



e-Alert: Monthly Labor Law Poster Updates

July 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 U.S. Equal Employment Opportunity Commission (EEOC) has updated its "Know Your Rights: Workplace Discrimination is Illegal" notice. The updated notice reflects information regarding the new Pregnant Workers Fairness Act (PWFA) and is effective as of June 27, 2023.
- **California** – The State of California has updated the following minimum wage notices effective July 1, 2023. The updated notices reflect an adjustment of the city minimum wage:
 - Alameda, California: \$16.52/hour

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- Berkeley, California: \$18.07/hour
- Emeryville, California: \$18.67/hour
- Fremont, California: \$16.80/hour
- Los Angeles, California: \$16.78/hour
- The County of Los Angeles, California: \$16.90/hour
- Malibu, California: \$16.90/hour
- Milpitas, California: \$17.20/hour
- Pasadena, California: \$16.93/hour
- The City & County of San Francisco: \$18.07/hour
- Santa Monica, California: \$16.90/hour
- West Hollywood: \$19.08/hour
- **District of Columbia** – The District of Columbia Department of Employment Services has updated its Minimum Wage notice. The updated notice reflects an adjustment of the minimum wage rate to \$17.00/hour for employees who do not receive gratuities and \$8.00/hour for employees who do receive gratuities, effective July 1, 2023. The poster revision date is June 23, 2023.
- **Illinois** – The State of Illinois has updated the following notices:
 - The County of Cook, Illinois has updated its Minimum Wage notice. The updated notice reflects an adjustment of the county minimum wage to \$13.70/hour for non-tipped workers and \$8.00/hour for tipped workers, effective July 1, 2023.
 - The City of Chicago, Illinois has updated its Fair Workweek notice. The updated notice reflects a change in the employee annual salary requirement to be covered by the Fair Workweek ordinance, effective July 1, 2023.
 - The City of Chicago, Illinois has updated its Labor Standards notice. The updated notice reflects an adjustment of the city minimum wage to \$15.80/hour for large employers with 21 or more employees and \$15.00/hour for small employers with 4 to 20 employees, effective July 1, 2023.
- **Minnesota** – The City of Minneapolis, Minnesota has updated its Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$14.50/hour, effective July 1, 2023.
- **Nevada** – The Nevada Department of Business & Industry has updated the following notices:
 - The Annual Daily Overtime Bulletin notice has been updated to reflect new overtime rates for employees who have been offered health benefits as well as new overtime rates for all other employees. The new overtime rates go into effect on July 1, 2023. The poster revision date is June 14, 2023.
 - The Annual Minimum Wage Bulletin notice has been updated to reflect an adjustment of the state minimum wage to \$10.25/hour for employees to whom

qualifying health benefits have been offered or made available and \$11.25/hour for all other employees. The poster revision date is June 14, 2023.

- **Oregon** – The Oregon Bureau of Labor Industries has updated the following notices:
 - The Equal Pay, Family Leave Act, Protections for Victims of Domestic Violence, Harassment, Sexual Assault & Stalking, and Sick Time notices have been updated to reflect a new effective date range. The poster revision date is June 12, 2023.
 - The Breaks & Meals/Overtime & Paychecks notice has been updated to reflect that employers are required to pay overtime to agricultural workers after they work 55 hours in one workweek. The poster revision date is June 12, 2023.
 - The Minimum Wage notice has been updated to reflect an adjustment to the 2023 – 2024 minimum wage rates. The effective date is July 1, 2023. The poster revision date is June 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](#).