



e-Alert: Monthly Labor Law Poster Updates

June 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. We monitor and track 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.

- **Federal** - The United States Department of Labor, Wage and Hour Division has updated the following notices:
 - The Fair Labor Standards Act (FLSA) Minimum Wage notice has been updated to reflect recent amendments regarding break time for nursing employees.
 - The Family Medical Leave Act (FMLA) notice has been updated to reflect a new reformatted style with simplified language making it easier for employees to understand the requirements of the law.
- **Iowa** - The Iowa Division of Labor Services has updated its Minimum Wage notice. The

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updated notice reflects new contact information for the Iowa Division of Labor Services. The poster revision date is June 2, 2023.

- **Louisiana** - The Louisiana Workforce Commission has updated its Earned Income Tax Credit notice. The updated notice reflects a new adjusted earned income tax credit for the year 2023. The poster revision date is May 19, 2023.
- **Massachusetts** - The Massachusetts Department of Family and Medical Leave has updated its Paid Family and Medical Leave (PFML) notice. The updated notice reflects a clarification of employer duties regarding the health insurance benefits for employees. The poster revision date is May 18, 2023.
- **Nevada** - The Nevada Department of Business & Industry has updated its Department of Employment, Training and Rehabilitation (DETR) notice. The updated notice reflects updated job training and employment programs provided by the Nevada Department of Employment, Training and Rehabilitation (DETR). The poster revision date is May 12, 2023.

Next Steps for Employers

The 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](#).