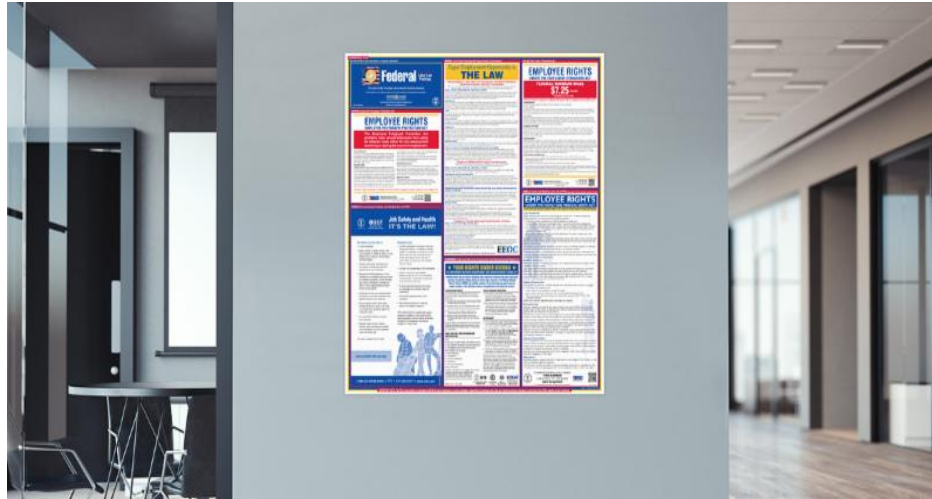


## E-ALERT: Recent Labor Law Poster Changes



### 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:

- **Arizona** – The Arizona Department of Economic Security has updated their Unemployment

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Insurance notice. The updated notice reflects that employees may now contact the Arizona Unemployment Insurance Tax Office for additional information on the unemployment insurance program. The poster revision date is September 17, 2019.

- **Arkansas** – The Arkansas Department of Labor and Licensing has updated their "Notice to Employer & Employee" posting. The updated posting has been reworded with minor verbiage changes. The poster revision date is September 19, 2019.
- **California** – The California Department of Industrial Relations has updated their Safety and Health Protection on the Job (Cal/OSHA) notice. The updated notice reflects address changes for the District and Regional Offices of the Division of Occupational Safety and Health. The poster revision date is September 11, 2019.
- **Connecticut** – The Connecticut Commission on Human Rights and Opportunities has updated their Sexual Harassment notice. The updated notice reflects that employees have 300 days to file a charge of employment discrimination under the new law. The poster revision date is October 7, 2019.
- **District of Columbia** – The District of Columbia Department of Health has updated their "No Smoking" notice. The revised notice reflects that smoking and vaping is now prohibited in the workplace. In addition, it is now a violation for an employer, owner, manager, or person in authority to permit smoking in prohibited areas or to fail to post "No Smoking" signs. The poster revision date is September 12, 2019.
- **Maine** – The Maine Department of Labor has updated their Whistleblower's Protection Act notice. The updated notice reflects a change to the department contact information and email address. The poster revision date is September 23, 2019.
- **Maryland** – The Maryland Department of Labor has provided the following notices:
  - The Minimum Wage and Overtime Law notice. The updated notice reflects a change to the department name as well as an addition of exemptions for seasonal and recreational employees. The poster revision date is August 21, 2019.
  - The Earned Sick and Safe Leave notice. The updated notice reflects a new name for the department. The poster revision date is August 21, 2019.
  - The Minor Fact Sheet notice. The updated notice reflects a new web address to obtain copies of work permits for minors of any age to be employed as a model, performer, or entertainer. In addition, the department logo was also updated. The poster revision date is September 20, 2019.
- **Massachusetts** – The Massachusetts Department of Industrial Accidents has updated their Workers' Compensation notice. The updated notice reflects website and address changes for the department. The poster revision date is October 18, 2019.
- **Minnesota** – The Minnesota Department of Labor and Industry has updated their Parental Leave notice. The updated notice reflects new contact information for the department. In addition, the department logo was updated. The poster revision date is September 24, 2019.
- **Nevada** – The Nevada Department of Business and Industry has updated their Safety and Health Protection on the Job notice. The updated notice reflects new mandatory penalty amounts for each serious violation and non-serious violation, as well as a daily penalty for failing to correct a violation. In addition, the penalty for willful violations was increased. The poster revision date is

October 18, 2019.

- **New Hampshire** – The New Hampshire Department of Labor has updated their Employment Discrimination notice. The updated notice reflects an addition of "Gender Identity" as a protected class. In addition, they also updated the department contact information. The poster revision date is September 10, 2019.
- **New Jersey** – The New Jersey Department of Labor and Workforce Development has updated their Child Labor Law Abstract notice. The updated notice states that if an employer is subject to the Fair Labor Standards Act (FLSA), they are required to pay the federal minimum wage to minors who are not covered by a current wage order. In addition, the updated notice states that 16 and 17-year-old minors that are involved in street trades are now prohibited from working before 7:00 am or after 7:00 pm. The poster revision date is September 23, 2019.
- **North Dakota** – The North Dakota Workforce Safety and Insurance agency has modified the layout of their Important Notice to Workers posting. The updated layout is designed to more clearly identify the responsibilities and obligations of each party. The poster revision date is September 9, 2019.
- **Ohio** – The Ohio Department of Commerce has updated their Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$8.70/hour, effective on January 1, 2020. The poster revision date is October 3, 2019.
- **Oklahoma** – The Oklahoma Department of Labor has updated their Public Employee Occupational Safety & Health (PEOSH) notice. The updated notice reflects a new commissioner of the department. The poster revision date is September 30, 2019.
- **Wisconsin** – The Wisconsin Department of Workforce Development has updated their Unemployment Benefits notice. The updated notice reflects a new web address to obtain information about unemployment insurance. The poster revision date is September 25, 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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