



## e-Alert: Monthly Labor Law Poster Updates

February 2023

### Background

Workplace labor law compliance poster notices 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 Law Poster in a central location visible to all employees.

HR Knowledge monitors and tracks these labor law updates by providing a roundup of these compliance changes each month.

### Summary

Below are recent state and local workplace compliance poster/notice changes.

- **Arizona**
  - The City of Flagstaff, Arizona has updated its Minimum Wage notice to \$16.80/hour, effective January 1, 2023.
  - The City of Tucson, Arizona has updated its Minimum Wage notice to \$13.85/hour, effective January 1, 2023.
- **California** – The State of California has updated the following notices for local minimum wages effective January 1, 2023:

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- The City of Foster City updated its Minimum Wage notice to \$16.50/hour.
- The City of Belmont updated its Minimum Wage notice to \$16.75/hour.
- The City of East Palo Alto updated its Minimum Wage notice to \$16.50/hour.
- The City of Cupertino updated its Minimum Wage notice to \$17.20/hour.
- The City of South San Francisco updated its Minimum Wage notice to \$16.70/hour.
- The City of Menlo Park updated its Minimum Wage notice to \$16.20/hour.
- The City of Half Moon Bay updated its Minimum Wage notice to \$16.45/hour.
- The City of Oakland updated its Minimum Wage notice to \$15.97/hour.
- The City of Sunnyvale updated its Minimum Wage notice to \$17.95/hour.
- The City of Redwood City updated its Minimum Wage notice to \$17.00/hour.
- The City of Richmond updated its Minimum Wage notice to \$16.17/hour.
- The City of West Hollywood updated its notice to \$17.00/hour for employers with 49 or fewer employees, and \$17.50/hour for employers with 50 or more employees.
- The City of Los Altos updated its Minimum Wage notice to \$17.20/hour.
- The City of San Mateo updated its Minimum Wage notice to \$16.75/hour.
- The City of Palo Alto updated its Minimum Wage notice to \$17.25/hour.
- The City of Hayward updated its notice to \$15.50/hour for employers with 25 or fewer employees and \$16.34/hour for employers with 26 or more employees.
- The City of Mountain View updated its Minimum Wage notice to \$18.15/hour.
- The City of Novato updated its Minimum Wage notice to \$16.32/hour for very large businesses (100 or more employees), \$16.07/hour for large businesses (26 to 99 employees), and \$15.53/hour for small businesses (1-25 employees).
- The City of Sonoma updated its Minimum Wage notice to \$16.00/hour for employers with 25 or fewer employees, and \$17.00/hour for employers with 26 or more employees.
- The City of Daly City updated its Minimum Wage notice to \$16.07/hour.
- The City of El Cerrito updated its Minimum Wage notice to \$17.35/hour.
- The City of Santa Clara has updated its Minimum Wage notice to \$17.20/hour.
- The City of San Jose has updated its Minimum Wage notice to \$17.00/hour.
- The California Civil Rights Department has updated the following notices:
  - The Spanish version of its Employment Discrimination notice – The updated notice reflects that reproductive health decision-making has been added as a protected class.
  - The Spanish version of its Family Care and Medical Leave (CFRA Leave) and Pregnancy Disability Leave notice – The updated notice reflects that employees will be able to take leave under the California Family Rights Act (CFRA) to care for a designated person (defined as an individual related by blood or whose association with the employee is equivalent to a family relationship), effective January 1, 2023.

- The Spanish version of its Your Rights and Obligations as a Pregnant Employee – The updated notice reflects that individuals who are pregnant, have a pregnancy-related medical condition, or are recovering from childbirth may take CFRA leave for the serious health condition of an individual related by blood or in a family-like relationship with the employee.
- **Colorado**
  - The Colorado Department of Labor and Employment has updated its Family and Medical Leave Insurance Program (FAMLI) notice. The updated notice reflects a correction to the year listed on the notice. In addition, the updated notice has been reformatted. The poster revision date is January 26, 2023.
  - The City of Denver, Colorado has updated its Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$17.29/hour, effective January 1, 2023.
- **Delaware**
  - The Delaware Department of Labor, Division of Industrial Affairs has updated its Whistleblowers Protection Act. The updated notice reflects a new law that prohibits employers from using or threatening to use an employee's citizenship or immigration status or that of their family members in an attempt to intimidate or retaliate against a potential or actual whistleblower. The poster revision date is January 20, 2023.
- **Illinois**
  - The Illinois Department of Human Rights has updated its Job Discrimination and Sexual Harassment notice. The updated notice reflects new addresses for the Chicago and Springfield offices. The poster revision date is January 24, 2023.
  - The County of Cook, Illinois has updated its Minimum Wage notice. The updated notice reflects an adjustment of the county minimum wage to \$13.35/hour for non-tipped workers and \$7.80/hour for tipped workers, effective January 1, 2023.
- **Maine**
  - The Department of Labor has updated its Regulation of Employment notice. The updated notice reflects that employers with 10 or more employees are required to pay out unused, accrued paid vacation time when an employee's employment ends. The poster revision date is January 23, 2023.
  - The City of Rockland, Maine has updated its Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$14.00/hour, effective January 1, 2023.
  - The City of Portland, Maine has updated its Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$14.00/hour, effective January 1, 2023.
- **Maryland**

- The Maryland Department of Labor has updated its Minimum Wage and Overtime Law notice. The updated notice reflects the removal of the 2022 minimum wage rate. The poster revision date is January 17, 2023.
- **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 \$15.19/hour for employers with 10,001 or more employees, effective January 1, 2023. In addition, there have been minor formatting revisions to the notice.
- **Nevada**
  - The Nevada Occupational Safety and Health Administration has updated its Safety and Health Protection on the Job 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. The poster revision date is February 1, 2023.
- **Virginia**
  - The Virginia Department of Labor and Industry has updated its Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$12.00/hour, effective January 1, 2023. The poster revision date is January 16, 2023.
- **Washington**
  - The Seattle Office of Labor Standards has updated its Minimum Wage notice. The updated notice reflects the city minimum wage of \$16.50/hour for employers with 500 or fewer employees, and \$18.69/hour for employers with 501 or more employees, effective January 1, 2023.

## 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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