



e-Alert: Monthly Labor Law Poster Updates

November 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.

- **Arizona** – The Arizona Industrial Commission has updated its Fair Wages and Healthy Families Act notice. The updated notice reflects an adjustment of the state minimum wage to \$13.85/hour, effective January 1, 2023. The poster revision date is November 2, 2022.

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- **California** – The California Department of Industrial Relations has updated its 2022 COVID-19 Supplemental Paid Sick Leave notice. The updated notice reflects that the law has been extended until December 31, 2022 for covered employees in public or private sectors who work for employers with 26 or more employees.
- **Connecticut** – The State of Connecticut has updated the following notices:
 - The Office of the Healthcare Advocate has updated its Managed Care notice. The updated notice reflects the addition of an email address for contacting the Connecticut Office of the Healthcare Advocate. In addition, the notice was reworded and reformatted. The poster revision date is October 14, 2022.
 - The Commission on Human Rights and Opportunities has released its Protections for Victims of Domestic Violence notice. The new law requires employers to post information concerning domestic violence and resources available to victims of domestic violence in the workplace. The poster revision date is October 14, 2022.
- **District of Columbia** – The District of Columbia Department of Employment Services, Labor Standards Bureau has updated its Paid Family Leave notice. The updated notice reflects an increase in the number of weeks of paid leave available to eligible employees. In addition, the maximum duration of qualifying paid medical, parental and family leave for eligible employees increased to 12 weeks. The poster revision date is October 20, 2022.
- **Federal** – The U.S. Equal Employment Opportunity Commission (EEOC) has released a new Federal EEOC poster. The new "Know Your Rights: Workplace Discrimination is Illegal" notice replaces the previous "EEO is the Law" notice. The newly updated notice reflects reworded information and bullet points to summarize the laws for employees, and an addition of a QR code that links to instructions on how to file a charge of workplace discrimination.
- **Minnesota** – The Minnesota Department of Labor and Industry has updated its Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$10.59/hour for any enterprise with annual gross revenues of \$500,000 or more and \$8.63/hour for any enterprise with annual gross revenues of less than \$500,000. Additionally, the training wage rate and youth wage rate will be adjusted to \$8.63/hour. The effective date for the new minimum wage rates is January 1, 2023. The poster revision date is November 7, 2022.
- **Montana** – The Montana Department of Labor & Industry has updated its Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$9.95/hour, effective January 1, 2023. The poster revision date is November 10, 2022.
- **Ohio** – The Ohio Department of Commerce has updated its Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$10.10/hour, effective January 1, 2023. The poster revision date is November 4, 2022.

- **Oregon** – The Oregon Employment Department has released its Paid Leave notice. The newly released notice reflects the new Paid Family and Medical Leave Insurance program which allows employees to take paid time off for qualified family, medical or safe leave. The program is effective January 1, 2023, and employees can begin applying for leave benefits starting September 3, 2023. The poster revision date is October 10, 2022.
- **Pennsylvania** – The Pennsylvania Department of Labor & Industry has updated its Workers' Compensation notice. The updated notice has been reformatted with an updated revision date. The poster revision date is October 12, 2022.
- **Washington** – The Washington State Department of Labor & Industries has updated its Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$15.74/hour, effective January 1, 2023. The poster revision date is November 09, 2022.
- **West Virginia** – The West Virginia Division of Labor has updated its Unemployment Insurance Benefits notice. The updated notice reflects the removal of wage class 384 from the benefit rate table. The maximum weekly benefit rate is wage class 383 with a weekly benefit amount of \$630.00. The poster revision date is October 11, 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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