



e-Alert: Monthly Labor Law Poster Updates

October 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 California Civil Rights Department has updated its Your Rights and Obligations as a Pregnant Employee notice and its Family Care and Medical Leave and Pregnancy Disability Leave notice. The updated notices reflect the renaming of the regulatory agency and new contact information. The poster revision date for both

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notices is September 19, 2022.

- **District of Columbia** – The Board of Elections has updated its Time Off to Vote notice. The updated notice reflects employee rights regarding time off to vote in the November 8, 2022, general election. The poster revision date is September 29, 2022.
- **Florida** – The Department of Economic Opportunity has updated its Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$11.00/hour, with a minimum wage of at least \$7.98/hour for tipped employees, effective September 30, 2022. The poster revision date is September 30, 2022.
- **Texas** – The Office of Injured Employee Counsel has updated its Workers' Compensation Ombudsman Program notice. The updated notice reflects a clarification that each Ombudsman has completed a comprehensive training program. The poster revision date is September 28, 2022.
- **Virginia** – The Department of Labor and Industry has updated its Job Safety and Health Protection 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. In addition, the updated notice reflects the new Commissioner of the Department. The poster revision date is September 26, 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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