



# e-Alert: Monthly Labor Law Poster Updates

06.12.20

## 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:

- **District of Columbia** — The District of Columbia has updated laws in the following departments:
  - The District of Columbia Department of Employment Services, Labor Standards

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Bureau has updated its Paid Family Leave notice. The updated notice reflects that an employee may now be eligible for job protection under the District of Columbia Family and Medical Leave Act. The poster revision date is May 13, 2020.

- The District of Columbia Office of Human Rights has released the Family and Medical Leave Act During COVID-19 notice. The new notice reflects that the COVID-19 Response Emergency Amendment Act temporarily amends the DC Family and Medical Leave Act to expand coverage during a public health emergency for employees working in the District of Columbia. The poster revision date is May 13, 2020.
- **Illinois** — The Illinois Attorney General's Office has updated its Illinois Service Member Employment and Reemployment Rights Act (ISERRA) notice. The updated notice clarifies that employers maintain the right to provide greater benefits at their discretion. The poster revision date is April 10, 2020.
- **Indiana** — The Indiana Department of Labor has updated its Teen Work Hour Restrictions notice. The updated notice reflects an update to the work hours for minors 14 through 17 years of age. The poster revision date is April 27, 2020.
- **Iowa** — The Iowa Workforce Development has updated its Iowa OSHA notice. The updated notice clarifies that employees can file a complaint with OSHA within 30 days of retaliation or discrimination by an employer for making safety and health complaints or for exercising their rights under the OSH Act. In addition, an employee has the right to copies of their medical records or records of their exposure to toxic and harmful substances or conditions. The poster revision date is April 15, 2020.
- **Maine** — The Maine Department of Labor has updated its Regulation of Employment notice. The updated notice reflects information on the Earned Income Tax Credit. Employees may be eligible for federal and state earned income tax credits and may apply for the tax credits on their income tax return. The poster revision date is April 1, 2020.
- **Michigan** — The Michigan Department of Labor and Economic Opportunity has updated the following laws:
  - Unemployment Compensation Notice. The updated notice reflects new information on registering for work and work search requirements during the COVID-19 pandemic. The poster revision date is April 16, 2020.
  - Youth Employment Laws. The updated notice reflects clarifications on work hours for minors 16 years of age or older. A minor 16 years of age or older, who is a student, may not work more than 24 hours in one week when school is in session. The poster revision date is April 16, 2020.
- **New York State** — The New York State Board of Elections has updated its Time Off for Voting notice. The updated notice reflects that registered voters who do not have

sufficient time outside of their scheduled work hours may take up to two hours of paid time off to vote in most public elections. In addition, the notice also reinstates the presumption that employees will be considered to have sufficient time to vote outside their scheduled work hours if they have four consecutive hours off between the polls opening and the beginning of their work shift, or if they have four consecutive hours off between the end of their work shift and the polls closing. The poster revision date is May 12, 2020.

- **North Carolina** — The North Carolina Department of Labor has updated its Wage and Hour and OSH notices. The updated Wage and Hour notice reflects a new protected category. On the "Retaliatory Employment Discrimination" section of the notice, employers are now prohibited from discriminating or taking any retaliatory action against an employee for reporting activities under the Drug Paraphernalia Control Act. In addition, the OSH notice has been updated with a new web address for information about unemployment insurance policies and procedures. The poster revision date is April 24, 2020.
- **South Dakota** — The South Dakota Department of Labor and Regulation has updated its Unemployment Insurance notice. The updated notice reflects information on the availability of unemployment compensation, how to file a claim, and information required when filing a claim. The poster revision date is May 19, 2020.
- **Washington** — The Washington State Department of Labor & Industries has updated its Notice to Employees (State Insured). The updated notice reflects new contact information for finding network providers. For ongoing care, the employee must be treated by a doctor in the Department of Labor & Industries medical network. In addition, the phone number for hearing-impaired applicants has been updated. The poster revision date is April 8, 2020.

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

Employers can purchase our discounted rate All-In-One posters [here](#).

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