



Workplace Poster Insights

December 2023

Introduction

Hilb Group's Workplace Poster Insights delivers workplace labor law compliance poster updates to your inbox each month. 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. 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.

To assist our clients with remaining compliant, we have a strategic partnership with Poster Elite, where clients can access resources for mandated city and industry postings as well as have access to the [Labor Law Poster Store](#).



Arizona

The Arizona Industrial Commission has updated its Fair Wages and Healthy Families Act notice. The updated notice reflects an adjustment of the state minimum wage to \$14.35/hour, effective January 1, 2024. The poster revision date is December 5, 2023.



California

California has updated the following minimum wage notices effective January 1, 2024. The updated notices reflect an adjustment of the city minimum wage:

- Burlingame: \$17.03/hour
- El Cerrito: \$17.92/hour

- Hayward: \$16.00/hour for small employers with 25 or fewer employees and \$16.90/hour for large employers with 26 or more employees
- Novato: \$16.86/hour for businesses with 100+ employees, 16.60/hour for businesses with 26 to 99 employees, and \$16.04/hour for businesses with 1 to 25 employees
- Palo Alto: \$17.80/hour
- San Carlos: \$16.87/hour
- San Diego: \$16.85/hour
- San Mateo: \$17.35/hour
- Santa Clara: \$17.75/hour
- Santa Rosa: \$17.45/hour



District of Columbia

The District of Columbia Department of Employment Services has updated its Paid Family Leave notice. The updated notice reflects an increase to the maximum weekly benefit amount. The poster revision date is November 17, 2023.



Massachusetts

The Massachusetts Department of Family and Medical Leave (DFML) has updated its Paid Family and Medical Leave (PFML) notice. The updated notice reflects an adjusted contribution rate and benefit amount under the state Paid Family and Medical Leave Act, effective January 1, 2024. The poster revision date is December 7, 2023.



Ohio

The Ohio Department of Commerce has updated its Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$10.45/hour, effective January 1, 2024. The poster revision date is December 6, 2023.



South Dakota

The South Dakota Department of Labor and Regulation has updated its Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$11.20/hour, effective January 1, 2024. The poster revision date is December 01, 2023.



Washington

The state of Washington has updated the following notices:

- The Employment Security Department has updated its Paid Family and Medical Leave notice. The updated notice reflects that the maximum amount allowed for weekly benefits has increased from \$1,427.00 to \$1,456.00. In addition, the total employee contribution rate decreased from 0.8% to 0.74%. The poster revision date is December 4, 2023.
- The Department of Labor & Industries has updated its Minimum Wage notice. The updated notice reflects an adjustment of the state minimum wage to \$16.28/hour, effective January 1, 2024. The poster revision date is December 4, 2023.



Wyoming

The Wyoming Department of Workforce Services has updated the following notices as of November 14, 2023:

- The Health and Safety Protection on the Job notice has been updated to reflect new penalty information.
- The Workers' Compensation notice has been updated to reflect information on how employees can obtain a Wyoming Report of Injury form in the event of a work-related injury.

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