



HR-Alert: Monthly Labor Law Poster Updates

August 2023

Background

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. These workplace labor law compliance posters 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. 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.

- **Arkansas** – The Arkansas Department of Labor and Licensing has updated its Notice to Employer & Employee notice. The updated notice reflects that employment certificates are no longer required for employees under the age of 16. In addition, the notice was also updated with new child labor violation penalties. The poster revision date is August 1, 2023.
- **Michigan** – The Michigan Department of Labor and Economic Opportunity has updated its Whistleblowers' Protection Act notice. The updated notice reflects minor grammatical edits and reformatting. The poster revision date is July 10, 2023.

This content is provided with the understanding that 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.

- **Minnesota** – The Minnesota Department of Labor and Industry has updated its Age Discrimination notice. The updated notice reflects a new phone number for the Minnesota Department of Labor and Industry. The poster revision date is July 19, 2023.
- **New Mexico** – The New Mexico Department of Workforce Solutions has updated its Human Rights Act notice. The updated notice reflects the addition of gender to discrimination categories. The poster revision date is August 4, 2023.
- **West Virginia** – The West Virginia Division of Labor has updated its Unemployment Insurance Benefits notice. The updated notice reflects additional information regarding wage classes, weekly benefit rates, and maximum benefit rates. The poster revision date is August 3, 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](#).