

-Action Required- Employment Law Poster Updates

At HR Knowledge, we are continuously monitoring the ever-changing labor law environment to help keep companies compliant with federal and state posting requirements. This year, over 25 states and municipalities raised their minimum wage rates; many states have also made additional changes to other mandatory workplace notices concerning unemployment, workers' compensation, and family and medical leave. Make sure your business has the most up-to-date mandatory posters required by both the federal and state governments.

State Posting Changes

- **Arizona:** Minimum Wage
- **Arkansas:** Minimum Wage
- **California:** Notice to Employees — Injuries Caused by Work (Workers' Compensation)
- **Colorado:** Minimum Wage
- **Florida:** Minimum Wage
- **Kentucky:** Safety and Health on the Job
- **Massachusetts:** Minimum Wage
- **Michigan:** Minimum Wage
- **Missouri:** Minimum Wage
- **New York:** Minimum Wage and Employment Discrimination
- **Ohio:** Minimum Wage
- **Oregon:** Minimum Wage, Family Leave Act, and Sick Time Law
- **Rhode Island:** Minimum Wage
- **South Dakota:** Minimum Wage
- **Texas:** Handgun Posters (Concealed and Open Carry)
- **Washington:** Job Safety & Health

City-Specific/County Signs Posting Changes

- **Berkeley, CA:** Minimum Wage
- **Mountain View, CA:** Minimum Wage
- **Oakland, CA:** Minimum Wage
- **Palo Alto, CA:** Minimum Wage
- **Richmond, CA:** Minimum Wage
- **Santa Clara, CA:** Minimum Wage
- **Sunnyvale, CA:** Minimum Wage
- **Albuquerque, NM:** Minimum Wage
- **Bernalillo, NM:** Minimum Wage
- **Seattle, WA:** Minimum Wage
- **Montgomery County, MD:** Minimum Wage and Overtime Law
- **Prince George's, MD:** Minimum Wage and Overtime Law



Key Next Steps

1. The HR Knowledge All-In-One poster satisfies the posting requirements for employers of all sizes. Displaying the posters informs your employees about their labor and employment rights and helps them better understand their requirements. Failure to post required federal and state labor law notices may result in both federal and state fines.
 - Make sure you have the most recent version of the HR Knowledge All-in-One poster (*if your current poster does not have an HR Knowledge logo, it is NOT the most recent version*).
2. If you operate in a state that has an employment poster update noted above, be sure to order the most recent version of our All-in-One poster:
 - If you are a full-service client of HR Knowledge, we will provide these updated All-in-One posters at no charge, except for shipping fees.
 - If you are not a full-service client and would like to order new posters, please complete the order form on our website, which you can access [here](#).

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