



e-Alert: Monthly Labor Law Poster Updates

09.17.20

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 to ensure they have the most up-to-date employment posters:

- **Connecticut** — The Connecticut Department of Labor has updated its Minimum

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Wage notice. The updated notice reflects the new minimum wages for the years 2020 through 2023, as well as information about exemptions in the minimum wage law and the announcement of a new director. The poster revision date is August 18, 2020.

- **Illinois** — The State of Illinois Department of Labor has updated the following notices:
 - Your Rights Under Illinois Employment Laws notice. The updated notice reflects the removal of the previous minimum wage rate. The poster revision date is August 6, 2020.
 - Victims' Economic Security and Safety Act notice. The new notice applies to employees who are victims of domestic violence of any kind by a family or household member. The poster revision date is August 6, 2020.
- **Chicago, Illinois** — The Chicago, Illinois Minimum Wage and Paid Sick Leave notice has been updated. The revised notice reflects that domestic workers are covered under the Chicago minimum wage law, and clarifies the overtime minimum wage for tipped youth workers. The notice was also updated to remove minimum wage rates from prior years. The poster revision date is August 3, 2020.
- **New Mexico** — The State of New Mexico has updated the following notices:
 - Discrimination notice. The updated notice reflects a new protected category in the New Mexico Human Rights Act. Employers are prohibited from discriminating against an employee for pregnancy, childbirth, or a related condition. The poster revision date is July 31, 2020.
 - New Mexico OSHA notice. The updated notice reflects a new mailing address for the department. The poster revision date is July 31, 2020.
- **Puerto Rico** — The Puerto Rico Department of Labor and Human Resources has released its Unemployment Insurance notice. The new notice provides instructions on how to apply for unemployment benefits. The poster revision date is August 13, 2020.
- **South Carolina** — The South Carolina Human Affairs Commission has updated its Employment Discrimination notice. The updated notice explains how to file a complaint under the new South Carolina Lactation Support Act. The poster revision is August 3, 2020.
- **Virginia** — The State of Virginia has updated the following notices:
 - Covenant Not to Compete notice. The new notice reflects a new law imposing a ban on the use of noncompete agreements for low-wage workers. The poster revision date is August 14, 2020.
 - Pregnancy Accommodations notice. The new law requires employers to make reasonable accommodations for employees that have known limitations due to pregnancy, childbirth, or related medical conditions, unless the accommodations would impose an undue hardship on the employer. The poster revision date is August 14, 2020.
 - Human Rights Act notice. The updated notice reflects a reformatted style with an updated website and contact information for the department. The poster

revision date is August 14, 2020.

- VOSH notice. The updated Virginia Occupational Safety and Health (VOSH) notice reflects new mandatory penalty amounts for each serious violation and nonserious violation, as well as a daily penalty for failing to correct a violation. The penalty for willful violations also increased. The poster revision date is August 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 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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