



## e-Alert: Monthly Labor Law Poster Updates

November & December 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.

### Summary

Below are recent poster changes to help employers ensure that they are using the updated version of their employment posters.

- **Arizona** – The Arizona Industrial Commission has updated their Fair Wages and Healthy Families Act notice. The updated notice reflects an adjustment of the state minimum wage to \$12.80/hour, effective January 1, 2022. The poster revision date is November 8, 2021.
- **Connecticut** – The Connecticut Department of Labor has updated their Workers' Compensation notice. The updated notice reflects those cases involving an

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employee's failure to report an injury are now handled by an administrative law judge rather than by the commissioner. The poster revision date is October 26, 2021.

- **District of Columbia** – The District of Columbia Department of Employment Services, Labor Standards Bureau has updated their Paid Family Leave notice. The updated notice reflects that prenatal leave has been added as a covered event for Paid Family Leave benefits and the current maximum weekly benefit amount has increased to up to \$1,009.00. The poster revision date is December 3, 2021.
- **Kentucky** – The Kentucky Labor Cabinet has updated their Safety and Health on the Job notice. The updated notice reflects new workplace injury and illness reporting requirements. The poster revision date is November 5, 2021.
- **Maryland** – The state of Maryland has updated the following notices:
  - The Maryland Department of Labor has updated their Minimum Wage notice. The updated notice reflects rate adjustments for the years 2022 through 2024. The poster revision date is November 29, 2021.
    - Employers with 15 or more employees:
      - \$12.50/hour effective January 1, 2022
      - \$13.25/hour effective January 1, 2023
      - \$14.00/hour effective January 1, 2024
    - Employers with 14 or fewer employees:
      - \$12.20/hour effective January 1, 2022
      - \$12.80/hour effective January 1, 2023
      - \$13.40/hour effective January 1, 2024
  - The Maryland Commission on Civil Rights has updated their Pregnant and Working and Fair Employment notices. Both notices reflect an extension of the time-period within which a person may file an employment discrimination complaint with the Maryland Commission on Civil Rights. The revision date of the notices November 29, 2021.
- **Massachusetts** – The Massachusetts Department of Family and Medical Leave (DFML) has updated their Paid Family and Medical Leave (PFML) notice. The updated notice reflects a contribution rate of 0.344% (adjusted annually) and a maximum benefit amount up to \$1,084.31 (adjusted annually) under the state Paid Family and Medical Leave Act. The poster revision date is November 18, 2021.
- **Minnesota** – The Minnesota Department of Labor and Industry has updated their Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$10.33/hour for any enterprise with annual gross revenues of \$500,000 or more and \$8.42/hour for any enterprise with annual gross revenues of less than \$500,000. Additionally, the training wage rate and youth wage rate will be adjusted to \$8.42/hour. The effective date for the new minimum wage rates is January

1, 2022. The poster revision date is November 23, 2021.

- **Ohio** – The Ohio Department of Commerce has updated their Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$9.30/hour, effective January 1, 2022. The poster revision date is November 9, 2021.
- **South Dakota** – The South Dakota Department of Labor and Regulation has updated their Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$9.95/hour, effective January 1, 2022. The poster revision date is November 11, 2021.
- **Washington** – The Washington State Department of Labor & Industries has updated their Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$14.49/hour, effective January 1, 2022. The poster revision date is November 10, 2021.

## Next Steps for Employers

The HR Knowledge All-In-One State and Federal poster satisfies the posting requirements for employers in all states and 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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