



e-Alert: Monthly Labor Law Poster Updates

February 2022

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

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](#).

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

- **Arizona** – The city of Flagstaff, Arizona has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.50/hour, effective January 1, 2022.
- **California** – The state of California has updated the following notices:
 - The city of San Francisco, California has updated their Health Care Security Ordinance notice. The updated notice reflects the healthcare expenditure rates for 2022. The rate will increase to \$3.30 per hour for employers with 100 or more employees and \$2.20 per hour for employers with 20 to 99 employees.
 - The following California cities have updated their Minimum Wage Notices, effective January 1, 2022:

California City	Minimum Wage Rate
Belmont	\$16.20/hour
Menlo Park	\$15.75/hour
Redwood City	\$16.20/hour
San Jose	\$16.20/hour
Sonoma	\$15.00/hour for employers with 25 or fewer employees \$16.00/hour for employers with 26 or more employees
South San Francisco	\$15.80/hour

- **Colorado** – The city of Denver, Colorado has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.87/hour, effective January 1, 2022.
- **Illinois** – The Illinois Department of Labor has updated the following notices:
 - Your Rights Under Illinois Employment Laws notice – the updated notice reflects an adjustment of the state minimum wage to \$12.00/hour, effective January 1, 2022. The poster revision date is January 10, 2022.
 - Victims' Economic Security and Safety Act (VESSA) notice – the updated notice reflects that an employee may now take leave if they or a covered family or household member is a victim of any crime of violence. The poster revision date is January 10, 2022.
- **Maine** – The state of Maine has updated the following notices:
 - The city of Portland, Maine has updated their Minimum Wage notice. The

updated notice reflects an adjustment of the city minimum wage to \$13.00/hour, effective January 1, 2022.

- The Maine Department of Labor has updated their Regulation of Employment notice. The updated notice reflects that employees may now take leave for a serious health condition of their grandchildren or the grandchildren of their domestic partner. The poster revision date is January 19, 2022.
- **Massachusetts** – The Massachusetts Commission Against Discrimination has updated their Fair Employment notice. The updated notice reflects information on the Pregnant Workers Fairness Act prohibiting employment discrimination on the basis of pregnancy and pregnancy-related conditions. The poster revision date is January 27, 2022.
- **Oregon** - The Oregon Bureau of Labor and Industries has updated the following notices:
 - OSHA notice – the updated notice reflects a new law that extends the statute of limitations from 90 days to one year when reporting discrimination and retaliation workplace safety complaints. The poster revision date is February 4, 2022.
 - Family Leave Act notice – the updated notice reflects a new law that amends eligibility to take leave for employees reemployed after a separation or returning after a temporary work cessation within 180 days. The new law also expands eligibility and leave entitlements during public health emergencies. The poster revision date is February 4, 2022.
- **Rhode Island** – The Rhode Island Department of Labor and Training has updated the following notices:
 - Notice to All Employees Information Employers Must Post notice – the updated notice reflects an adjustment of the state minimum wage to \$12.25/hour, effective January 1, 2022. The poster revision date is January 20, 2022.
 - Whistleblower Protection Act notice – the updated notice reflects a new law extending whistleblower protections to applicants and prospective employees. The poster revision date is January 20, 2022.

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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