



## e-Alert: Monthly Labor Law Poster Updates

March 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 California Department of Labor & Industrial Relations has updated its Emergency Phone Number notice. The updated notice reflects the deletion of the P.O. Box address and the addition of a web address. The poster revision date is February 14, 2023.
- **Kansas** – The Kansas Department of Labor has updated the following notices:

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- The Unemployment Insurance notice has been updated to reflect minor verbiage updates. The poster revision date is February 13, 2023.
- The Workers' Compensation notice has been updated to reflect a new web address for employees to request additional information regarding the state's workers' compensation law. The poster revision date is February 13, 2023.
- **Massachusetts** – The Massachusetts Attorney General's Office has updated its Wage & Hour Laws notice. The updated notice reflects a new Attorney General and the removal of the minimum wage rates for prior years. The poster revision date is February 23, 2023.
- **New Mexico** – The New Mexico Department of Workforce Solutions has updated its Human Rights Act notice. The updated notice reflects a new address for the Human Rights Bureau. The poster revision date is February 15, 2023.
- **Oregon** – The Oregon Bureau of Labor and Industries has updated its Pregnancy Accommodation notice. The updated notice reflects the addition of a reasonable period of leave as an acceptable form of accommodation. The poster revision date is March 3, 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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