



## e-Alert: Monthly Labor Law Poster Updates

February 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.

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- **Arizona** – The City of Flagstaff, Arizona, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.00/hour, effective January 1, 2021. The poster revision date is January 1, 2021.
- **California** – The State of California has updated the following notices:
  - The City of Belmont, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.90/hour, effective January 1, 2021. The poster revision date is January 1, 2021.
  - The City of Burlingame, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.00/hour, effective January 1, 2021. The poster revision date is January 1, 2021.
  - The City of Cupertino, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.65/hour, effective January 1, 2021. The poster revision date is January 1, 2021.
  - The City of Daly, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.00/hour, effective January 1, 2021. The poster revision date is January 1, 2021.
  - The City of Half Moon Bay, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.00/hour, effective January 1, 2021. The poster revision date is January 1, 2021.
  - The City of Hayward, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$14.00/hour, effective January 1, 2021. The poster revision date is January 1, 2021.
  - The City of Los Altos, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.65/hour, effective January 1, 2021. The poster revision date is January 1, 2021.
  - The City of Mountain View, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$16.30/hour, effective January 1, 2021. The poster revision date is January 1, 2021.
  - The City of Palo Alto, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.65/hour, effective January 1, 2021. The poster revision date is November 9, 2020.
  - The City of Petaluma, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.20/hour, effective January 1, 2021. The poster revision date is January 1, 2021.
  - The City of Redwood, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.62/hour, effective January 1, 2021. The poster revision date is January 1, 2021.
  - The City of Richmond, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.21/hour, effective January 1, 2021. The poster revision date is January 1, 2021.
  - The City of San Carlos, California, has updated their Minimum Wage notice. The

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- updated notice reflects an adjustment of the city minimum wage to \$15.24/hour, effective January 1, 2021. The poster revision date is January 1, 2021.
- The City of San Diego, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$14.00/hour, effective January 1, 2021. The poster revision date is January 1, 2021.
  - The City of South San Francisco, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.24/hour, effective January 1, 2021. The poster revision date is January 1, 2021.
  - The City of San Jose, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.45/hour, effective January 1, 2021. The poster revision date is January 1, 2021.
  - The City of Santa Clara, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.65/hour, effective January 1, 2021. The poster revision date is January 1, 2021.
  - The City of Santa Rosa, California, has updated their Minimum Wage notice. The updated noticed reflects an adjustment of the city minimum wage to \$15.20/hour, effective January 1, 2021. The poster revision date is January 1, 2021. In addition, the City of Santa Rosa, California has released their COVID-19 Paid Sick Leave notice. Employers must now provide eligible employees with paid sick leave for specified reasons related to COVID-19. These provisions are effective until March 31, 2021, or the date federal tax credits expire for providing paid leave under the federal Families First Coronavirus Response Act (FFCRA). The poster revision date is February 23, 2021.
  - The City of Sonoma, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.00/hour for large employers (26 or more employees) and \$14.00/hour for small employers (25 or fewer employees), effective January 1, 2021. The poster revision date is January 1, 2021.
  - The City of Sunnyvale, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$16.30/hour, effective January 1, 2021. The poster revision date is January 1, 2021.
  - **Colorado** – The State of Colorado has updated the following notices:
    - The City of Burlingame, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.00/hour, effective January 1, 2021. The poster revision date is January 1, 2021.
    - The City of Denver, Colorado, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$14.77/hour for workers who do not receive tips, and \$11.75/hour for food and beverage workers who receive tips, effective January 1, 2021. The poster revision date is January 1, 2021.
  - **District of Columbia** – The District of Columbia Office of Human Rights has updated their

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Family and Medical Leave Act During COVID-19 notice. The updated notice reflects that the temporary amendments to the District of Columbia Family and Medical Leave Act that create new job-protected leave for employees for various COVID-19 reasons have been extended through May 22, 2021. The poster revision date is February 15, 2021.

- **Mexico** – The State of Mexico has updated the following notices:
  - The City of Albuquerque, New Mexico, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$10.50/hour, effective January 1, 2021. The poster revision date is January 1, 2021.
  - The County of Bernalillo, New Mexico, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the county's minimum wage to \$9.35/hour, effective January 1, 2021. The poster revision date is January 1, 2021.
- **Nevada** – The Nevada Department of Business and Industry has updated their Safety and Health Protection on the Job notice. The updated 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 poster revision date is January 29, 2021.
- **Oklahoma** – The Oklahoma Workers' Compensation Commission has updated their Workers' Compensation notice. The updated notice reflects that chiropractic services have been added as an allowable medical treatment under the state's workers' compensation law. The poster revision date is February 3, 2021.
- **Virginia** – The State of Virginia has updated the following notices:
  - The Virginia Office of the Attorney General, Office of Civil Rights, has updated two notices, Pregnancy Accommodations and Human Rights Act:
    - **Pregnancy Accommodations notice.** The updated notice reflects that the Virginia Division of Human Rights has been changed to the Virginia Office of Civil Rights. The poster revision date is February 18, 2021.
    - **Human Rights Act notice.** The updated notice reflects that the Virginia Division of Human Rights has been changed to the Virginia Office of Civil Rights. The poster revision date is February 18, 2021.

## 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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