



## e-Alert: Monthly Labor Law Poster Updates

May 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](#).

- **Florida** – The Florida Division of Workers' Compensation has updated their Workers' Compensation notice. The updated notice reflects a change to the website for reporting suspected insurance fraud. The poster revision date is May 17, 2021.
- **Missouri** – The Missouri Commission on Human Rights has updated their Discrimination in Employment notice. The updated notice clarifies that the statutory purpose of the Missouri Commission on Human Rights is to prevent and eliminate discrimination based on protected categories under the Missouri Human Rights Act in employment, housing, and places of public accommodations through education and enforcement of the Act. The poster revision date is April 23, 2021.
- **Virginia** – The State of Virginia has updated the following notices:
  - The Virginia Department of Labor and Industry Labor Law Division has released their Minimum Wage notice. The newly released notice reflects an adjustment of the state minimum wage to \$9.50/hour, effective May 1, 2021. The poster revision date is May 21, 2021.
  - The Virginia Department of Social Services has updated their Earned Income Tax Credit notice. The updated notice reflects new contact information for the department. The poster revision date is May 21, 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](#).

## The People Simplifying HR

For almost twenty years, HR Knowledge has made it our mission to demystify the complex and daunting process of HR management. We do more than just provide the level of service and technology you'd expect from an industry leader. We combine unparalleled passion for service with our decades of HR, payroll, and benefits experience to provide our clients with personalized and actionable advice that is second—to—none. From managed payroll to employee benefits to HR support, we can help your organization thrive, grow, and reduce operating costs—no matter what industry you serve. Whether you're interested in our Full-Service solution or just need your employee handbook written, HR Knowledge can help you minimize risk while staying on top of compliance regulations. The bottom line? We're not just another cloud-based technology company that also does HR, #WeAreHR. [Get the scoop](#) on how we can help you simplify HR.



@WEAREHRK