



e-Alert: Monthly Labor Law Poster Updates

June 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.

- **District of Columbia** – The District of Columbia has updated the following notices:
 - The Board of Elections has updated their Time Off to Vote notice. The updated notice reflects employee rights regarding time off to vote in the June 21, 2022, primary election. The poster revision date is June 6, 2022.

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- The Department of Employment Services has updated its Minimum Wage notice. The updated notice reflects an adjustment of the minimum wage rate to \$16.10/hour for employees who do not receive gratuities and \$5.35/hour for employees who do receive gratuities, effective July 1, 2022. The poster revision date is June 6, 2022.
- **Iowa** – The Iowa Division of Labor Services has updated their Iowa OSHA notice. The updated notice reflects a change of address for the Division. The poster revision date is June 3, 2022.
- **Maryland** – The Maryland Department of Labor has updated its Minimum Wage and Overtime Law notice. The updated notice reflects the removal of specific overtime exceptions. The poster revision date is June 14, 2022.
- **Michigan** – The Michigan Department of Labor and Economic Opportunity has updated its Minimum Wage notice. The updated notice reflects a correction to the training wage information, now stating that a training wage of \$4.25 per hour may be paid to employees 16 to 19 years of age for the first 90 calendar days of employment. The poster revision date is June 1, 2022.
- **New Jersey** – The New Jersey Department of Labor and Workforce Development has updated their Payment of Wages notice. The updated notice reflects additional contact information for the department. In addition, the updated notice has been reformatted. The poster revision date is May 16, 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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