

-Action Required- Employment Law Poster Updates

At HR Knowledge, we are continuously monitoring the ever-changing labor law environment to keep companies compliant with federal and state posting requirements. This year, 21 states and the District of Columbia raised their minimum wage rates — bringing more than half of US states above the federal minimum. 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.

Mandatory Posting Changes for 2015:

- Alaska: 2015 Minimum Wage
- Arizona: 2015 Minimum Wage
- Arkansas: 2015 Minimum Wage
- California: Sick Leave and Discrimination
- Colorado: 2015 Minimum Wage
- Connecticut: 2015 – 2017 Minimum Wages
- District of Columbia: 2014 – 2016 Minimum Wage
- Florida: Minimum Wage and Unemployment Insurance
- Louisiana: 2015 Earned Income Credit
- Maryland: Equal Pay for Equal Work & Employment Discrimination
- Massachusetts: 2015 Minimum Wage, Parental Leave, and Earned Sick Time
- Missouri: 2015 Minimum Wage
- Montana: 2015 Minimum Wage and Parental Leave
- Nebraska: 2015 Minimum Wage
- New Hampshire: Pay Equity
- New Jersey: 2015 Minimum Wage
- New York: 2015 Minimum Wage
- Ohio: 2015 Minimum Wage
- Oklahoma: Employment Discrimination
- Oregon: 2015 Minimum Wage and Family Leave Act
- Pennsylvania: Paid Sick Leave
- Rhode Island: 2015 Minimum Wage
- Texas: Unemployment & Payday Law
- Vermont: 2015 Minimum Wage & Workers' Compensation
- Virginia: 2015 Minimum Wage and Unemployment
- West Virginia: Minimum Wage and Wage Payment and Collection Act

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.



- a. 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 you should order the most recent version of our All-in-One poster:
 - a. 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.
 - b. 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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