



e-Alert: Monthly Labor Law Poster Updates

September 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.

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.

- **Georgia** – The state of Georgia has updated the following notices:

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- The Georgia State Board of Workers' Compensation has updated their Workers' Compensation Panel of Physicians notice. The updated notice reflects minor verbiage changes and the addition of "Panel of Physicians" to the title of the poster. The poster revision date is September 1, 2021.
- The Georgia State Board of Workers' Compensation has updated their Workers' Compensation Managed Care Organization notice. The updated notice reflects minor verbiage changes and the addition of "Managed Care Organization Procedures" to the title of the poster. The poster revision date is September 1, 2021.
- **Indiana** – The Indiana Department of Labor has updated their Minimum Wage Law notice. The updated notice reflects reformatting and a new logo. The poster revision date is September 14, 2021.
- **Massachusetts** – The state of Massachusetts has updated the following notices:
 - The Massachusetts Department of Family and Medical Leave (DFML) has updated their Paid Family and Medical Leave (PFML) notice. The updated notice reflects new benefit amounts and available paid leave information. The poster revision date is August 26, 2021.
 - The Massachusetts Attorney General's Office has updated the Wage & Hour Laws notice. The notice reflects additional information about tipped employees and clarifies that average hourly tips, plus the hourly service rate paid to the worker, must add up to the minimum wage per shift. The poster revision date is August 26, 2021.
- **Missouri** – The Missouri Department of Labor & Industrial Relations has released their Victims of Domestic and Sexual Violence Leave Time Allowed notice. The new law requires employers with 20 or more employees to provide unpaid leave and reasonable safety accommodations to an employee who is a victim of domestic or sexual violence or whose family or household member is a victim. The poster revision date is September 9, 2021.
- **Montana** – The state of Montana has updated the following notices:
 - The Montana Human Rights Bureau has updated their Discrimination notice. The updated notice reflects the addition of "vaccination status" as a protected category. In addition, the notice has been reformatted. The poster revision date is September 3, 2021.
 - The Montana Department of Public Health and Human Services has updated their No Smoking notice. The updated notice reflects that smoking, including the use of marijuana, is prohibited in the workplace. The poster revision date is September 3, 2021.
- **Oregon** – The Oregon Bureau of Labor Industries has updated their Predictive

Scheduling notice. The updated notice clarifies when an employer must pay additional compensation if they change an employee's schedule. In addition, the notice has been reformatted. The poster revision date is August 17, 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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