



e-Alert: Monthly Labor Law Poster Updates

October 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.

- **Arkansas** – The Arkansas Division of Workforce Services has updated their Unemployment Insurance notice. The updated notice reflects the removal of the

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Jacksonville office from their list of local claims offices. The poster revision date is October 12, 2021.

- **Florida** – The Florida Department of Economic Opportunity has updated their Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$10.00/hour, with a minimum wage of at least \$6.98/hour for tipped employees, effective September 30, 2021. The poster revision date is September 24, 2021.
- **Massachusetts** – The Massachusetts Executive Office for Administration and Finance has updated their COVID-19 Emergency Paid Sick Leave notice. The updated notice conveys that employers must make paid leave time available to employees for COVID-19-related illnesses, quarantine, and vaccinations until April 1, 2022, or until the exhaustion of program funds as determined by the Commonwealth of Massachusetts.
- **Michigan** – The Michigan Department of Labor and Economic Opportunity has updated the following notices, reflecting that Susan Corbin is the Director of the Michigan Department of Labor and Economic Opportunity:
 - Minimum Wage notice
 - Unemployment Compensation notice
 - Child Labor Laws notice
 - Paid Medical Leave Act notice

The revision date for all posters is October 7, 2021.

- **Oklahoma** – The Oklahoma Employment Security Commission has updated their Unemployment Insurance Benefits notice. The updated notice conveys that employees can file unemployment insurance claims online. In addition, the notice has been reformatted, and the website for the Oklahoma Employment Security Commission has been updated. The poster revision date is September 29, 2021.
- **Virginia** – The Virginia Employment Commission has updated their Unemployment Insurance Benefits notice. The updated notice reflects a change of mailing address for the Commission. The poster revision date is September 22, 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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