

## E-ALERT: Recent Labor Law Poster Changes



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 that 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 recent changes that employers should be aware of and ensure they have updated their current employment posters:

- **California** – The California Department of Fair Employment and Housing has updated their “Family Care and Medical Leave and Pregnancy Disability Leave” notice. The updated notice reflects information on the New Parent Leave Act, NPLA. The updated posting requires employers with 20 or more employees to provide eligible employees with up to 12 weeks of unpaid, job-protected leave for the birth, adoption, or foster care placement of a child. The poster revision date is April 1, 2019.

This content is provided with the understanding that HR Knowledge is not rendering legal advice. While every effort is made to provide current information, the law changes regularly and laws may vary depending on the state or municipality. The material is made available for informational purposes only and is not a substitute for legal advice or your professional judgment. You should review applicable laws in your jurisdiction and consult experienced counsel for legal advice. If you have any questions regarding this content, please contact [HR Knowledge](#).

- **District of Columbia** – The District of Columbia Office of Human Rights has released a new mandatory “Paid Family Leave” notice. The notice outlines all the requirements and rights under the newly enacted Paid Leave Amendment Act. The poster revision date is April 26, 2019.
- **Florida** – The Florida Division of Workers' Compensation has updated their “Workers' Compensation” notice. The updated notice reflects a change to the website for reporting suspected insurance fraud. The poster revision date is March 18, 2019.
- **Indiana** – The Indiana Department of Labor has updated their “Teen Work Hour Restrictions” notice. The updated notice reflects changes to the employment restrictions for minors. The poster revision date is March 19, 2019.
- **Maine** – The Maine Department of Labor has updated two notices:
  - “Employment Security Law” notice. The name of the agency that checks the Social Security and/or Alien Permit numbers of alien workers has changed. This process is now handled by United States Citizenship and Immigration Services. On the previous Employment Security Law notice, the agency was listed as the Department of Homeland Security, Immigration and Naturalization Service. The poster revision date is March 14, 2019.
  - “Regulation of Employment” notice. The updated notice reflects a new email address. The poster revision date is March 14, 2019.
- **New York** – The New York State Board of Elections has updated their “Time Off for Voting” notice. The updated notice reflects that employees may request up to three hours of paid time off to vote. They must request the time off to vote no less than two working days before the date of the election. The poster revision date is April 22, 2019.
- **Ohio** – The Ohio Department of Commerce has updated their “Minor Labor Laws” notice. The updated notice reflects a new Governor, Lieutenant Governor, and Director. The poster revision date is April 15, 2019.
- **Oklahoma** – The Oklahoma Department of Labor has updated their “Minimum Wage and Act” notice. The updated notice reflects a new web address and a new Commissioner of the Department. The poster revision date is March 22, 2019.
- **Rhode Island** – The Rhode Island Department of Health has updated their “No Smoking” notice. The revised notice reflects the new law prohibiting smoking and vaping in the workplace. The poster revision date is March 26, 2019.
- **Vermont** – The Vermont Department of Labor has updated their “Minimum Wage” notice. The notice reflects a change in contact information for employees to obtain more information from the Vermont Department of Labor, Wage and Hour Program. The poster revision date is April 16, 2019.

## Next Steps for Employers

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 rights. 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 or Virtual HR Client, you can purchase our discounted rate All-In-One posters [here](#).

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

## The People Simplifying HR

For almost twenty years, HR Knowledge has made it our mission to demystify the complex and daunting process of HR management. We do more than just provide the level of service and technology you'd expect from an industry leader. We combine unparalleled passion for service with our decades of HR, payroll, and benefits experience to provide our clients with personalized and actionable advice that is second—to—none. From managed payroll to employee benefits to HR support, we can help your organization thrive, grow, and reduce operating costs—no matter what industry you serve. Whether you're interested in our Full-Service solution or just need your employee handbook written, HR Knowledge can help you minimize risk while staying on top of compliance regulations. The bottom line? We're not just another cloud-based technology company that also does HR, #WeAreHR.

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