



## e-Alert: Monthly Labor Law Poster Updates

10.28.20

### 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 to help them ensure they have updated their current employment posters:

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- **California** – The California Department of Industry, Labor Commissioner's Office has updated the following notices:
  - CA COVID-19 Supplemental Paid Sick Leave for Food Sector Workers notice. The notice states that hiring entities with 500 or more employees nationwide are required to provide supplemental paid sick leave to food sector workers for specified reasons related to COVID-19. The poster revision date is September 25, 2020.
  - California COVID-19 Supplemental Paid Sick Leave for Non-Food Sector Employees notice. The new notice states that hiring entities with 500 or more employees nationwide are required to provide supplemental paid sick leave to employees for specified reasons related to COVID-19 by September 19, 2020. This supplemental paid sick leave is also now extended to public or private entities that employ health care providers or emergency responders who excluded such employees from emergency paid sick leave under the federal Families First Coronavirus Response Act. The poster revision date is September 25, 2020.
- **Colorado** – The Colorado Department of Regulatory Agencies has updated their Employment Discrimination notice. The updated notice reflects an amendment to the definition of race under the state's antidiscrimination laws. Discrimination on the basis of one's race now includes hair texture, hair type, or a protective hairstyle commonly or historically associated with race. The poster revision date is September 3, 2020.
- **Hawaii** – The Hawaii Department of Labor and Industrial Relations has updated the following notices:
  - Unemployment Insurance notice. The updated notice reflects the addition of a general unemployment insurance information phone number and the addition of an email address for employees to request language services for COVID-19-related emails. The poster revision date is October 16, 2020.
  - Employment Discrimination notice. The updated notice reflects new protected categories. Reproductive health decisions have been added as a protected class under the Hawaii antidiscrimination laws. In addition, employers are now prohibited from requiring an employee to enter into, as a condition of employment, a nondisclosure agreement that prevents them from disclosing or discussing sexual harassment or assault that occurred in the workplace. The poster revision date is October 16, 2020.
  - Wage & Hour Laws, HIOSH, Dislocated Workers & Plant Closing, and Disability Compensation Law notices. The updated notices reflect a web address change and a new Director for the Hawaii Department of Labor and Industrial Relations. The poster revision date is October 16, 2020.
- **Louisiana** – The Louisiana Workforce Commission has updated their Earned Income Credit notice. The updated notice reflects a new adjusted earned income tax credit

for the year 2020. The poster revision date is August 27, 2020.

- **New Mexico** – Bernalillo County Board of County Commissioners has released their Employee Wellness Act notice. The new notice reflects that certain employers must provide eligible employees with paid time off that they can use for any reason. Effective October 1, 2020, employees accrue one hour of paid time off for every 32 hours worked. The Act also requires employers to post this notice in the workplace informing employees of their rights under the law.
- **Rhode Island** – The Rhode Island Department of Labor and Training has updated the following notices
  - Notice to All Employees – Information Employers Must Post notice. The updated notice reflects an adjustment of the state minimum wage to \$11.50/hour, effective October 1, 2020. In addition, the Unemployment Insurance Benefits section of the notice has been updated with new information on filing an unemployment insurance claim with the Rhode Island Department of Labor and Training. The poster revision date is October 12, 2020.
  - Child Labor Law notice. The updated notice reflects a new reformatted style. The poster revision date is October 12, 2020.
- **Virginia** – The Virginia Workers' Compensation Commission has updated their Workers' Compensation notice. The updated notice reflects the removal of verbiage regarding the voluntary payment of wages, compensation, and medical expenses during a disability. The poster revision date is September 10, 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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