



## e-Alert: Monthly Labor Law Poster Updates

07.31.20

### 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.

**New!** Reduce Employees' Risk of COVID-19 Exposure in the Workplace by promoting best practices to minimize risk and ensure a healthy workplace. Employers can download free and purchase COVID-19 related posters [here](#).

### 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 has released the Paid Leave,

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Whistleblowing & Personal Protective Equipment notice. The new notice provides information to employees regarding paid leave entitlement under the Healthy Families and Workplaces Act, including information on the amount of paid leave to which the employee is entitled, and clarifies that an employer cannot retaliate against an employee for requesting or using paid leave. In addition, the notice also addresses worker rights under the Public Health Emergency Whistleblower Law to express workplace health and safety concerns during public health emergencies. The poster revision date is July 24, 2020.

- **District of Columbia** — The District of Columbia Office of Human Rights has updated its Family and Medical Leave Act During COVID-19 notice. The updated notice reflects that a new law was signed replacing all previous coronavirus-related legislation and temporarily amends the District of Columbia Family and Medical Leave Act. The new law creates additional job-protected employee leave for various COVID-19 reasons. It is effective until August 25, 2020, and applies to all employers. The poster revision date is July 17, 2020.
- **Mississippi** — The Mississippi Department of Employment Security has updated its Unemployment Insurance notice. The updated notice reflects details about how to apply for unemployment insurance. The poster revision date is June 11, 2020.
- **Nevada** — The Nevada Department of Business & Industry has updated the following notices:
  - Annual Minimum Wage Bulletin notice. The updated notice reflects an adjustment of the state minimum wage to \$8.00/hour for employees who have been offered qualifying benefits. For all other employees, the state minimum wage has been adjusted to \$9.00/hour. Both minimum wage adjustments go into effect on July 1, 2020. The poster revision date is May 6, 2020.
  - Annual Daily Overtime Bulletin notice. The updated notice reflects new overtime rates for employees who have been offered health benefits as well as new overtime rates for all other employees. The new overtime rates go into effect on July 1, 2020. The poster revision date is May 6, 2020.
- **New York** — The New York Department of Labor has updated its Minimum Wage notice. The updated notice reflects an increase to the minimum wage for tipped workers. The tip credit for employees under the Miscellaneous Industries Wage Order was reduced by 50% on June 30, 2020, and will be eliminated entirely on December 31, 2020. The poster revision date is July 09, 2020.
- **North Carolina** — The North Carolina Department of Labor has updated its Wage and Hour notice. The updated notice clarifies that the state overtime provisions do not apply to certain types of employees and to employees classified as exempt under the Fair Labor Standards Act (FLSA). The poster revision date is June 26, 2020.
- **Oregon** — The Oregon Bureau of Labor and Industries has updated the following

notices:

- Minimum Wage notice. The notice reflects an adjustment to the 2020 – 2021 minimum wage rates. The effective date is July 1, 2020. The poster revision date is June 25, 2020.
- Breaks and Overtime notice. The new notice reflects that an employer is required to give an employee breaks free from work responsibilities and communicates the requirements of overtime pay and distribution of paychecks. The poster revision date is June 25, 2020.
- Equal Pay, Family Leave Act, Domestic Violence & Harassment, and Sick Time notices. The updated notices reflect a new reformatted style with simplified language making it easier for employees to understand the requirements of the law. The poster revision date is June 25, 2020.
- **Texas** — The Texas Workforce Commission has updated its Unemployment and Payday Law notice. The updated notice reflects that an individual may be eligible for unemployment benefit payments if work hours are reduced. In addition, it also updated its web address for filing for benefits online. The poster revision date is June 9, 2020.
- **Wisconsin** — The Wisconsin Department of Workforce Development has updated the following notices:
  - The Equal Rights Division has updated its Cessation of Health Care Benefits notice. The updated notice clarifies that advance notice is required when employers decide to stop providing health care benefits. Under Wisconsin law, employers who plan to discontinue health care benefits to current employees, retirees, and dependents of employees must provide the affected individuals with 60 days' notice prior to the cessation of benefits. The poster revision date is July 14, 2020.
  - Business Closing/Layoff, Child Labor, Fair Employment, Family and Medical Leave, Honesty Testing, Minimum Wage Rates, Minimum Wage for Workers with Disabilities, Organ Donation Leave, and Retaliation Protection for Health Care Workers notices. The updated notices reflect the removal of the TTY phone number and the addition of a secure web address for the department. The poster revision date is July 14, 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

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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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