

Job Posters:

Federal				
Agency	Form/Item Number	Description	Posted on Site	Link
Federal Highway Administration (FHWA)	Know Your Rights: Workplace Discrimination is Illegal	Note: The “Know Your Rights” poster replaces the previous “EEO is the Law” poster and “EEO is the Law” Supplement.	<input type="checkbox"/>	Equal Employment Opportunity Posters U.S. Department of Labor (dol.gov)
		Required by Executive Order 11246, as amended; Section 503 of the Rehabilitation Act of 1973, as amended; 38 U.S.C. 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended; 41 CFR Chapter 60-1 .42; 41 CFR 60-250.4(k);41 CFR 60-74 1.5(a); and FHWA-1273, §II(3)(d). Available in English and Spanish.	<input type="checkbox"/>	https://www.dol.gov/sites/dolgov/files/OFCCP/regs/compliance/posters/pdf/22-088_EEOC_KnowYourRights_Spanish.pdf
	Contractor’s EEO policy statement	Required by 41 CFR 60-741.44 through FHWA-1273, §II(1)(b).	<input type="checkbox"/>	Contractor & Subcontractor(s) Policy
	Contractor’s letter appointing EEO Officer for project	Required by 41 CFR 60-741.44 through FHWA-1273, §II(2).	<input type="checkbox"/>	Contractor & Subcontractor(s) Letters
	Pay Transparency Nondiscrimination Provision	Required by Executive Order 11246, as amended by Executive Order 13665 (April 8, 2014); Required by 41 CFR 60-1.35; and FHWA-1273, §II(1)(b). The requirement to display the notice may be accomplished by posting the provision electronically or by posting a copy of the provision at the Contractor's job site in a conspicuous place available for employees and applicants to see. Available in several languages.	<input type="checkbox"/>	https://www.dol.gov/sites/dolgov/files/OFCCP/pdf/pay-transp_%20English_formattedESQA508c.pdf
	Pay Transparency Nondiscrimination Provision SPA	Required by Executive Order 11246, as amended by Executive Order 13665 (April 8, 2014); Required by 41 CFR 60-1.35; and FHWA-1273, §II(1)(b). The requirement to display the notice may be accomplished by posting the provision electronically or by posting a copy of the provision at the Contractor's job site in a conspicuous place available for employees and applicants to see. Available in several languages.	<input type="checkbox"/>	https://www.dol.gov/sites/dolgov/files/OFCCP/pdf/pay-transp_formatted_Spanish2-27-18ESQA508c.pdf
	FHWA 1022	FHWA: NOTICE – Fraud	<input type="checkbox"/>	http://www.fhwa.dot.gov/programadmin/contracts/fhwa1022.pdf
		FHWA: AVISO – Fraude	<input type="checkbox"/>	https://www.fhwa.dot.gov/programadmin/contracts/fhwa1022spa.pdf
US Department of Labor, Wage and Hour Division (WHD)	WH 1088-English	Employee Rights Under the Fair Labor Standards Act" (FLSA)	<input type="checkbox"/>	https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/minwagep.pdf
	WH 1088-SPA	Employee Rights Under the Fair Labor Standards Act" (FLSA)	<input type="checkbox"/>	https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/minwagesp.pdf
	WH 108-CRE	Employee Rights Under the Fair Labor Standards Act" (FLSA)	<input type="checkbox"/>	https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/minwageHait.pdf

	WH 1089	Worker Rights under Executive Order 13658: Federal Minimum Wage for Contractors	<input type="checkbox"/>	https://www.dol.gov/agencies/whd/posters/government-contracts/minimum-wage
	WH 1284	Employee Rights for Workers with Disabilities Paid at Subminimum Wages	<input type="checkbox"/>	https://www.dol.gov/agencies/whd/posters/section-14c
	WH 1284 SPA	Derechos del Empleados para Trabajadores con Discapacidades que Perciben un Salario Inferior al Minimo	<input type="checkbox"/>	https://www.dol.gov/agencies/whd/posters/section-14c/espanol
	WH 1321	Employee Rights Under the Davis-Bacon Act	<input type="checkbox"/>	https://www.dol.gov/whd/programs/dbra/wh1321.htm https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/fedprojc.pdf
	WH 1321 SPA	Derechos del Empleado bajo la Ley Davis-Bacon	<input type="checkbox"/>	https://www.dol.gov/agencies/whd/posters/dbra/espanol https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/davispan.pdf
	WH 1420	Employee Rights under the Family and Medical Leave Act (FMLA)	<input type="checkbox"/>	https://www.dol.gov/agencies/whd/posters/fmla https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/fmlaen.pdf
	WH 1420 SPA	Derechos del Empleado segun la Ley de Ausencia Familiar y Medica (FMLA)	<input type="checkbox"/>	https://www.dol.gov/agencies/whd/posters/fmla/espanol https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/fmlasp.pdf
	WH 1462	Employee Rights: Employee Polygraph Protection Act (EPPA)	<input type="checkbox"/>	https://www.dol.gov/agencies/whd/posters/employee-polygraph-protection-act https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/eppac.pdf
	WH 1462 SPA	Derechos del Empleado: Ley Para la Proteccion del Empleado Contra la Prueba del Poligrafo (EPPA)	<input type="checkbox"/>	https://www.dol.gov/agencies/whd/posters/employee-polygraph-protection-act/espanol Polygraph Protection Act employee rights SPANISH (dol.gov)
	N/A	NOTICE: Military Family Leave	<input type="checkbox"/>	http://www.who.edu/filesserver.do?id=58134&pt=10&p=40553
US Department of Labor, Office of Labor-Management Standards (OLMS)	N/A	Employee Rights Under the National Labor Relations Act (NLRA)	<input type="checkbox"/>	https://www.dol.gov/sites/dolgov/files/olms/regs/compliance/eo_posters/employeeeightsposter11x17_2019final.pdf
		Union Member Rights	<input type="checkbox"/>	https://www.dol.gov/olms/regs/compliance/UnionMemRightsPoster.pdf
US Department of Labor, Veterans' Employment and Training Service (VETS)	N/A	Your Rights Under the Uniformed Services Employment and Reemployment Rights Act (USERRA)	<input type="checkbox"/>	https://www.dol.gov/sites/dolgov/files/VETS/legacy/files/USERRA_Private.pdf
		Sus Derechos Bajo el Acta de Derechos de Empleo y Reempleo de Los Servicios Uniformados	<input type="checkbox"/>	https://www.du.edu/human-resources/media/documents/fedandstatelawposting/uniformed_services_employment_reemployment_rights_act_spanish.pdf

Equal Employment Opportunity Commission	EEOC-P/E-1	Equal Employment Opportunity is THE LAW	<input type="checkbox"/>	http://www.dol.gov/ofccp/regs/compliance/posters/pdf/eeopost.pdf
	EEOC-P/E-1	La Igualdad de Oportunidades en el Empleo es LA LEY	<input type="checkbox"/>	https://www.dol.gov/sites/dolgov/files/ofccp/regs/compliance/posters/pdf/eeosp.pdf
OSHA	OSHA 3165-04R 2019	Job Safety and Health: It's the Law!	<input type="checkbox"/>	OSHA's Free Workplace Poster Occupational Safety and Health Administration
	OSHA 3167-04R 2019	Seguridad y Salud en el Trabajo: Es la Ley!	<input type="checkbox"/>	https://www.osha.gov/sites/default/files/osha3165-8514.pdf Seguridad y Salud en el Trabajo: ¡Es la Ley! (osha.gov)

State				
Agency	Form/Item Number	Description	Posted on Site	Link
Idaho Department of Labor (IDOL)	N/A	Idaho Law Prohibits Discrimination in Employment –	<input type="checkbox"/>	https://www.labor.idaho.gov/wp-content/uploads/publications/required-posters.pdf?v=121923
		Notice to All Employees: Idaho Dept. of Labor Unemployment Insurance Benefits	<input type="checkbox"/>	
		Idaho Minimum Wage Law	<input type="checkbox"/>	
		La Ley De Idaho Prohibe Discriminación en Empleo	<input type="checkbox"/>	https://www.labor.idaho.gov/wp-content/uploads/publications/required-postersspan.pdf?v=121923
		Aviso a Todos los Empleados: Idaho Dept. of Labor Beneficios de Seguro de Desempleo	<input type="checkbox"/>	
		Igualdad de Oportunidades es la Ley	<input type="checkbox"/>	

LOCAL EMERGENCY PHONE NUMBERS

The “telephone numbers of physicians, hospitals, or ambulances are to be conspicuously posted, except in areas where 911 is available. Since construction work is hazardous at times and the injury and severity rates are high in spite of efforts to abate identifiable hazards, there is a need to obtain medical attention or provide ambulance and hospital service as expeditiously as possible. It is therefore necessary to require that the phone numbers be conspicuously posted on construction job sites.” Required by 29 CFR 1926.50(f) through FHWA-1273, §VII(1) except on areas with 911 for emergencies

WAGE DETERMINATION POSTER

The “wage determination (including any additional classification and wage rates conformed under paragraph (a)(1)(ii)) and the Davis-Bacon poster (WH-1321) shall be posted at all times by the contractor and its subcontractors at the site of the work in a prominent and accessible place where it can be easily seen by the workers.” (29 CFR 5.5(1))

The Wage Determination page(s) can be found within the prime contract with ITD and any lower-tier contracts.

NONDISCRIMINATION COMPLAINT CONTACTS

Office of Civil Rights Program Manager, Civil.Rights@itd.idaho.gov 208.334.8884

FHWA Idaho Division, FHWA@DOT.GOV

EEO POLICY

EEO policy of prime and all sub-contractors over \$10,000 must be posted. Each EEO Policy must include contact information for EEO Officer or other company contact for complaint purposes.

Per the Department of Labor (<https://webapps.dol.gov/dolfaq/go-dol-faq.asp?faqid=546&topicid=17&subtopicid=199#:~:text=Answer%3A,in%20Spanish%20or%20other%20languages.>) The FMLA, MSPA and Executive Order 13496 posters are required in Spanish when the employer's workforce includes a significant portion of workers who are not English speaking.

[Job Site Posters - Contract Administration - Construction - Federal Highway Administration \(dot.gov\)](#)

[Required Posters | Idaho Department of Labor](#)

Project specific notices (e.g., NPDES Notice of Intent under EPA's Construction General Permit (CGP))

Project specific. Check with administrating agency for notice posting requirements. (e.g., EPA or State authorized agency)

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