



# Assessing The Risk:

## Wage and Hour Tip Of The Week

### FLSA Postings Are Important And Should Be In Conspicuous Places

The attorneys in Seyfarth Shaw's Wage & Hour Litigation Practice Group provide the following tip to help ensure your good faith compliance with state and federal wage and hour laws:

Under the FLSA, every employer with employees subject to the FLSA's minimum wage provisions must post, and keep posted, a notice explaining the Act in a conspicuous place in all of their establishments, thereby enabling employees to readily read it. In this context, "conspicuous places" generally refer to common areas that are frequented by employees on a daily basis, such as a lunch room, break room, conference room, employee lounge, kitchen, or near a time clock. Failing to display a poster advising employees of their wage rights may afford potential plaintiffs a longer window to initiate a legal action for alleged FLSA violations against their employer by tolling the applicable statute of limitations. Take steps to ensure that you have appropriately displayed the FLSA poster, which can be found and printed [here](#), around your workplace.

*Disclaimer: The above are "best practice" suggestions and are in no way meant either to guarantee that use of them creates a litigation risk-free environment or, alternatively, to suggest that any specific practice or policy maintained by an employer violates the law or is indefensible in litigation.*

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