

## Guidance on FLSA, FMLA, EPPA and SCA Notices

On Dec. 29, 2020, the U.S. Department of Labor (DOL) issued [Field Assistance Bulletin 2020-7](#), which addresses when the DOL will consider electronic posting by employers (by email, or an internet or intranet website) sufficient to provide employees with required notice of their statutory rights under a variety of federal labor laws.

The Bulletin was issued in response to employer questions about the use of electronic means to post notices under the following laws, as more employees work remotely due to the COVID-19 pandemic:

- The Fair Labor Standards Act (FLSA);
- The Family and Medical Leave Act (FMLA);
- The Employee Polygraph Protection Act (EPPA); and
- The Service Contract Act (SCA).

The Bulletin summarizes the current statutory and regulatory posting requirements, and explains how electronic means of satisfying these requirements can be achieved under the new guidance.