



Module 2: Applying CRAP Principles

This analysis evaluates a 2021 California Labor Law Poster used for workplace compliance. Its purpose is to inform employees of their legal rights regarding wages, safety, and discrimination, though its current design significantly hinders its effectiveness.

Contrast

The current arrangement of text makes it difficult for employees to scan specific sections. Beyond the bold yellow "California 2021" banner and the blue OSHA panel, which provide some initial distinction, the document quickly regresses into a dense "wall" of small-print black text on a white background. While there are occasional splashes of color in headers, the density of the document prevents these elements from creating a functional visual hierarchy. Furthermore, the over-reliance on the generic phrase "Employee Rights" across multiple section headers fails to provide the necessary contrast required to distinguish between different legal protections.

Repetition

The poster lacks a unified design system, functioning more as a collection of disparate documents than a cohesive guide. A primary failure in repetition is the inconsistent treatment of minimum wage information. The Federal section utilizes a prominent red header, whereas the California section—which often features a higher, more relevant wage—uses a plain black header that recedes into the background. While the poster attempts to repeat a modular box format, the inconsistent use of graphic icons versus text-only blocks creates a disjointed aesthetic. Without consistently repeating fonts, colors, and styles, the document loses professional authority and becomes difficult to navigate.

Alignment

Although the poster utilizes a basic modular layout, it lacks a disciplined grid system, resulting in a "message board" appearance where notices seem taped together haphazardly. There is no consistent horizontal or vertical axis for the eye to follow. Internal alignment is equally erratic; text blocks shift between left-aligned, centered, and justified formats without a clear structural rationale. This



lack of a cohesive alignment strategy generates visual clutter and undermines the document's professional credibility.

Proximity

Logical grouping is noticeably absent in the current layout. Related topics are scattered across the canvas; for instance, "Paid Sick Leave" and "Payday Notices" are positioned in the bottom corners, separated from the primary "Employee Rights" section at the top left. This fragmentation forces the reader to hunt for related information. Additionally, the "Emergency" and "Job Safety" sections lack adequate white space, with text extending to the very edge of the borders. This lack of "breathing room" creates a claustrophobic effect that may discourage employees from engaging with the material, ultimately leaving them uninformed about their rights.

Recommendations

- **Standardize Headers (Repetition):** Implement a uniform font, size, and color for every major law header to establish the poster as a single, cohesive document.
- **Use Color Coding (Contrast):** Apply distinct color palettes to categorize information, such as using one color for Federal mandates and another for State laws to improve scannability.
- **Enforce a Strict Grid (Alignment):** Rebuild the layout on a formal three-column grid where headers align horizontally across the page to eliminate the current chaotic appearance.
- **Group by Subject (Proximity):** Consolidate related notices—specifically wage and hour information—into a single visual area with increased white space to reduce the sense of overcrowding.