



e-Alert: Monthly Labor Law Poster Updates

April 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.

- **California** – The State of California has updated the following notices:
 - The California Department of Industrial Relations has released their 2021

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COVID-19 Supplemental Paid Sick Leave notice. The new notice is effective March 29, 2021. Employers in California with more than 25 employees must now provide their employees with up to 80 hours of COVID-19-related paid leave. In addition, this requirement is retroactive to January 1, 2021, and expires on September 30, 2021.

- The California Department of Labor & Industrial Relations has updated their Safety and Health Protection on the Job notice. The updated notice reflects a changed address and phone number for the Occupational Safety and Health District Office in Long Beach. The poster revision date is April 20, 2021.
- The City of San Francisco has released their COVID-19 Public Health Emergency Leave notice. This new notice, effective April 17, 2020, reflects that businesses with 500 or more employees worldwide must provide up to 80 hours of paid Public Health Emergency Leave to each employee who performs work in San Francisco. This paid leave is in addition to any paid time off, including paid sick leave under the San Francisco Paid Sick Leave Ordinance, that the employer offered or provided to employees on or before April 17, 2020. The exception is that employers who voluntarily provided additional paid leave in response to the COVID-19 outbreak may count that leave toward the required Public Health Emergency Leave. Employees may use this leave when they are unable to work (or telework) due to a variety of COVID-19-related reasons. The poster revision date is March 17, 2021.

In addition, San Francisco has released their Covid-Related Hazard Pay notice. This new notice, effective March 22, 2021, reflects that grocery and pharmacy retail stores with at least 500 employees worldwide, including at least 20 employees in San Francisco, must pay Hazard Pay to all employees whose base wage is less than \$35 per hour. These requirements also apply to janitorial and security contractors of any size at covered grocery and pharmacy retail stores. The poster revision date is April 7, 2021.

- The City of Santa Rosa has updated their COVID-19 Paid Sick Leave Notice. The updated notice reflects an extension of the notice's effective date through September 30, 2021.
- **Florida** – The County of Broward has updated their Living Wage Ordinance for 2021. The updated notice includes clarifying information on health care benefits, and additional information for employees who decline health care benefits.
- **Illinois** – The Illinois Attorney General's Office has updated their Illinois Service Member Employment and Reemployment Rights Act (ISERRA) notice. The updated notice reflects reworking and formatting changes. The poster revision date is March 23, 2021.
- **Louisiana** – The Louisiana Workforce Commission has updated their Earned Income

Tax Credit notice. The updated notice reflects a new adjusted earned income tax credit for the year 2021. The poster revision date is April 12, 2021.

- **Pennsylvania** – The City of Philadelphia has updated their COVID-19 Pandemic Paid Sick Leave notice. The updated notice reflects that starting March 29, 2021, employers with 50 or more employees must provide up to 80 hours of paid sick leave to certain employees who request it for certain COVID-19 reasons. This paid sick leave must be provided outside of and prior to using the eligible employee's existing accrued paid time-off banks.

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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