



## Minimum Wage & Labor Law Poster Changes Effective January 2018

Employment Poster requirements are continuously changing throughout the year. In addition to minimum wage changes there are often state, local, and industry-specific policy changes which require poster updates. 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.

HR Knowledge monitors and tracks employment and labor law postings to keep our clients up to date and in compliance with all posting requirements.

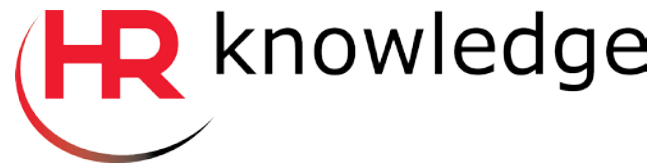
Below are the changes that will be effective in early 2018:

- Alaska -- Minimum Wage, effective Jan. 1, 2018
- Arizona -- Minimum Wage, effective Jan. 1, 2018
- California -- Transgender Rights, effective Jan. 1, 2018, Discrimination, effective Jan. 1, 2018
- Colorado -- Minimum Wage, effective Jan. 1, 2018
- Florida -- Minimum Wage, effective Jan. 1, 2018
- Hawaii -- Wage and Hour Laws, effective July 10, 2017, OSHA, effective Jan. 1, 2018
- Maine -- Minimum Wage, effective Jan. 1, 2018
- Minnesota -- Minimum Wage, effective Jan. 1, 2018
- Missouri -- Minimum Wage, effective Jan. 1, 2018
- Montana -- Minimum Wage, effective Jan. 1, 2018\*
- Nevada -- Rules to Observed by Employers, effective July 1, 2017
- New Jersey -- Minimum Wage, effective Jan. 1, 2018
- New York -- Minimum Wage, effective Dec. 31, 2017
- North Carolina -- Wage and Hour Notice to Employees, effective Dec. 31, 2017
- Ohio -- Minimum Wage, effective Jan. 1, 2018
- Rhode Island -- Minimum Wage, effective Jan. 1, 2018
- South Dakota -- Minimum Wage, effective Jan. 1, 2018\*
- Vermont -- Reasonable Accommodations for Pregnancy, effective Jan. 1, 2018
- Washington -- Minimum Wage, effective Jan. 1, 2018\*, Your Rights as a Worker, effective Jan. 1, 2018

\*Indicates that the state does not require employers to display a minimum wage poster. However, the poster is an effective way for employers to make workers aware of the state's minimum wage rate.

### Next Steps for Employers

1. Employers should review their employees' wages to ensure they comply with the new minimum wage laws and make the appropriate changes by December 31, 2017, to take effect on January 1, 2018.
2. If you are an HR Knowledge payroll client, please send any minimum wage changes to your Client Account Manager via your customized Employee Change Form.



3. The HR Knowledge All-In-One poster satisfies the posting requirements for employers of all sizes, including these new postings. 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. If you are not a Full Service Client you can purchase our discounted rate All-In-One posters [on our website](#).
4. Some updated posters have not yet been released. HR Knowledge provides the links to acquire updates [on our website](#).

If you have any additional questions or concerns about the posting changes, please feel free to [reach out to our HR team](#) for guidance.

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