



e-Alert: Monthly Labor Law Poster Updates

September 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.

- **Colorado** – The state of Colorado has updated the following notices:
 - The Department of Labor and Employment has updated its Workers' Compensation - Notice of Injury notice. The updated notice reflects a new law that changes the requirement for reporting injuries to an employer from four days

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](#).

to ten days. In addition, the notice has been reformatted. The poster revision date is August 25, 2022.

- The Department of Regulatory Agencies has updated its Discrimination in Employment notice. The updated notice reflects a new law extending the time limit to file a charge of employment discrimination with the Colorado Civil Rights Commission from 6 months to 300 days after the alleged discriminatory or unfair practice occurred. The poster revision date is August 25, 2022.
- **Hawaii** – The Hawaii Department of Labor and Industrial Relations has updated its Wage & Hour Laws notice. The updated notice reflects an adjustment of the state minimum wage to \$12.00/hour, effective October 1, 2022. In addition, future minimum wage rates are also included until 2028. The poster revision date is August 24, 2022.
- **New Jersey** – The New Jersey Division on Civil Rights has updated the following notices:
 - Family Leave Act Notice – The updated notice reflects that employees are protected from retaliation under the law for attempting to take family leave or exercising other rights under the New Jersey Family Leave Act. The poster revision date is August 19, 2022.
 - Discrimination and Harassment in Employment Notice – The updated notice reflects additional contact information for the division. In addition, the updated notice has been reformatted. The poster revision date is August 19, 2022.
- **Rhode Island** – The Rhode Island Department of Labor and Training has updated its Minimum Wage notice. The updated notice reflects the repeal of the law that allowed learners and handicapped workers to be paid below the minimum wage. The poster revision date is August 12, 2022.
- **Vermont** – The Vermont Department of Labor has updated its Employment Protections for Victims of Crime notice. The updated notice reflects a new law that amends the term "victim" to "alleged victim." In addition, employees may take leave if their family member is an alleged victim of a crime. The poster revision date is August 29, 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](#).

The People Simplifying HR

For almost twenty years, HR Knowledge has made it our mission to demystify the complex and daunting process of HR management. We do more than just provide the level of service and technology you'd expect from an industry leader. We combine an unparalleled passion for service with our decades of HR, payroll, and benefits experience to provide our clients with personalized and actionable advice that is second—to—none. From managed payroll to employee benefits to HR support, we can help your organization thrive, grow, and reduce operating costs—no matter what industry you serve. Whether you're interested in our Full-Service solution or just need your employee handbook written, HR Knowledge can help you minimize risk while staying on top of compliance regulations. The bottom line? We're not just another cloud-based technology company that also does HR, #WeAreHR. [Get the scoop](#) on how we can help you simplify HR.



@WEAREHRK