



e-Alert: Monthly Labor Law Poster Updates

May 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.

- **California** – The County of San Mateo, California has released its Minimum Wage notice to reflect an increase of the county minimum wage to \$16.50/hour, effective April 1, 2023.
- **Delaware** – The Delaware Department of Labor, Division of Industrial Affairs has updated its Labor Law Notices notice. The updated notice reflects new Wage Theft information and a new fine amount of \$20,000 for the violation of Delaware labor laws. In addition, new department contact information, a new QR code, and a department logo have been added. Lastly, Workers' Compensation and Discrimination information has been removed from the notice. The poster revision date is April 24, 2023.

This content is provided with the understanding that the Hilb Group is not rendering legal advice. While every effort is made to provide current information, the law changes regularly and laws may vary depending on the state or municipality. The material is made available for informational purposes only and is not a substitute for legal advice or your professional judgment. You should review applicable laws in your jurisdiction and consult experienced counsel for legal advice.

- **Massachusetts** – The Massachusetts Department of Industrial Accidents has updated its Workers' Compensation notice. The updated notice provides clarification on the specific arrangement for medical treatment should an employee injury require hospital attention. The poster date is May 1, 2023.
- **New Jersey** – The New Jersey Department of Labor and Workforce Development has updated its Safe Act notice. The updated notice reflects that eligible family members now include a parent-in-law, sibling, grandparent, grandchild, any individual related by blood, or any other individual with a close association equivalent of a family relationship. This notice is required for New Jersey employers with 25+ employees. The poster revision date is May 5, 2023.
- **Pennsylvania** – The Pennsylvania Human Relations Commission has updated its Fair Employment notice. The updated notice reflects minor rewording. The poster revision date is May 8, 2023.
- **Tennessee** – The Tennessee Department of Labor and Workforce Development has updated its Unemployment Insurance notice. The updated notice reflects a new website address for locating the most convenient Tennessee American Job Center. The poster revision date is April 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](#).