



e-Alert: Monthly Labor Law Poster Updates

January 2021

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 poster changes to help employers ensure they are using the updated version of their employment posters.

This content is provided with the understanding that HR Knowledge is not rendering legal advice. While every effort is made to provide current information, the law changes regularly and laws may vary depending on the state or municipality. The material is made available for informational purposes only and is not a substitute for legal advice or your professional judgment. You should review applicable laws in your jurisdiction and consult experienced counsel for legal advice. If you have any questions regarding this content, please contact [HR Knowledge](#).

- **Alaska** - The Alaska Department of Labor and Workforce Development has updated their Wage & Hour Act notice. The updated notice reflects an adjustment of the state minimum wage to \$10.34/hour, effective January 1, 2021. The poster revision date is January 15, 2021.
- **California** – The State of California has updated the following notices:
 - The California Department of Labor & Industrial Relations has updated their Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$13.00/hour for employers with 25 or fewer employees and to \$14.00/hour for employers with 26 or more employees, effective January 1, 2021. Additionally, upcoming minimum wage rates through January 2023 have been added to the notice. The poster revision date is December 24, 2020.
 - The California Department of Labor & Industrial Relations has updated their Safety and Health Protection on the Job notice. The updated notice reflects a new safety rule requiring employers to provide employees with access to their written Injury and Illness Prevention Plan. The poster revision date is December 24, 2020.
 - The California Employment Development Department has updated their Notice to Employees for Unemployment Insurance, Disability Insurance, and Paid Family Leave. The updated notice reflects that benefits are now available for eligible Californians who need time off work to participate in a qualifying event resulting from a spouse, registered domestic partner, parent, or child's military deployment to a foreign country. This notice applies to employers that provide Unemployment Insurance and Disability Insurance to their employees. The poster revision date is January 11, 2021.
 - The California Employment Development Department has released their Notice to Employees for Disability Insurance and Paid Family Leave. The new notice provides information on eligibility criteria for receiving Disability Insurance and Paid Family Leave benefits. The notice also includes instructions on where to access the necessary claim forms and the length of time within which a claim must be filed. This notice applies to businesses that provide only Disability Insurance and do not provide Unemployment Insurance. The poster revision date is January 11, 2021.
 - The California Department of Fair Employment and Housing has updated their Family Care and Medical Leave and Pregnancy Disability Leave notice. The updated notice reflects an expanded definition of "family member" for California Family Rights Act (CFRA) purposes and expands the CFRA to now apply to employers with five or more employees. The poster revision date is January 11, 2021.
 - The California Department of Fair Employment and Housing has updated their

Workplace Discrimination and Harassment notice. The updated notice reflects that employers with five or more employees must allow eligible employees to take up to 12 weeks leave in a 12-month period to care for their own serious health condition, or the serious health condition of a child of any age, a spouse, a domestic partner, a parent, a grandparent, a grandchild, or a sibling, or to bond with a new child. The poster revision date is January 11, 2021.

- The California Department of Fair Employment and Housing has updated their Your Rights and Obligations as a Pregnant Employee notice. The updated notice reflects that covered employers must provide employees disabled by pregnancy, childbirth, or a related medical condition with unpaid, job-protected leave, and/or accommodations. The poster revision date is January 11, 2021.
- The City of El Cerrito, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.61/hour, effective January 1, 2021. The poster revision date is November 9, 2020.
- **Colorado** – The Colorado Department of Labor and Employment has updated the following notices:
 - Overtime and Minimum Pay Standards Order notice (COMPS Order #37). The updated notice reflects an increase in the minimum wage. Effective January 1, 2021, the minimum wage rate will increase from \$12.00/hour to \$12.32/hour for nontipped employees and from \$8.98/hour to \$9.30/hour for tipped employees. The poster revision date is December 15, 2020.
 - Paid Leave, Whistleblowing & Personal Protective Equipment notice. The updated notice reflects changes to the Healthy Families and Workplaces Act (HFWA). Beginning in 2021, the HFWA covers employers with at least 16 employees and allows employees to earn one hour of paid leave per 30 hours worked, with a maximum of 48 hours of paid leave per year. The law also provides additional paid leave during a public health emergency. The poster revision date is December 15, 2020.
- **Illinois** – The Illinois Department of Labor has updated their Your Rights Under Illinois Employment Laws notice. The updated notice reflects an adjustment of the state minimum wage to \$11.00/hour, effective January 1, 2021. The poster revision date is December 16, 2020.
- **Maryland** – The Maryland Department of Labor has updated their Minor Fact Sheet notice. The updated notice reflects a change to the permissible hours of employment for minors 14 and 15 years of age. The Department has aligned the permissible hours with the more restrictive Federal Law. The poster revision date is December 14, 2020.
- **Michigan** – The Michigan Department of Labor and Economic Opportunity has updated their Minimum Wage notice. The updated notice reflects that the previous

minimum wage rate of \$9.65/hour will remain the same as of January 1, 2021. In addition, the notice reflects a new Acting Director of the department. The poster revision date is December 30, 2020.

- **Montana** – The Montana Department of Labor & Industry has updated their Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$8.75/hour, effective January 1, 2021. The poster revision date is November 10, 2020.
- **New Mexico** – The New Mexico Department of Workforce Solutions has updated their Minimum Wage Act notice. The updated notice reflects an adjustment of the state minimum wage to \$10.50/hour, effective on January 1, 2021. The poster revision date is January 5, 2021.
- **New York** – The New York State Department of Labor has updated their Miscellaneous Industry Minimum Wage notice. The updated notice reflects adjustments of the state minimum wage to \$15.00/hour for large employers in New York City (defined as 11 or more employees), \$15.00/hour for small employers in New York City (defined as 10 or fewer employees), \$14.00/hour for employers in Long Island and Westchester Counties, and \$12.50/hour for employers in the remainder of the state, effective December 31, 2020. The poster revision date is December 31, 2020.
- **North Carolina** – The North Carolina Department of Labor has updated their Workers' Compensation notice. The updated notice reflects that employers must report an injury to their carrier/administrator and file a Form 19 Report of Injury within five days with the Industrial Commission if an employee misses more than one day from work or if cumulative medical costs exceed \$4,000. The poster revision date is December 17, 2020.
- **Oregon** – The Oregon Occupational Safety and Health Administration (Oregon OSHA) has released their COVID-19 Temporary Standard for All Workplaces poster in response to a new temporary rule intended to protect workers from exposure to COVID-19. The new rule requires employers to implement a comprehensive list of risk-reducing measures including physical distancing, enhanced sanitation measures, employee training, and COVID-19 incident response procedures. Employers are also required to display this poster in a central location where workers can be expected to see it. The law will remain in effect until May 4, 2021.
- **Pennsylvania** – The Pennsylvania Department of Labor & Industry has updated their Minimum Wage notice. The updated notice reflects additional information regarding exemptions from the minimum wage and overtime requirements. In addition, the updated notice reflects a new reformatted style. The poster revision date is January 7, 2021.
- **South Dakota** – The South Dakota Department of Labor and Regulation has updated their Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$9.45/hour, effective January 1, 2021. The poster revision date is November 5, 2020.

- **Vermont** – The Vermont Department of Labor has updated their Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$11.75/hour, effective January 1, 2021. The poster revision date is November 9, 2020.
- **Washington** – Washington State has updated the following notices:
 - The Washington State Department of Labor & Industries has updated their Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$13.69/hour, effective January 1, 2021. The poster revision date is November 4, 2020.
 - The Washington State Department of Labor & Industries has updated their "Your Rights as a Worker" notice. The updated notice reflects that employers are now prohibited from requesting a job applicant's wage or salary history except under certain circumstances. The poster revision date is December 10, 2020.
 - The Washington State Employment Security Department has updated their Paid Family and Medical Leave notice. The updated notice reflects that the maximum amount allowed for weekly benefits has increased from \$1,000 to \$1,206. The poster revision date is December 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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