



Labor Law Poster Updates

September & October 2023

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.

Workplace Notices Updates

Below are recent state and local workplace compliance poster/notice changes.

- **Alaska** – The Alaska Department of Labor & Workforce Development has updated its Safety and Health Protection on the Job notice. The updated notice reflects new mandatory penalty amounts for serious violations and non-serious violations. In addition, the penalties for failing to correct a violation and for willful violations were also increased. The poster revision date is October 05, 2023.
- **Colorado** – The State of Colorado has updated the following notices as of August 8, 2023:
 - The Colorado Department of Regulatory Agencies has updated its Discrimination in Employment notice. The updated notice reflects marital status as a new protected class.
 - The Colorado Department of Labor and Employment has updated its Paid Leave, Whistleblowing & Personal Protective Equipment notice. The updated notice reflects an expansion of qualifying reasons for which an employee may take leave under the Colorado Healthy Families and Workplaces Act.
- **Connecticut** – The Connecticut Department of Labor has updated the following notices as of August 11, 2023:

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- The Administrative Regulations notice has been updated to reflect that minors may be paid 85% of the minimum wage during the first 90 days of employment.
- The Pregnancy Discrimination notice has been updated to reflect a revised definition of a “covered employer.”
- **Florida** – The Florida Department of Economic Opportunity has updated its Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$12.00/hour for non-tipped employees and \$8.98/hour for tipped employees, effective September 30, 2023. The poster revision date is September 27, 2023.
- **Idaho** – The Idaho Department of Labor has updated the following notices as of September 18, 2023:
 - The Equal Opportunity notice has been updated to reflect the new Opportunity Officer and new contact information.
 - The Unemployment Insurance Benefits notice has been updated to reflect that Idaho’s unemployment insurance programs are 100% funded by U.S. Department of Labor Employment and Training Administrations grants.
- **Illinois** – The Illinois Attorney General’s Office has updated its Illinois Service Member Employment and Reemployment Rights Act (ISERRA) notice. The updated notice reflects a new website link for the Attorney General’s ISERRA Advocate webpage. The poster revision date is August 21, 2023.
- **Louisiana** – The Louisiana Workforce Commission has updated its Genetic Discrimination notice. The updated notice reflects a new law which requires an employer to grant an employee a leave of absence from work to obtain genetic testing or a preventive cancer screening when medically necessary. The poster revision date is August 22, 2023.
- **Massachusetts** – The Massachusetts Commission Against Discrimination has updated the following notices as of September 12, 2023:
 - The Parental Leave notice has been updated to reflect new guidelines clarifying the Massachusetts Parental Leave Act.
 - The Fair Employment notice has been updated to reflect updated contact information.
- **New York** – The New York State Department of Labor has released its Discrimination Against the Engagement in Certain Activities notice. A new state law requires employers to post a notice in the workplace regarding discrimination against employees for certain off-duty activities and against employees who opt out of participating in employer-sponsored meetings about religious or political matters. The poster revision date is October 9, 2023.
- **Nevada** – The Nevada Department of Business & Industry has updated its Department of Employment, Training and Rehabilitation (DETR) notice. The updated notice reflects the Nevada Department of Employment, Training and Rehabilitation (DETR) quarterly reporting requirements concerning job training or employment programs. The poster revision date is September 05, 2023.
- **Vermont** – The Vermont Department of Labor has updated its Sexual Harassment notice. The updated notice reflects that sexual harassment does not need to be severe or pervasive to be unlawful, and that the characteristics of sexual harassment include written, auditory, or visual conduct of a sexual nature. The poster revision date is August 30, 2023.

- **Virginia** – The Virginia Department of Labor and Industry has updated its Job Safety and Health Protection notice. The updated notice reflects new mandatory penalty amounts for each serious violation and non-serious violation, as well as an increase to the daily penalty for failing to correct a violation. The poster revision date is August 14, 2023.
- **Washington** – The City of Tukwila, Washington has released its Labor Standards notice. The newly released notice reflects an increase of the city minimum wage to \$18.99/hour for large employers (500+ employees worldwide) and \$16.99/hour for midsize employers (15+ employees), effective July 1, 2023.

Employer Next Steps

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. Employers can purchase our discounted rate All-In-One posters [here](#).

If you have any questions regarding this HR-Alert, please [email us](#).