

E-ALERT: Recent Labor Law Poster Changes



Background

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.

Summary

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

- **Colorado** – The Colorado Department of Labor and Employment has updated their Unemployment Insurance notice. The updated notice reflects that workers now have the right to be properly classified as employees or independent contractors. The notice also reflects that workers have the right to be paid accurately and on time. The poster revision date is May 8,

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2019.

- **Kentucky** – The Kentucky Commission on Human Rights has updated their Equal Employment Opportunity notice. The updated notice reflects added information about the Kentucky Pregnant Workers Act. This act, which goes into effect June 27, 2019, prohibits employment discrimination resulting from an employee's pregnancy, childbirth, or related medical condition(s). The poster revision date is May 13, 2019.
- **Maryland** – The Maryland Department of Labor, Licensing and Regulation, has updated their Minor Fact Sheet notice. The updated notice reflects changes to the employment restrictions for minors. The poster revision date is May 20, 2019.
- **Oregon** – The Oregon Bureau of Labor and Industries has updated their Minimum Wage notice. The notice reflects an adjustment to the 2019 – 2020 minimum wage rates, which are effective July 1, 2019. The poster revision date is May 15, 2019.
- **Washington** – The Washington State Department of Labor & Industries has updated their "Your Rights as a Worker" notice. The updated notice outlines all the requirements and rights under the newly enacted Equal Pay Opportunity Act and the Paid Family and Medical Leave law. The poster revision date is May 23, 2019.
- **Wisconsin** - The Wisconsin Department of Workforce Development has updated the following notices:
 - Minimum Wage Rates notice. The updated notice reflects a new address for the Department of Workforce Development, Equal Rights Division. The poster revision date is May 3, 2019.
 - Minimum Wage Workers with Disabilities notice. The updated notice reflects a new address for the Department of Workforce Development, Equal Rights Division. The poster revision date is May 3, 2019.
 - Honesty Testing notice. The updated notice reflects a new address for the Department of Workforce Development, Equal Rights Division. The poster revision date is May 3, 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. 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](#).

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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