



e-Alert: Monthly Labor Law Poster Updates

August 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.

- **Alabama** – The Alabama Department of Labor has updated its Child Labor Law notice. The updated notice reflects a new law allowing 18-year-olds to serve alcoholic beverages in restaurants as long as the restaurant is certified under the state's Responsible Vendor Program. The poster revision date is August 3, 2022.

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](#).

- **Alaska** – The Alaska Department of Labor & Workforce Development has updated its Safety and Health Protection on the Job notice. The updated notice reflects new mandatory penalty amounts for each serious violation, non-serious violation, and a daily penalty for failing to correct a violation. In addition, the penalty for willful violations was also increased. The poster revision date is August 8, 2022.
- **California** – The following cities have updated their Minimum Wage notices:
 - The City of Foster, California updated notice reflects the city minimum wage of \$15.75/hour, effective July 1, 2022.
 - The City of Milpitas, California updated notice reflects an adjustment of the city minimum wage to \$16.40/hour, effective July 1, 2022.
- **District of Columbia** – The District of Columbia Office of Human Rights has updated its Equal Employment Opportunity notice. The updated notice reflects that the following have been added as protected categories under the Human Rights Act: credit information and status of a victim or family member of a victim of domestic violence, a sexual offense, or stalking. The poster revision date is August 1, 2022.
- **Georgia** – The Georgia Department of Labor has updated the following notices:
 - Workers' Compensation Bill of Rights for The Injured Worker notice – The updated notice reflects a change to the maximum average weekly wage amounts for injuries designated as catastrophic and non-catastrophic. The poster revision date is July 27, 2022.
 - Workers' Compensation Managed Care Organization Procedures notice – The updated notice has been reformatted. In addition, the mailing address for the State Board of Workers Compensation has been removed. The poster revision date is July 27, 2022.
 - Workers' Compensation Panel of Physicians notice – The updated notice has been reformatted. In addition, the mailing address for the State Board of Workers Compensation has been removed. The poster revision date is July 27, 2022.
- **Illinois** – The State of Illinois has updated the following notices:
 - Cook County has updated its Minimum Wage notice. The updated notice reflects an adjustment of the county minimum wage to \$7.40/hour for tipped workers, and \$13.35/hour for non-tipped workers, effective July 1, 2022.
 - The City of Chicago, Illinois has released its Sexual Harassment notice. The newly released notice reflects a new law that requires employers to adopt and distribute a sexual harassment policy, display a sexual harassment poster in the workplace, and provide training to employees and supervisors on sexual harassment prevention, effective July 1, 2022.
 - The City of Chicago, Illinois has updated its Labor Standards notice. The updated notice reflects an adjustment of the city minimum wage to \$15.40/hour for large employers with 21 or more employees, \$14.50/hour for small employers with 4 to

- 20 employees, and \$12.00/hour for youth workers, effective July 1, 2022.
- The Illinois Department of Labor has updated its Pregnancy Rights notice. The updated notice reflects an address change to the Illinois Department of Human Rights Chicago and Springfield offices. The poster revision date is August 10, 2022.
 - **Louisiana** – The Louisiana Workforce Commission has updated the following notices:
 - Earned Income Tax Credit notice – The updated notice reflects a new adjusted earned income tax credit for the year 2022. The poster revision date is July 14, 2022.
 - Independent Contractor or Employee notice – The updated notice reflects new contact information for the commission. The poster revision date is July 14, 2022.
 - **Minnesota** – The City of Saint Paul, Minnesota has updated its Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.00/hour for employers with 10,001 or more employees, \$13.50/hour for employers with 101 to 10,000 employees, \$12.00/hour for employers with 6 to 100 employees, and \$10.75 per hour for employers with five or fewer employees, effective July 1, 2022.
 - **Nevada** – The Nevada Department of Business & Industry has updated the following notices:
 - Annual Minimum Wage Bulletin notice – The updated notice reflects an adjustment of the state minimum wage to \$9.50/hour for employees to whom qualifying health benefits have been offered or made available and \$10.50/hour for all other employees. The poster revision date is July 12, 2022.
 - Annual Daily Overtime Bulletin notice – The updated notice reflects new overtime rates for employees who have been offered health benefits as well as new overtime rates for all other employees. The new overtime rates go into effect on July 1, 2022. The poster revision date is July 12, 2022.
 - Rules to be Observed by Employers notice – The updated notice reflects new 2022 minimum wage information. In addition, information was also added regarding the new salary history ban that went into effect on October 1, 2021, and the Nevada Hospitality and Travel Workers' Right to Return Act. The poster revision date is July 12, 2022.
 - 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 July 12, 2022.
 - **Pennsylvania** – The Pennsylvania Department of Labor & Industry has updated its Minimum Wage Law Summary notice. The updated notice reflects an increase of the threshold amount to qualify as a tipped employee. The poster revision date is July 25, 2022.
 - **Virginia** – The Virginia Department of Labor and Industry has released its Seizure First Aid notice. A new law requires employers with 25 or more employees to post a seizure first aid

poster in the workplace visible to employees. The poster revision date is July 15, 2022.

- **Washington** – The Washington State Department of Labor & Industries has updated its Job Safety and Health Law notice. The updated notice reflects an extension of the number of days an employee has to file a complaint with the Washington State Department of Labor and Industries. Additionally, the updated notice reflects an extension of the number of days an employer is required to display a workplace violation citation. The poster revision date is July 29, 2022.
- **West Virginia** – The West Virginia Division of Labor has updated its Unemployment Insurance Benefits notice. The updated notice reflects additional information regarding wage classes, weekly benefit rates, and maximum benefit rates. In addition, the agency also added two claims offices to the full-time claims office section. The poster revision date is July 28, 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 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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