and Hour Division (same poster)


Massachusetts Commission Against Discrimination, www.mass.gov/mcad

Massachusetts Commission Against Discrimination, www.mass.gov/mcad

United States Department of Labor, www.dol.gov, poster available through a Wage and Hour Division website

Massachusetts Department of Unemployment Assistance, www.mass.gov/dua

Resource: Employee Pamphlet on How to File a Claim for Unemployment Insurance Benefits

Massachusetts Department of Industrial Accidents, www.mass.gov/dia

https://malegislature.gov/Laws/GeneralLaws/PartI/TitleXXI/Chapter152/Section22

Massachusetts – Temporary Worker Right to Know

Massachusetts Department of Labor Standards, www.mass.gov/dols

Massachusetts Department of Family and Medical Leave, https://www.mass.gov/info-details/informing-your-workforce-about-paid-family-and-medical-leave#workplace-poster-

United States Department of Labor Wage and Hour Division, a WHD FLSA Minimum Wage Poster website.

This Document is available at: https://www.bu.edu/policies/federal-state-and-local-employer-workplace-posters-and-disclosures/
<table>
<thead>
<tr>
<th>Federal Job Safety and Health</th>
<th>Federal Occupational Safety and Health Administration, (Poster also available in Spanish and other languages)</th>
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</thead>
<tbody>
<tr>
<td>Federal – Employee Rights for Workers with Disabilities/Special Minimum Wage Poster</td>
<td>United States Department of Labor Wage and Hour Division (WHD), posters available through a WHD website</td>
</tr>
<tr>
<td>Federal – Worker Rights Under Executive Order 13658: Federal Minimum Wage for Contractors</td>
<td>United States Department of Labor Wage and Hour Division (WHD), available through the DOL poster website.</td>
</tr>
<tr>
<td>Federal –Employee Polygraph Protection Act</td>
<td>United States Department of Labor Wage and Hour Division (WHD), available through the WHD website.</td>
</tr>
</tbody>
</table>

**Required Employment Disclosures**
| Notice of Non-Discrimination | Boston University policy prohibits discrimination against any individual on the basis of race, color, religion, sex, age, national origin, physical or mental disability, sexual orientation, gender identity, genetic information, military service, pregnancy or pregnancy-related condition, or because of marital, parental, or veteran status, and acts in conformity with all applicable state and federal laws. This policy extends to all rights, privileges, programs and activities, including admissions, financial assistance, educational and athletic programs, housing, employment, compensation, employee benefits, and the providing of, or access to, University services or facilities. See [BU’s Equal Opportunity/Affirmative Action Policy](https://www.bu.edu/policies/federal-state-and-local-employer-workplace-posters-and-disclosures/). |
Worker's Compensation

Language comes from BU Occupational Health and Safety Website with information on Workers’ Compensation. Workers’ compensation is a state mandated insurance program that governs how employees are compensated for covered occupational injuries and illnesses. Workers’ compensation provides medical, disability and possible wage replacement benefits for employees who have had a work related injury or illness. For additional information on Massachusetts Workers’ Compensation: www.mass.gov/dia.

The University is self-insured for workers’ compensation in Massachusetts. Our workers’ compensation insurance program is administered by a third party vendor, Cannon Cochran Management Services Inc. (CCMSI). CCMSI partners with BU Occupational Health and Human Resources in managing all workers’ compensation claims, including evaluating compensability of each claim and working directly with the injured employee on coordination of benefits.

END OF POLICY TEXT

Additional Resources Regarding This Policy

Source of Workplace Poster Information

- Commonwealth of Massachusetts posters are available through the Massachusetts workplace poster requirements webpage.
- Federal posters are available through the U.S. Department of Labor webpage.

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