



e-Alert: Monthly Labor Law Poster Updates

March 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.

Summary

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

- **California** – The City of Cupertino, California has updated its Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$16.40/hour, effective January 1, 2022.
- **District of Columbia** – The District of Columbia Office of Human Rights has updated its

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temporary “New COVID-19 Leave” notice under the DC Family and Medical Leave Act (DCFMLA). The updated notice states that employers must provide leave to employees who tested positive for COVID-19 or who are caring for a family member who tested positive for COVID-19 and must quarantine pursuant to Department of Health guidelines.

- **Maryland** – The Maryland Department of Labor has updated the following notices due to a new department address. The poster revision is on March 9, 2022:
 - Equal Pay for Equal Work
 - Minor Fact Sheet
 - Earned Sick and Safe Leave
- **Nevada** – The state of Nevada has updated the following notices:
 - The Nevada Occupational Safety and Health Administration has updated their Safety and Health Protection on the Job notice. The updated notice reflects new mandatory penalty amounts for each serious violation and non-serious violation, as well as a daily penalty for failing to correct a violation. The poster revision date is March 1, 2022.
 - The Nevada Department of Business and Industry has updated its Department of Employment, Training, and Rehabilitation (DETR) notice. The updated notice reflects updated job training and employment programs provided by the Nevada Department of Employment, Training, and Rehabilitation (DETR). The poster revision date is March 1, 2022.
- **New Jersey** – The New Jersey Department of Labor and Workforce Development has updated its Wage and Hour Law Abstract notice. The updated notice reflects an adjustment of the state minimum wage rate to \$13.00/hour for most employers, to \$11.90/hour for seasonal and small employers (fewer than 6 employees), to \$11.05/hour for agricultural employers, to \$5.13/hour cash wage for tipped workers, and to \$16.00/hour for long-term care facility direct care staff members as of January 1, 2022. The poster revision date is February 17, 2022.
- **New York** – The New York State Department of Labor has released their Whistleblower Protection Law notice. The new law expands the scope of who is protected against retaliation and what is deemed protected activity under the whistleblower law. The poster revision date is February 22, 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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