

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

Employers should be aware of the following recent changes and ensure they have updated their current employment posters:

- **Colorado** – The Colorado Department of Labor and Employment has updated its Discrimination in Employment notice. The updated notice reflects that employees are protected from

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discrimination or unfair employment practices. In addition, disabled employees and those with a health condition related to pregnancy or childbirth are entitled to reasonable accommodations that do not cause undue hardship for the employer. Lastly, employees who oppose a discriminatory practice are protected from retaliation. The poster revision date is July 17, 2019.

- **Indiana** – The Indiana Department of Labor has updated its Indiana Occupational Safety and Health Administration (IOSHA) notice. The updated notice reflects an addition to civil penalties related to worker fatalities. Employers whose actions contributed to an employee's fatality will be assessed a significant civil penalty for each violation. The poster revision date is July 18, 2019.
- **Nevada** – The Nevada Department of Business and Industry has updated the following notices:
 - Minimum Wage Bulletin, Rules to be Observed, and Lie Detector Test notice. The updated notice now reflects minimum wage rates ranging from \$8.00 – \$9.00. The lowest tier can only be paid to those employees who have been offered medical benefits. The Rules to Be Observed notice has been updated to reflect a wage deduction during a shift for a sleeping period of up to 8 hours, if both parties agree in writing. The Notice of Limitations Affecting the Application of Lie Detector Tests has been updated to reflect a change to the contact website. The poster revision date is July 16, 2019.
 - Paid Leave notice. The updated notice describes the requirements for paid leave for private employers with at least 50 employees.
 - Notice of Employee Sickness or Injury. The updated notice describes how an employee can notify an employer of sickness or injury that prevents the employee from working; it also outlines the codes and fines associated with these statutes. The poster revision date is July 16, 2019.
- **New Mexico** – New Mexico has updated its No Smoking/Vaping Law notice. The updated notice requires that all indoor public places and indoor places of employment be smoke-free and vape-free. This includes all restaurants, bars, other workplaces (such as retail and office spaces), indoor public places, buses, taxis, and hired limousines. The new law also includes private homes that are used commercially to provide daycare, the majority of all hotel and motel guest rooms, all ballrooms in hotels and motels, and all meeting rooms in hotels and motels. The poster revision date is July 29, 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.



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