



NEWS RELEASE

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Labor Law Poster Scams Increase With Minimum Wage Hike

RALEIGH—N.C. Department of Labor officials urge businesses to ignore threatening mail from private poster companies that are trying to capitalize on the minimum wage increase, enacted by U.S. Congress in 2007. The third and final minimum wage increase to \$7.25 takes effect July 24.

“Ignore the ridiculous solicitations,” Labor Commissioner Cherie Berry said. “Your tax dollars have already purchased your business a poster, so save your money and call NCDOL for your free set.”

Private poster companies make money selling expensive posters by threatening businesses into buying the latest poster or risk incurring substantial fines from the N.C. Department of Labor. The poster companies have been known to charge as much as \$100 per poster. The Labor Department continues to receive complaints about the mailings.

The Labor Department will not fine businesses that have the old posters displayed. NCDOL inspectors carry the newest posters in their vehicles and will offer them free to employers who have out-of-date posters.

“We would never fine an employer unless the employer just blatantly refused to put the posters up,” Commissioner Berry said. “I don’t know of any employer who has refused to take a free set of posters from one of our inspectors.”

The labor law posters are required under North Carolina law. The posters carry information on the state’s Wage and Hour Act and what are commonly referred to as “OSHA” regulations, or the Occupational Safety and Health Act.

Businesses may not have to order new posters. The Labor Department printed updated posters after Congress passed the changes to the minimum wage in 2007. Any business that received posters with information about the three-step change to the minimum wage does not need a new set.

Businesses that need to order new posters can visit the Department of Labor Web site at www.nclabor.com/posters/posters.htm or call 1-800-625-2267.

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