



e-Alert: Monthly Labor Law Poster Updates

April 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.

- **Illinois** – The State of Illinois has updated the following notices:
 - The Pregnancy Rights notice has been updated to reflect a new website address for filing complaints and obtaining the Department of Human Rights fact sheet. The poster revision date is March 17, 2023.
 - The Job Safety and Health (IL-OSHA) notice has been updated to reflect new contact information. The poster revision date is March 17, 2023.

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- **New Jersey** – The New Jersey Department of Labor and Workforce Development has updated the following notices:
 - The Wage and Hour Law Abstract notice has been updated to reflect corrections to the 2024 state minimum wage increases as well as the removal of the future minimum wage increases for 2025-2027. The poster revision date is March 21, 2023.
 - The Child Labor Law Abstract notice has been updated to reflect that working hours for minors have been expanded. In addition, during summer vacation, employees who are 16 or 17 years old may now not work more than 10 hours per day or 50 hours per week. The poster revision date is March 21, 2023.
- **New York** – The New York State Department of Veterans' Services has updated its Veteran Benefits and Services notice. The updated notice reflects a change to the agency name. The poster revision date is April 3, 2023.
- **Texas** – The Texas Workforce Commission has updated its Equal Employment Opportunity notice. The updated notice reflects new additional protected classes. The poster revision date is March 23, 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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