



New Workplace Employment Posters Effective January 1, 2015

New Employment Posters are required effective January 1, 2015, nationwide. If you have one or more employees, your business is required by law to post a current State and Federal Employment Poster in a central location.

The following states had policy changes that will require a new all-in-one poster effective January 1:

- **California:** Paid Sick Leave, Discrimination and Harassment Notice and updates to Paid Family Leave
- **Illinois:** Pregnancy Rights in the Workplace
- **Connecticut:** Paid Sick Leave updates

The following states had minimum wage changes that will require a Peel-N-Post update to your current HR Knowledge all-in-one poster now available:

State minimum wage changes effective December 31, 2014

- **New York:** \$8.75
- **West Virginia:** \$8.00

State minimum wage changes effective January 1, 2015

- **Alaska:** \$8.75
- **Arizona:** \$8.05
- **Arkansas:** \$7.50
- **Colorado:** \$8.23
- **Connecticut:** \$9.15
- **Florida:** \$8.05
- **Hawaii:** \$7.75
- **Maryland:** \$8.00 (increases to \$8.25 per hour on July 1, 2015)
- **Massachusetts:** \$9.00
- **Missouri:** \$7.65
- **Montana:** \$8.05
- **Nebraska:** \$8.00
- **New Jersey:** \$8.38
- **Ohio:** \$8.10 (for businesses with annual gross receipts in excess of \$297,000 per year)
- **Oregon:** \$9.25
- **Rhode Island:** \$9.00
- **South Dakota:** \$8.50
- **Vermont:** \$9.15
- **Washington:** \$9.47
- **West Virginia:** \$8.00

City/Local minimum wage changes effective January 1, 2015

- **Albuquerque NM:** \$8.75 (\$7.75 with benefits)
- **San Diego CA:** \$9.75



- **San Jose CA:** \$10.30
- **San Francisco CA:** \$11.05

Compliance Obligations

If you conduct business and have at least one employee, you are required by law to post a variety of federal and state labor law posters in your workplace. With the all-in-one poster that HR Knowledge provides, employers of all sizes will be covered for their employment posting requirements. Posting these employment posters educates 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.

You must display these posters in a conspicuous location accessible to all employees, such as an employee lounge, lunch/break room, conference room, and reception area or at a time clock location – any central location employees are likely to visit often. If your organization conducts business in multiple locations, then you must display posters in each workplace location.

Key Next Steps for Employers

1. If you operate in a state that has an increase effective January 1, 2015, order the Peel-N-Post overlay (\$8.95 each). First, check to see if 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 and the Peel-N-Post will not fit. In this case, you will need to order the most recent version of our all-in-one poster instead of the Peel N Post overlay.
2. If you operate in California, Connecticut or Illinois, you will need to order a new all-in-one poster to be in compliance with the most recent changes.
3. If you are a current full-service client of HR Knowledge, we will provide these updated posters at no charge, other than shipping.
4. If you are not a full-service client and you are interested in ordering new posters or overlays, please complete the order form on our website, which you can access [here](#). (HR Knowledge can provide all-in-one posters for all 50 states and the federal poster in Spanish.)

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