

State Labor Poster and Notice Requirements

This document provides direct links to the workplace posters employers are required to display under federal law. These posters, including official translated versions, are created and updated by government agencies. Employers must also comply with all applicable state posting requirements.

Employers must display required posters in a public place where employees can easily access them. While most posters apply to all employers, some may apply to specific industries or employers of a certain size. Employers can review each poster description to determine whether they are required to display that particular poster.

NEW AND UPDATED POSTERS

New wage and hour poster for 2024

ALL EMPLOYERS

● Wage and Hour Poster

[English](#) | [Spanish](#)

Discrimination is Against the Law Poster

[English](#)

Rights of Pregnant Employees in the Workplace

[English](#)

Rights of Persons With Disabilities in Employment

[English](#)

Unemployment Insurance

Employers can call the [Unemployment Insurance division](#) (406-444-3834) for information on how to obtain this poster.

Workers' Compensation

Employers must contact their workers' compensation insurance provider to obtain a poster that displays proof of their coverage.

Smoke-Free Workplace

Businesses are required to post "no smoking" signs that are clearly visible at all public entrances. [Click here](#) to order free "no smoking" signs from the Montana Department of Public Health and Human Services.

CERTAIN EMPLOYERS

Prevailing wage

Montana's prevailing wage law, often referred to as Montana's Little Davis-Bacon Law, applies to public works contracts entered into for construction services (heavy, highway and building) or nonconstruction services by the state, county, municipality, school district, or political subdivision in which the total cost of the contract is \$25,000 or more. There is not a prevailing wage poster, but the law does require the appropriate and applicable prevailing wage rates be posted by the contractor performing work or providing construction services in a prominent and accessible location on the project site.