



e-Alert: Monthly Labor Law Poster Updates

June 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 City of Emeryville, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to

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\$17.13/hour, effective July 1, 2021.

- **Massachusetts** – The Massachusetts Executive Office for Administration and Finance has released their COVID-19 Emergency Paid Sick Leave notice. The newly released law requires employers to make paid leave time available to employees for COVID-19-related illnesses, quarantine, and vaccinations. The law is effective until September 30, 2021, or the exhaustion of program funds as determined by the Commonwealth of Massachusetts.
- **Nevada** – The Nevada Department of Business & Industry has updated the following notices:
 - The Nevada Department of Business & Industry has updated their Annual Minimum Wage Bulletin notice. The updated notice reflects an adjustment of the state minimum wage to \$8.75/hour for employees to whom qualifying health benefits have been offered or made available and \$9.75/hour for all other employees. The poster revision date is June 9, 2021.
 - The Nevada Department of Business & Industry has updated their Annual Daily Overtime Bulletin notice. The updated notice reflects new overtime rates for employees who have been offered health benefits as well as new overtime rates for all other employees. The new overtime rates go into effect on July 1, 2021. The poster revision date is June 9, 2021.
- **Oregon** – The Oregon Bureau of Labor Industries has updated the following notices:
 - The Oregon Bureau of Labor Industries has updated their Minimum Wage notice. The updated notice reflects an adjustment to the 2021 – 2022 minimum wage rates. The effective date is July 1, 2021. The poster revision date is June 21, 2021.
 - The Oregon Bureau of Labor and Industries has updated their Paid Sick Time notice. The updated notice clarifies that paid sick time covers bereavement, parental leave, and leave to care for a child whose school or place of care is closed for a public health emergency. The poster revision date is June 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](#).

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