



e-Alert: Monthly Labor Law Poster Updates

January 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.

- **California** – The State of California has updated the following notices:
 - The California Civil Rights Department has updated its Transgender Rights in the Workplace notice. The updated notice reflects additional information regarding the rights of employees who are transgender or gender nonconforming. In addition, new contact information for filing a complaint with the California Civil Rights Department has been added. The poster revision

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date is January 4, 2023

- The California Department of Labor & Industrial Relations has updated its Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$15.50/hour for every employer, regardless of the number of employees, effective January 1, 2023, with a revision date of January 4, 2023
- The City of Burlingame, California has updated its Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$16.47/hour, effective January 1, 2023
- The City of Petaluma, California has updated its Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$17.06/hour, effective January 1, 2023
- The City of San Carlos, California has updated its Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$16.32/hour, effective January 1, 2023
- The City of San Diego, California has updated its Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$16.30/hour, effective January 1, 2023
- The City of Santa Rosa, California has updated its Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$17.06/hour, effective January 1, 2023
- **Colorado** – The Colorado Department of Labor and Employment has updated the following notices:
 - Overtime and Minimum Pay Standards Order – The updated notice reflects an increase in the minimum wage. Effective 1/1/2023, the minimum wage rate will increase from \$12.56/hour to \$13.65/hour for non-tipped employees and from \$9.54/hour to \$10.63/hour for tipped employees. The poster revision date is January 10, 2023
 - Paid Family and Medical Leave – The new law establishes a statewide program for paid family and medical leave. The program allows eligible employees to take 12 weeks of paid leave for qualified reasons, which will be funded through a payroll tax on employers and employees. The first premiums will be paid beginning on January 1, 2023, and benefits will begin to be available on January 1, 2024. The poster revision date is January 10, 2023
- **District of Columbia** – The District of Columbia Office of Human Rights has updated the following notices:
 - Equal Employment Opportunity – The updated notice reflects a new protected category under the District of Columbia Human Rights Act. The poster revision date is December 13, 2022
 - Family and Medical Leave Act – The updated notice reflects changes to

employee eligibility for family and medical leave. The poster revision date is December 13, 2022

- **Illinois** – The Illinois Department of Labor has updated its Your Rights Under Illinois Employment Laws notice. The updated notice reflects an adjustment of the state minimum wage to \$13.00/hour, effective January 1, 2023. In addition, the One Day Rest in Seven Act has been updated to provide at least 24 hours of consecutive rest in every consecutive seven-day period (rather than in a calendar week). The poster revision date is January 6, 2023
- **Missouri** – The Missouri Department of Labor & Industrial Relations 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 December 15, 2022
- **New Jersey** – The New Jersey Department of Labor and Workforce Development has updated its Wage and Hour Law Abstract notice. The updated notice reflects an adjustment of the state minimum wage rate to \$14.73/hour for most employers, \$12.93/hour for seasonal and small employers (fewer than 6 employees), \$12.01/hour for agricultural employers, \$5.26/hour cash wage for tipped workers, and \$17.13/hour for long-term care facility direct care staff members, effective January 1, 2023. The poster revision date is January 9, 2023
- **New Mexico** – The New Mexico Department of Workforce Solutions has updated its Minimum Wage Act 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 December 27, 2022
- **New York** – The State of New York has updated the following notices:
 - The New York State Department of Labor has updated its Miscellaneous Industry Employees Minimum Wage notice. The updated notice reflects an adjustment of the minimum wage to \$14.20/hour for all areas of the state except New York City, Long Island County, and Westchester County. The poster revision date is January 05, 2023
 - The New York State Department of Labor, Division of Veterans' Services has released its Veteran Benefits and Services notice. The new law requires all public and private New York State employers with more than 50 full-time employees to post information containing veterans' benefits and services. The poster revision date is January 11, 2023
- **Rhode Island** - The Rhode Island Department of Labor and Training has updated the following notices:
 - Pay Equity notice - The new law makes it unlawful to pay any employee less than the employees of another race, color, religion, sex, sexual orientation, gender identity or expression, disability, age, or country of ancestral origin for

comparable work. In addition, it is unlawful for an employer to prohibit employees from discussing wages or asking other employees about their wages. Employers may not request or require that employees or applicants waive the right to discuss wages. The poster revision date is January 12, 2023

- Minimum Wage notice - The updated notice reflects an adjustment of the state minimum wage to \$13.00/hour, effective January 1, 2023. The poster revision date is January 12, 2023
- **South Carolina** – The South Carolina Human Affairs Commission has updated its Employment Discrimination notice. The updated notice reflects new protected categories. Employers are now prohibited from discriminating against employees based on sexual orientation or gender identity. In addition, the updated notice has been reformatted. The poster revision date is December 28, 2022
- **Washington** – The Washington State Employment Security Department has updated its Paid Family and Medical Leave notice. The updated notice reflects that the maximum amount allowed for weekly benefits has increased from \$1,327.00 to \$1,427.00. In addition, the total employee contribution rate increased from 0.6% to 0.8%. The poster revision date is December 29, 2022
- **Wyoming** – The Wyoming Department of Workforce Services has updated the following notices:
 - Health and Safety Protection on the Job – The updated notice reflects a new web address for the Wyoming Department of Workforce Services. The poster revision date is December 28, 2022
 - Unemployment Insurance – The updated notice reflects a new web address for the Wyoming Department of Workforce Services. The poster revision date is December 28, 2022
 - Workers' Compensation – The updated notice reflects a new web address for the Wyoming Department of Workforce Services. The poster revision date is December 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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