

September 13, 2016

## Labor and Employment Update

*U.S. Department of Labor updated three posters*

Employers in Puerto Rico must comply with U.S. Department of Labor regulations requiring the posting of three recently revised workplace posters. These are the *Employer Rights Under the Fair Labor Standards Act* poster (“FLSA Poster”), the *Employee Rights – Employee Polygraph Protection Act* poster (“EPPA Poster”), and the *Employee Rights Under the Family and Medical Leave Act* poster (“FMLA Poster”).

The FLSA Poster provides new information about mothers’ nursing rights under the Fair Labor Standards Act. In particular, it indicates that they may take reasonable breaks to express milk during a one year period following the birth of their child, and that the employer must provide a workplace location, shielded from view and free from intrusion. The poster expressly states that the provided workplace location may not be a bathroom. Also, the FLSA Poster addresses independent contractor misclassification, and the tip credit which may be claimed by employers based on the tips received by their employees.

The new version of the EPPA Poster no longer provides a reference to the amount of possible penalties. Also, it includes new contact information for the U.S. Department of Labor.

Finally, a substantially revised FMLA Poster is now available. Employers with fifty (50) or more employees are required to display this poster. These posters are available in English and Spanish at:  
<https://www.dol.gov/WHD/resources/posters.htm>.

For further information on the recently amended U.S. Department of Labor posters, please contact the attorneys of Reichard & Escalera.

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