



## Labor Law Poster Information Report

Click on the state, local, or federal links below to view the latest posting updates and requirements.  
States highlighted in RED have recently changed. States highlighted in BLUE are expected to change soon.

FEDERAL  
ALABAMA  
ALASKA  
ARIZONA  
ARKANSAS  
CALIFORNIA  
COLORADO  
CONNECTICUT  
DELAWARE  
DISTRICT OF COLUMBIA  
FLORIDA  
GEORGIA  
HAWAII  
IDAHO  
ILLINOIS  
INDIANA  
IOWA  
KANSAS  
KENTUCKY  
LOUISIANA  
MAINE  
MARYLAND  
MASSACHUSETTS  
MICHIGAN

MINNESOTA  
MISSISSIPPI  
MISSOURI  
MONTANA  
NEBRASKA  
NEVADA  
NEW HAMPSHIRE  
NEW JERSEY  
NEW MEXICO  
NEW YORK  
NORTH CAROLINA  
NORTH DAKOTA  
OHIO  
OKLAHOMA  
OREGON  
PENNSYLVANIA  
PUERTO RICO  
RHODE ISLAND  
SOUTH CAROLINA  
SOUTH DAKOTA  
TENNESSEE  
TEXAS  
UTAH  
VERMONT  
VIRGINIA

WASHINGTON  
WEST VIRGINIA  
WISCONSIN  
WYOMING

### POSTING NEWS and REGULATORY ALERTS

Department of Labor increases  
posting penalties

Mandatory Federal Posting  
Change

Missouri Leave Time notice must  
be provided, not posted

*To view shipping information, click  
on the state name. Supply chain  
issues may impact estimated ship  
dates. If no date is listed, poster will  
ship within two to three weeks.*

## FEDERAL

Estimated ship date: 02/15/2023

Federal Poster Compliance Date 10/2022

Federal Contractor Poster Compliance Date 01/2023

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Type of Change	Posting Title	Revision Details	Effective Date
Potential	Fair Labor Standards Act	The PUMP for Nursing Mothers Act expands the rights of nursing mothers to all workers. Previously these rights only applied to non-exempt employees. This update was part of the omnibus spending bill, signed on 12/29/2022. We are monitoring the FLSA posting, as this may bring a mandatory update to the Nursing Mothers information on the poster.	TBD
Potential	Know Your Rights: Workplace Discrimination is Illegal	The Pregnant Workers Fairness Act provides anti-discrimination protections for pregnant employees. It was signed into law on 12/29/2022 as part of the omnibus spending bill. We are monitoring the “Know Your Rights: Workplace Discrimination is Illegal” poster for a mandatory change, as information about these protections may be added to the poster.	06/27/2023
Mandatory for employers with 15 or more employees  Mandatory for Federal Contractors	Know Your Rights: Workplace Discrimination is Illegal	<p>The Equal Employment Opportunity Commission (EEOC) has released a new “Know Your Rights: Workplace Discrimination is Illegal” posting that must be displayed by employers with 15 or more employees and federal contractors.</p> <p>The new poster uses plain language and a bulleted format to explain employee rights under anti-discrimination laws. The poster:</p> <ul style="list-style-type: none"> <li>• Clarifies that sex discrimination includes discrimination based on pregnancy and related conditions, sexual orientation, or gender identity,</li> <li>• Notes that harassment is a prohibited form of discrimination,</li> <li>• Adds a quick response (QR) code that links to a webpage on how to file charges with the EEOC, and</li> <li>• Provides information about equal pay discrimination for federal contractors.</li> </ul>	10/20/2022

Mandatory for <b>Federal Contractors</b>	<p>Employee Rights Under Executive Order 13658</p> <p>Employee Rights Under Executive Order 14026</p> <p>“Know Your Rights”</p>	<p>The Department of Labor is making mandatory changes to the Worker Rights Under Executive Order 13658 and Worker Rights Under Executive Order 14026 postings to show the 2023 minimum wage rates. The minimum wage posting updates have been published in the Federal Register. In addition, the Office of Federal Contract Compliance Programs has posted the new “Know Your Rights” poster, which replaces the “EEO is the Law” poster. Federal contractors no longer need to post the “EEO is the Law” poster or the supplement for contractors.</p> <p>Covered contractors must display these updated postings:</p> <ul style="list-style-type: none"> <li>• The Worker Rights Under Executive Order 13658 posting, which shows the 2023 minimum wage rate of \$12.15 per hour.</li> <li>• The Worker Rights Under Executive Order 14026 posting, which shows the 2023 minimum wage rate of \$16.20 per hour.</li> <li>• The “Know Your Rights” posting, which summarizes federal laws prohibiting discrimination. It explains protections under Executive Order 11246, which relate to discussing pay</li> </ul>	01/01/2023
Mandatory for <b>Federal Contractors</b>	<p>Notification of Employee Rights under the National Labor Relations Act (EO 13496 posting)</p>	<p>The Office of Federal Contract Compliance Programs (OFCCP) has made a mandatory change to the National Labor Relations Act (NLRA) posting for federal contractors. The design and contact information have changed. The poster, also known as the Executive Order 13496 poster, must be displayed by covered contractors. This includes businesses with:</p> <ul style="list-style-type: none"> <li>• Federal contracts of \$100,000 or more</li> <li>• Federal subcontracts of \$10,000 or more</li> </ul> <p>The posting regulation at 29 CFR Part 471 requires contractors to display a notice “of such size and in such form, and containing such content as the Secretary of Labor shall prescribe.”</p> <p>The updated poster:</p> <ul style="list-style-type: none"> <li>• Has a new design</li> <li>• Revises website contact information</li> <li>• Updates contact information for the hearing impaired</li> </ul> <p>The updated poster has a revision date of 05/02/2022 and was posted on 06/24/2022.</p>	06/24/2022
Minor	USERRA	<p>The URL for the VETS website and revision date have been updated. The revision date is now 05/2022. This is a minor change because the USERRA notice requirement calls for employers to provide a notice of rights, benefits, and obligations. Providing contact information is not a requirement.</p>	N/A
Minor	OSHA	<p>Information about injury reporting and employer assistance has been reworded. The OSHA posting website indicates that this is a minor change.</p>	N/A

Minor	USERRA	The poster has a new revision date and several words are now normal font rather than bold. The Department of Labor indicates that the July 2008 and October 2008 versions remain acceptable.	N/A
Mandatory	Fair Labor Standards Act (minimum wage), EPPA	Fine amounts have been removed from the posters. Penalty information on previous versions is outdated as of August 1, when fine increases took effect under the Federal Civil Penalties Inflation Adjustment Act Improvements Act of 2015. The FLSA poster has also been updated with information about the rights of nursing mothers. Contact information has been updated on both posters.	08/01/2016

### Required Federal Postings for General Industry Employers

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Federal Poster
Job Safety & Health "It's the law!" (OSHA) <i>State OSHA posters are used on all-in-one state and federal posters in when a state OSHA program applies.[CFR 1902.2(a)(2)]</i>	All employers	Occupational Safety and Health Act, 29 CFR 1903.2	04/2019	✓
Know Your Rights: Workplace Discrimination is Illegal	Employers with 15 or more employees <i>Must be posted where both applicants and employees may see it.</i>	Americans with Disabilities Act, Title VII of the Civil Rights Act, Age Discrimination in Employment Act, 29 CFR 1627.10; 29 CFR 1601.30	10/20/2022	✓
Minimum Wage (FLSA)	All employers	Fair Labor Standards Act, 29 CFR 516.4	07/2016	✓
Employee Polygraph Protection Act	All employers <i>Must be posted where both applicants and employees may see it.</i>	Employee Polygraph Protection 29 CFR 801.6; 801.42	07/2016	✓
Uniformed Services Employment and Reemployment Rights Act	All employers	Employment and Reemployment Rights of Members of the Uniformed Services, 38 USC Chapter 43 4334, 20 CFR 1002	05/2022	✓

Employee Rights and Responsibilities under the Family and Medical Leave Act (FMLA)	Employers with 50 or more employees <i>Must be posted where both applicants and employees may see it.</i>	The Family and Medical Leave Act of 1993, 29 CFR Part 825.300	04/2016	✓
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J. J. Keller's [Federal Employment Law Poster](#) includes the six postings listed above. A version [without the FMLA posting is](#) also available.

Shipped on: 01/16/2023, 01/26/2023

Federal Contractor Poster Compliance Date 01/2023

Required Postings for Federal Contractors			
Posting Title	Who must post?	Regulation	Revision Date
Employee Rights Under the Davis-Bacon Act	Any contractor/subcontractor engaged in contracts in excess of \$2,000 for the actual construction, alteration/repair of a public building or public work or one financed in whole or part from federal funds, guarantee, or pledge subject to labor standards provisions of any of the acts listed in 29 CFR 5.1.	Davis Bacon Act Wage and Hour Division 29 CFR 5.5(a)(1)(i)	10/2017
Employee Rights on Government Contracts (SCA, Walsh-Healey PCA)	Every contractor or subcontractor engaged in a contract with the United States or the District of Columbia in excess of \$2,500 the principal purpose of which is to furnish services in the U.S. through the use of service employees.	Service Contracts Act Wage and Hour Division 29 CFR Subtitle A, Part 4, Subpart A, 4.6(e)	4/2009

Notification of Employee Rights under the National Labor Relations Act (EO 13496 posting)	<p>Federal contractors and subcontractors. This includes businesses with:</p> <ul style="list-style-type: none"> <li>• Federal contracts of \$100,000 or more</li> <li>• Federal subcontracts of \$10,000 or more</li> </ul> <p>Must be posted where other notices to employees about their jobs are posted.</p> <p><i>When a significant portion of the contractor's workforce is not proficient in English, the contractor must provide the notice in the language employees speak.</i></p>	Executive Order 13496 29 CFR Part 471.2 (d)	05/02/2022
Know Your Rights: Workplace Discrimination is Illegal	<p>Entities holding federal contracts or subcontracts or federally assisted construction contracts of \$10,000 or more; financial institutions which are issuing and paying agents for U.S. savings bonds and savings notes; depositories of federal funds or entities having government bills of lading.</p> <p><i>Must be posted where both applicants and employees may see it.</i></p>	41 CFR Sections 60-1.4 (b)(1)(1) and 60-1.4 (b)(1)(4)	10/20/2022
Pay Transparency Nondiscrimination Provision	<p>Federal contractors and subcontractors with contracts of at least \$10,000 entered into or modified after 01/11/2016.</p> <p><i>Must be posted where both applicants and employees may see it.</i></p>	41 CFR Section 60-1.35(c)	01/11/2016
Paid Sick Leave	<p>Federal contractors and subcontractors with contracts covered by the Davis-Bacon Act, Service Contract Act, concessions contracts, contracts in connection with federal property or lands offering services for federal employees, their dependents, or the general public.</p>	29 CFR Section 13.26	09/2016
Worker Rights Under Executive Order 13658 (Federal contractor minimum wage)	<p>Applies to:</p> <ul style="list-style-type: none"> <li>• Procurement contracts for construction covered by the Davis-Bacon Act (DBA);</li> <li>• Service contracts covered by the Service Contract Act (SCA);</li> <li>• Concessions contracts, including any concessions contract excluded from the SCA by the Department of Labor's regulations at 29 CFR 4.133(b); and</li> <li>• Contracts in connection with Federal property or lands and related to offering services for Federal employees, their dependents, or the general public.</li> </ul>	29 CFR Subtitle A, Part 10, §10.29	11/2022

Worker Rights Under Executive Order 14026 (Federal contractor minimum wage)	Applies to: <ul style="list-style-type: none"> <li>• Procurement contracts for construction covered by the Davis-Bacon Act (DBA);</li> <li>• Service contracts covered by the Service Contract Act (SCA);</li> <li>• Concessions contracts, including any concessions contract excluded from the SCA by the Department of Labor's regulations at 29 CFR 4.133(b); and</li> <li>• Contracts in connection with Federal property or lands and related to offering services for Federal employees, their dependents, or the general public.</li> </ul>	29 CFR Part 23, 23.290	11/2022
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The postings listed above are included on J. J. Keller's [Federal Contractor poster](#). The [Notice to All Employees Working on Federal or Federally Financed Construction Projects](#), the [Employee Rights on Government Contracts notice](#), [The Davis-Bacon Act Federal Contract Poster](#), [Notification of Employee Rights Under Federal Labor Laws](#), [Federal Paid Sick Leave for Contractors](#), and [Worker Rights Under Executive Order 13658](#) are also available individually.

J. J. Keller's [Applicant Information Poster for Federal Contractors](#) poster includes the Employee Polygraph Protection Act, FMLA, Know Your Rights: Workplace Discrimination is Illegal,, and Pay Transparency notices.

Required Postings for Agricultural Employers			
Posting Title	Who must post?	Regulation	Revision Date
Employee Rights Under the H-2A Program	Agricultural employers seeking to hire temporary agricultural workers under H-2A visas.	The US DOL's Employment and Training Administration and Wage and Hour Division published a final rule implementing changes to the H-2A program effective March 15, 2010.	02/2010
Minimum Wage for Agricultural Employees (FLSA)	Every employer of employees subject to the FLSA's minimum wage provisions must post, and keep posted, a notice explaining the Act in a conspicuous place in all of their establishments. Employers of Agricultural employees must post either the general FLSA poster or their industry specific poster.	Fair Labor Standards Act	07/2016

Migrant and Seasonal Agricultural Worker Protection Act	Each farm labor contractor, agricultural employer and agricultural association, that is subject to the MSPA and that employs any migrant or seasonal agricultural worker is required to post a notice explaining the rights and protections for workers required under the MSPA.	29 CFR Part 500	04/1983
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The above postings are included on J. J. Keller's [Agricultural Workers Poster](#).

Required Postings for Federal Aid Highway Contractors			
Posting Title	Who must post?	Regulation	Revision Date
Federal Aid for Highway Contractors	Employers performing work on federal-aid highway projects. The notice must be posted at the project site in a prominent and accessible location.	Title 18, United States Code, Section 1020	05/2015

The above poster is included on J. J. Keller's [Federal Aid Highway Project Poster](#).

Required Posting for Employers with Workers with Disabilities Paid at Special Minimum Wage Rate			
Posting Title	Who must post?	Regulation	Revision Date
Workers with Disabilities Paid at Special Minimum Wages <i>Compliance Date 06/2018</i>	Employers that have workers employed under special minimum wage certificates authorized by section 14(c) of the Fair Labor Standards Act. The notice must be posted in a conspicuous place on the employer's premises where it can be readily seen by employees and the parents or guardians of workers with disabilities.	Fair Labor Standards Act; McNamara O'Hara Service Contracts Act; Walsh-Healey Public Contracts Act	01/2018



## ALABAMA

State Poster Compliance Date 07/2022

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No state minimum wage law. Employers must pay federal rate: \$7.25 per hour; \$2.13 per hour for tipped employees.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Child Labor Laws	Information about the serving of alcoholic beverages has been updated. Employees must be 21 years old to serve alcoholic beverages, or 18 if the licensee is certified by the Responsible Vendor Program.	07/01/2022
Minor	Your Job Insurance (Unemployment)		N/A
Minor	Child Labor		N/A
Minor	Your Job Insurance (Unemployment)		N/A
Mandatory	Child Labor Laws	Alabama's child labor enforcement standards transfer the permitting process from the public school system to the Alabama Department of Labor. Text changes have been made throughout the notice and contact information for the Alabama Department of Labor, Child Labor Division has been updated.	8/4/2009

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Alabama Poster
Job Insurance-Unemployment Compensation	All employers	Alabama Administrative Code 480-4-2-.19	N/A	✓

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Alabama Poster
Workers' Compensation Information (Employer must fill in information)	All employers	Alabama Administrative Code 480-4-2-.19	10/2012	✓
Child Labor Law	All employers with employees under 19 years of age.	"Alabama Child Labor Law" Code of Alabama, Section 25-8-38	2022	✓
Unemployment Compensation Fraud	Recommended but not required	N/A	N/A	✓

### Signs

Posting Title	Who must post?	Regulation	Revision Date
No Smoking <i>No Smoking signs, the No Smoking symbol, or Smoking Area signs may be displayed, as appropriate.</i> Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	Those in charge of a facility where smoking is prohibited, or areas where smoking is permitted.	Alabama Code 22-15A-7	N/A

## ALASKA

Estimated ship date 02/20/2023

State Poster Compliance Date 01/2023

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2023 minimum wage: \$10.85 per hour. Tipped employees must be paid full state minimum wage. Annual increases tied to inflation.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Minimum Wage	The Alaska Department of Labor and Workforce Development has made a mandatory change to the Summary of Alaska Wage and Hour Act posting to show the 2023 minimum wage rate, which takes effect on January 1.	01/01/2023
Mandatory	OSHA	The posting shows updated penalty amounts. Penalties could reach \$14,502 for each serious violation and \$145,027 for willful or repeat violations.	02/01/2022
Mandatory	Minimum Wage	Updated with 2021 rate of \$10.34 per hour.	01/01/2021
Mandatory	Minimum Wage	Shows the 2020 rate of \$10.19 per hour.	01/01/2020
Mandatory	OSHA	The posting shows updated penalty amounts. Penalties could reach \$12,934 for each serious violation and \$129,336 for willful or repeat violations.	10/20/2018
Mandatory	Minimum Wage	The updated posting shows the 2019 rate of \$9.89 per hour.	01/01/2019

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Alaska Poster
Wage and Hour Act	All employers	AS 23.10.050 – 23.10.150	01/2021	✓
AKOSH – Safety & Health Protection on the Job, Right-to-Know	All employers	AS 18.60.010	06/2022	✓
Unemployment Insurance	All employers	Alaska Employment Security Act AS 23.20.335	01/2018	✓

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Alaska Poster
Human Rights Law Sexual Harassment	All employers	AS 23.10.440, AS 18.80.220	N/A	✓
Emergency Information Numbers AKOSH (Employer must fill in information)	All employers	AS 18.60.058	02/2018	✓
Child Labor Law	Recommended but not required	AS 23.10.325	02/2018	✓
Workers' Compensation – <i>You must be a registered employer in this state to receive the official notice.</i>	Employers with workers' compensation insurance	AS 23.30.060	N/A	

*Note: Postings highlighted in yellow are not part of the all-in-one poster and must be obtained from the state or the employer's insurance carrier.*

### Signs

Posting Title	Who must post?	Regulation	Revision Date
Concealed Weapons/Firearms (General notice) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Businesses wishing to ban firearms	13AAC 30.110	N/A
No Smoking (State-specific) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Those in charge of a place	Alaska Stat. 18.35.330	N/A

## ARIZONA

Estimated ship date 02/28/2023

State Poster Compliance Date 01/2023

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2023 state minimum wage: \$13.85, tipped rate \$10.85. Adjusted annually for inflation.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Minimum Wage	The Industrial Commission of Arizona has made a mandatory change to the state's minimum wage posting. The updated posting shows the 2023 rate of \$13.85 per hour, which takes effect on January 1.	01/01/2023
Mandatory	Minimum Wage	The Industrial Commission of Arizona has made a mandatory change to the state's minimum wage posting. The updated posting shows the 2022 rate of \$12.80 per hour.	01/01/2022
Mandatory	Minimum Wage	Updated with 2021 rate of \$12.15 per hour.	01/01/2021
Mandatory	Minimum Wage	Updated with the 2020 rate.	01/01/2020
Minor	Unemployment Insurance	New name for benefits guide (A Guide to Arizona Benefits).	N/A
Mandatory	Minimum Wage	Updated with the 2019 rate of \$11 per hour.	01/01/2019

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Arizona Poster
Minimum Wage	All employers	ARS §23-364(D); Arizona Administrative Code R20-5-1208	N/A	✓
ADOSH – Employee Safety and Health Protection	All employers	Arizona Occupational Safety and Health Act of 1972	10/2011	✓
Work Exposure to Bodily Fluids	All employers	A.R.S. § 23-1043.04	N/A	✓

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Arizona Poster
Work Exposure to MRSA	All employers whose employees may receive significant exposure to MRSA, spinal meningitis, or TB	A.R.S. § 23-1043.04	07/2011	✓
Constructive Discharge Law	All employers	ARS § 23-1502	07/2013	✓
Unemployment Insurance	All employers	ARS § 23-772.C	08/2019	✓
Arizona Law Prohibits Discrimination in Employment (Bilingual)	Employers with 15 or more employees	ARS Chapter 9, Article 6, 41-1483	N/A	✓
Workers' Compensation (Bilingual); Employer must fill in information.	All employers	ARS § 23-964(A)	N/A	✓
Earned Paid Sick Leave	All employers; A proposed rule would exempt employers grossing less than \$500,000 from the posting requirement. More information will be provided after the final rule is published.	ARS §23-375 (A), (B); Arizona Administrative Code R20-5-1208	N/A	✓

Flagstaff Minimum Wage  
Shippd on: 01/25/2023

Poster Compliance Date 01/2023

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service
Flagstaff Minimum Wage	All employers in Flagstaff, except state and federal government employers	Flagstaff Municipal Code, Chapter 15, 15-01-001-004	10/27/2020	✓

Tucson Employment Laws

Poster Compliance Date 01/2023

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service
Tucson Minimum Wage	Employers with employees who perform at least 5 hours of work per pay cycle in the city of Tucson. Does not apply to government employers or tribal entities.	Tucson City Code, Part II, Chapter 17, Article X, Sec. 17-86(b)	N/A	✓
Tucson Non-Discrimination	All employers, except Indian tribes and the city of Tucson	Human Relations Ordinance Chapter 17, Sec. 17-16	N/A	✓

Signs

Posting Title	Who must post?	Regulation	Revision Date
Concealed Weapons/Firearms (State-specific for businesses serving alcohol, general notice for other businesses) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	Businesses wishing to ban firearms	ARS 4-2209; ARS Sec. 12-781(a)	N/A
No Smoking (State-specific) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	Every public place and place of employment	Smoke-Free Arizona Act A.R.S. §36-601.0	N/A

## ARKANSAS

State Poster Compliance Date 08/2019

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State minimum wage: \$11 per hour, tipped rate \$8.37 per hour.

Type of Change	Posting Title	Revision Details	Effective Date
Minor	Unemployment Insurance	List of local claim offices updated.	09/14/2021
Mandatory	Minimum Wage	Child labor law updated. A boy or girl between the ages of 16 and 18 is not subject to the Act if the boy or girl is a high school, vocational school, or technical school graduate, is married, or is a parent. Previously, these exceptions applied to 16-year-olds.	08/01/2019
Mandatory	Minimum Wage	The posting shows the 2019 minimum wage of \$9.25 per hour and the tip credit of \$6.62 per hour. The poster also shows increases effective in 2020 and 2021.	01/01/2019

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Arkansas Poster
Notice to Employer & Employee: Minimum Wage, Overtime, Wage Collection, Child Labor, Equal Pay	Employers subject to the minimum wage	Ark. Stat. § 11-4-216	08/2019	✓
Unemployment Insurance	All employers	Arks. Stat. § 11-10-520	09/14/2021	✓
Workers' Compensation ( <i>Employer must fill in information</i> )	All employers	Ark. Stat. § 11-9-407	10/2004	✓

### Specialty posters and signs

Posting Title	Who must post?	Regulation	Revision Date
Human Trafficking	Airports; bus stations; facilities providing food, fuel, showers, or other sanitary facilities and overnight parking; abortion facilities; hotels and motels; strip clubs or sexually oriented businesses; private clubs with a liquor permit	Arkansas Code Annotated, 12-19-102	N/A



Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Arkansas Poster
Chemical Right to Know Act	Public employers and facilities	Ark Code Ann, Sec. 20-27-1806, as added by AR S.B. 19, L. 2005		N/A
Hand Washing Poster	Food service industry	Act 1656 of 2001		N/A
Choke Saving	Food service establishments	Ark. Code Ann § 20-57-207		09/2009
No Smoking (State-specific) <i>The No Smoking sign or the international No Smoking symbol must be posted where smoking is prohibited.</i> <i>State-specific signs must be used in areas where smoking is allowed.</i> Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	The person in control of a place of employment	Ark Code Ann, Sec. 20-27-1806, as added by AR S.B. 19, L. 2005		N/A
Handguns (State-specific) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	Businesses wishing to ban firearms	Arkansas Code 5-73-306(19A)		N/A

## CALIFORNIA

Expected ship date English: 03/17/2023

Expected ship date Spanish: TBD due to delay in state text publication

List run date: 01/06/2023

State Poster Compliance Date 1/2023

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2023 state minimum wage: \$15.50 per hour. Tipped employees must be paid full state minimum wage.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Minimum Wage  Family Care & Medical Leave & Pregnancy Disability Leave  Your Rights and Obligations as a Pregnant Employee  Discrimination and Harassment	<p>The California Department of Industrial Relations has made a mandatory change to the minimum wage poster to show the 2023 rate of \$15.50 per hour. The California Civil Rights Department has also made mandatory changes to these postings:</p> <p><b>Family Care and Medical Leave and Pregnancy Disability Leave:</b> Notes that leave under the California Family Rights Act (CFRA) may be taken for the serious health condition of an individual related by blood or in a family-like relationship with the employee; includes additional information about intermittent leave; Provides more details about pay and benefits during leave, reinstatement, notice requirements, Pregnancy Disability Leave, and certification.</p> <p><b>Your Rights and Obligations as a Pregnant Employee:</b> Prominently notes that the information on the poster applies to individuals who are pregnant, have a pregnancy-related medical condition, or are recovering from childbirth; notes that CFRA leave may be taken for the serious health condition of an individual related by blood or in a family-like relationship with the employee.</p> <p><b>Discrimination and Harassment:</b> Reproductive health decision making has been added as a protected class; Additional leave information has been added.</p>	01/01/2023
Minor	Job Safety and Health	New Helpline phone number.	N/A

Minor	<p>Family Care &amp; Medical Leave &amp; Pregnancy Disability Leave</p> <p>Your Rights and Obligations as a Pregnant Employee</p> <p>Emergency Contact Information</p>	Updated with new agency information	N/A
Mandatory	Family Care & Medical Leave & Pregnancy Disability Leave	Parent-in-law added to list of family members.	01/01/2022
Mandatory	Your Rights and Obligations as a Pregnant Employee	Definitions of “child” and “parent” added.	01/01/2022
Mandatory	<p>Minimum Wage</p> <p>Family Care and Medical Leave and Pregnancy Disability Leave</p> <p>Discrimination and Harassment</p> <p>Your Rights and Obligations as a Pregnant Employee</p> <p>Notice to Employees</p>	<ul style="list-style-type: none"> <li>The Labor Commissioner has updated the minimum wage posting to show the new rates for 2021 through 2023. In 2021, employers with 25 or fewer employees must pay at least \$13 per hour, while employers with 26 or more employees must pay at least \$14 per hour.</li> <li>The Department of Fair Employment and Housing has updated three postings: Workplace Discrimination and Harassment, Family Care &amp; Medical Leave &amp; Pregnancy Disability Leave, and Your Rights and Obligations as Pregnant Employee. These postings include new information about the California Family Rights Act (CFRA). The Act now applies to employers with five or more employees.</li> <li>The Notice to Employees from the Employment Development Department has been revised with information about taking Paid Family Leave for reasons relating to qualifying military events.</li> </ul>	01/01/2021

Mandatory	Discrimination and Harassment  Transgender Rights	Discrimination: Updated to note that the definition of race includes hair texture and protective hairstyles, including braids, locks, and twists.  Discrimination and Transgender Rights: The time period for filing a complaint is extended from one year to three years.	01/01/2020
Minor	Family Care and Medical Leave and Pregnancy Disability Leave  Rights and Obligations as a Pregnant Employee	New contact information. Additional information explaining the law and the mission of the Department of Fair Employment and Housing.	N/A
Minor	Cal/OSHA	One address change (Santa Ana).	N/A

*Note: California law allows employer to distribute postings to employees via an email attachment. Physical posting is also required.*

#### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller California Poster
Minimum Wage <ul style="list-style-type: none"> <li>Employers with workers who speak and read only Spanish must also post the Spanish version</li> <li>Employers must also post the minimum wage order that applies to their business; these specialty posters may be purchased separately</li> </ul>	All employers	Labor Code section 1182.13(c)  Labor Code section 1183(d)	N/A	✓

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller California Poster
CAL/OSHA Safety & Health Protection	All employers	Labor Code section 6328; California Code of Regulations, Title 8, Division 1, Chapter 3.2, Subchapter 2, Article 1, § 340	07/2022	✓
Emergency Phone Numbers <i>(Employer must fill in information)</i>	The California Department of Industrial Relations indicates that this must be posted by all employers, however, the posting requirement is part of the Construction Safety Orders.	California Code of Regulations Title 8, Division 1, Chapter 4, Subchapter 4, Article 3, §1512	03/1990	✓
Discrimination & Harassment in Employment are Prohibited by Law	All employers	Fair Employment and Housing Act, Government Code, Title 2, Division 3, Part 2.8., Chapter 6 Section 12950.	01/2021	✓
Your Rights and Obligations as a Pregnant Employee <i>Must be posted in Spanish if that language is spoken by at least 10 percent of workers.</i>	Employers with 5 or more employees	California Code of Regulations Title 2 section 11049(d)	09/2022	✓
Family Care and Medical Leave and Pregnancy Disability Leave <i>Must be posted in Spanish if that language is spoken by at least 10 percent of workers.</i>	All public employers or private employers with 20 or more employees. <i>Must be posted where both applicants and employees may see it.</i>	California Code of Regulations Title 2 section 11095	09/2022	✓
Transgender Rights in the Workplace	All employers	Fair Employment and Housing Act, Government Code section 12950(a)(2)	11/2019	✓
Notice to Employees: Unemployment Insurance, Disability Insurance, and Paid Family Leave (PFL)	All employers	See regulations relating to individual acts listed on the poster	12/2020	✓
Unemployment Insurance	All employers	California Unemployment Insurance Code Section 1253.3	07/2018	✓
Workers' Compensation <i>(Employer must fill in information)</i> Employers with Spanish-speaking employees must also post the notice in Spanish.	All employers	Labor Code, Division 4, Part 1, Chapter 2, Article 4, 3550; Code of Regulations Title 8 Section 9881	01/2016	✓

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller California Poster
Whistleblowers Are Protected	All employers	Labor Code, Division 2, Part 3, Chapter 5, 1102.8	N/A	✓
Payday Notice (Employer must fill in information)	All employers	Labor Code, Division 2, Part 1, Chapter 1, Article 1, 207	06/2002	✓
Time Off to Vote	All employers	Election Code section 14001 et seq.	N/A	✓
Paid Sick Leave	All employers	Labor Code, Division 2, Part 1, Chapter 1, Article 1.5, 247	11/2014	✓

### Wage Orders

English began shipping 01/25/2023

Spanish: TBD, waiting for updated information from the state

Compliance Date 01/2023

Wondering which Wage Order to post? The state provides this [list of businesses and occupations](#) to help with that decision.

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Industrial Welfare Commission Wage Order #1: Manufacturing Industry	Employers in the manufacturing industry, including businesses that prepare, produce, make, alter, repair, finish, process, inspect, handle, assemble, or package commodities.	Labor Code, Division 2, Part 4, Chapter 1, 1183(d)	11/2022	✓
Industrial Welfare Commission Wage Order #2: Personal Services Industry	Employers in the personal services industry. This includes an industry or business rendering services used in the care, cleansing, or beautification of the body or in the enhancement of personal appearance or health. Includes beauty salons, barber shops, health clubs, and mortuaries.	Labor Code section 1183(d)	11/2022	✓
Industrial Welfare Commission Wage Order #3: Canning, Freezing, Preserving Industry	Employers in the canning, freezing, and preserving industry, including businesses operated for the purpose of canning soups or cooking, canning, curing, freezing, bottling, preserving, or otherwise processing fruits, vegetables, seafood, meat, poultry, or rabbit products.	Labor Code section 1183(d)	11/2022	✓

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Industrial Welfare Commission Wage Order #4: Professional, Technical Clerical, Mechanical and Similar Occupations	Employers of workers in professional, technical, clerical, mechanical, and similar occupations. This includes managerial, supervisory, laboratory, and research occupations. Occupations include accountants, bookkeepers, cashiers, clerks, copy writers, computer programmers, editors, models, nurses, photographers, salespersons, teachers, and social workers.	Labor Code section 1183(d)	11/2022	✓
Industrial Welfare Commission Wage Order #5: Public Housekeeping Industry	Employers in the public housekeeping industry, including businesses that provide meals, housing, or maintenance services such as restaurants, night clubs, bars, hotels, motels, apartment houses, camps, child care institutions, nursing homes, private schools, and establishments providing veterinary services.	Labor Code section 1183(d)	11/2022	✓
Industrial Welfare Commission Wage Order #6: Laundry, Linen Supply, Dry Cleaning and Dyeing Industry	Employers in the laundry, linen supply, dry cleaning and dyeing industry, including businesses offering services such as washing, cleaning, storing, fumigating, or waterproofing articles such as clothing, drapery, linens, household furnishings, or textiles. Includes self-service laundry and dry cleaning establishments.	Labor Code section 1183(d)	11/2022	✓
Industrial Welfare Commission Wage Order #7: Mercantile Industry	Employers in the mercantile industry, including businesses that purchase, sell, or distribute goods at wholesale or retail, or businesses that rent goods or commodities.	Labor Code section 1183(d)	11/2022	✓
Industrial Welfare Commission Wage Order #8: Industries Handling Products After Harvest	Employers in industries handling products after harvest, including businesses that grade, sort, clean, dry, cool, pack, shell, separate, slaughter, pick, pluck, shuck, pasteurize, ferment, or otherwise prepare any agricultural, horticultural, meat, poultry, seafood, rabbit, or dairy products for distribution.	Labor Code section 1183(d)	11/2022	✓

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Industrial Welfare Commission Wage Order #9: Transportation Industry	Employers in the transportation industry, including businesses that operate for the purpose of conveying persons or property from one place to another by rail, highway, air, or water. This industry also includes storing or warehousing goods or property, and the repairing, parking, rental, maintenance, or cleaning of vehicles.	Labor Code section 1183(d)	11/2022	✓
Industrial Welfare Commission Wage Order #10: Amusement and Recreation Industry	Employers in the amusement and recreation industry. This includes businesses that furnish entertainment or recreation to the public such as theaters, bowling alleys, skating rinks, riding academies, racetracks, amusement parks, swimming pools, gymnasiums, golf courses, tennis courts, carnivals, and wired music studios.	Labor Code section 1183(d)	11/2022	✓
Industrial Welfare Commission Wage Order #11: Broadcasting Industry	Employers in the broadcasting industry, including businesses operated for the purpose of broadcasting or taping programs through the medium of radio or television.	Labor Code section 1183(d)	11/2022	✓
Industrial Welfare Commission Wage Order #12: Motion Picture Industry	Employers in the motion picture industry, including businesses operated for the purpose of motion picture or television film production, including motion pictures for entertainment, commercial, religious, or educational purposes, whether made by film, tape, or otherwise.	Labor Code section 1183(d)	11/2022	✓
Industrial Welfare Commission Wage Order #13: Industries Preparing Agricultural Products for Market, on the Farm	Employers in industries preparing agricultural products for market, on the farm, including any operation performed in a permanent structure on the farm or a moving packing plant for the purpose of preparing agricultural, horticultural, egg, poultry, meat, seafood, rabbit, or dairy products for market when the operation is done on the premises owned or operated by the same employer who produced the products.	Labor Code section 1183(d)	11/2022	✓



Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Industrial Welfare Commission Wage Order #14: Employers of workers in Agricultural Occupations	Employers of workers in agricultural occupations, including workers engaged in the preparation, care and treatment of farmland, pipeline, or ditches, and workers sowing, planting, caring for, harvesting assembling, or storing any agricultural or horticultural commodity. This also includes workers who raise, feed, and manage livestock or harvest fish.	Labor Code section 1183(d)	11/2022	✓
Industrial Welfare Commission Wage Order #15: Household Occupations	Employers of workers in household occupations, including all services related to the care of persons or maintenance of a private household or its premises. These occupations include butlers, chauffeurs, companions, cooks, gardeners, grooms, house cleaners, housekeepers, maids, practical nurses, tutors, and valets.	Labor Code section 1183(d)	11/2022	✓
Industrial Welfare Commission Wage Order #16: Employers of workers in Certain On-Site Occupations in the Construction, Drilling, Logging and Mining Industries	Employers of certain workers in on-site occupations in the construction, drilling, logging, and mining industries. This includes workers in jobs associated with construction such as building, demolition, excavation, remodeling, and repair work, as well also jobs associated with the exploration or extraction of oil, gas, or water resources. It also includes logging occupations such as the cutting or removal of timber and wood forest products for commercial purposes, and mining occupations such as work in mines, quarries, or open pits used for the purpose of extracting minerals, ores, stone, and rock.	Labor Code section 1183(d)	11/2022	✓
Industrial Welfare Commission Wage Order #17: Miscellaneous Employees	Employers of miscellaneous employees not covered by other industry or occupation wage orders.	Labor Code section 1183(d)	11/2022	✓

### ***Municipal Posting Requirements***

*Alameda Employment Laws*

*Poster Compliance Date: 07/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
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Minimum wage	Employers with a business license from Alameda who have employees who perform at least two hours of work per week in Alameda and employers who exercise control over the wages, hours, or working conditions of an employee who works in Alameda for at least two hours per week.	Alameda Code of Ordinances 4-60.50	N/A	✓
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*Belmont Employment Laws*      *Poster Compliance Date: 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum wage	Employers subject to the Belmont business license tax or who maintain a facility in Belmont. The employer must have at least one employee who works a minimum of two hours per week.	Belmont City Code, Section 32-4	N/A	✓

*Berkeley Employment Laws*      *Poster Compliance Date: 07/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum wage	Employers with employees who perform at least two hours of work per week in Berkeley, and all employers with a Berkeley business license.	Berkeley Municipal Code 13.99.060 D	N/A	✓
Paid Sick Leave	Employers with employees who perform at least two hours of work per week in Berkeley, and all employers with a Berkeley business license.	Berkeley Municipal Code 13.100.060 B	N/A	✓
Family Friendly and Environment Friendly Workplace Ordinance	Employers with 10 or more employees who work in Berkeley. All city employers must post, but not other government employers.	Berkeley Municipal Code 13.101.070 B	N/A	✓

*Burlingame Employment Laws*      *Poster Compliance Date: 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Employers in Cupertino and businesses subject to the city's business license requirements. Includes the city of Cupertino but not other government employers.	Cupertino Municipal Code, Title 3, 3.37.060 Ordinance No. 16-2151	N/A	✓

*Cupertino Employment Laws**Poster Compliance Date: 01/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Employers in Cupertino and businesses subject to the city's business license requirements. Includes the city of Cupertino but not other government employers.	Cupertino Municipal Code, Title 3, 3.37.060 Ordinance No. 16-2151	N/A	✓

*Daly City Employment Laws**Poster Compliance Date: 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Businesses within the geographic boundaries of Daly City and businesses with an employee working at least two or more hours per week in the city.	Daly City Municipal Code, 8.76.030	N/A	✓

*East Palo Alto**Poster Compliance Date: 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Employers who are subject to the East Palo Alto Business License Tax or who maintain a facility in East Palo Alto.	East Palo Alto Municipal Code, 5.10.040	N/A	✓

*El Cerrito Employment Laws**Poster Compliance Date: 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Businesses with employees who perform at least two hours of work each week in El Cerrito.	El Cerrito Municipal Code, Title 6, Chapter 6.95	N/A	✓

*Emeryville Employment Laws**Poster Compliance Date: 07/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage/Paid Sick Leave	Businesses with employees who perform at least two hours of work each week in Emeryville.	Emeryville Municipal Code 5-37.02; Emeryville Municipal Code 5-37.03; Emeryville Municipal Code 5-37.05	N/A	✓
Service Charge Law	Hoasptality employers in Emeryville who collect service charges.	Emeryville Municipal Code 5-37.04; Emeryville Municipal Code 5-37.05	N/A	✓

*Emeryville Fair Workweek Ordinance*      *Poster Compliance Date: 12/2017*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Fair Workweek Ordinance	Retail firms with fifty-six (56) or more employees globally; and fast food firms with fifty-six (56) or more employees globally and twenty (20) or more employees within the city limits of Emeryville.	Emeryville Municipal Code 5-39.08	N/A	✓

*Foster City Employment Laws*      *Poster Compliance Date: 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Employers with employees who perform at least two hours of work per week in Foster City.	Foster City Code 5.73.030	N/A	✓

*Fremont Employment Laws*      *Poster Compliance Date: 07/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum wage	Employers with employees who work at least 2 hours per week in the city of Fremont, except non-profit organizations.	Fremont Municipal Code Chapter 5.30.070	N/A	✓

*Half Moon Bay Employment Laws*      *Poster Compliance Date: 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum wage	Businesses in Half Moon Bay and businesses subject to the city's business license requirements that have employees who work in the city at least two hours weekly, except state, federal, and county agencies.	Half Moon Bay Municipal Code, 3.300.050	N/A	✓

*Hayward Employment Laws      Poster Compliance Date: 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum wage	Businesses with a business tax certificate from Hayward with employees who work in the city at least two hours weekly, except state, federal, and county agencies.	Hayward Municipal Code, 6-15.15	N/A	✓

*Los Altos Employment Laws      Poster Compliance Date: 01/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Los Altos Minimum Wage	Employers in Los Altos and businesses subject to the city's business license requirements. Includes the city of Los Altos but not other government employers.	Los Altos Municipal Code, Title 3, Chapter 3.50, 3.50.060	N/A	✓
Los Altos Right to Know	Employers in Los Altos and businesses subject to the city's business license requirements. Includes the city of Los Altos but not other government employers.	Los Altos Municipal Code, Title 3, Chapter 3.50, 3.50.060	N/A	✓

*City of Los Angeles Employment Laws (General Industry)      Compliance Date 07/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Businesses with employees who perform at least two hours of work in a week in Los Angeles.	Los Angeles Municiple code, Chapter XVIII, Article 7 and Article 8, Sec. 188.03.	N/A	✓
Paid Sick Leave	Businesses with employees who perform at least two hours of work in a week in Los Angeles.	Los Angeles Municiple code, Chapter XVIII, Article 7 and Article 8, Sec. 188.03.	N/A	✓

Fair Chance Initiative for Hiring	Employers in the city of Los Angeles with 10 or more employees, except government employers; Employers with a contract with the city.	Ordinance No. 184652; Los Angeles Municipal Code, Chapter 18, Article 9, Sec. 189.04; Los Angeles Administrative Code, Division 10, Chapter 1, Article 22, Section 10.48.4	08/2018	✓
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*Specialty poster - Los Angeles Employment Laws for City Contractors*

*Compliance Date 07/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Fair Chance Initiative for Hiring	Employers in the city of Los Angeles with 10 or more employees, except government employers; Employers with a contract with the city.	Ordinance No. 184652; Los Angeles Municipal Code, Chapter 18, Article 9, Sec. 189.04; Los Angeles Administrative Code, Division 10, Chapter 1, Article 22, Section 10.48.4	12/2016	✓
Living Wage	A Los Angeles financial assistance recipient, contractor, subcontractor, or public lessee.	Los Angeles Administrative Code Division 10, Chapter 1, Article 11, Section 10.37.4	05/2022	✓
Prohibition Against Retaliation	A Los Angeles financial assistance recipient, contractor, subcontractor, or public lessee.	Los Angeles Administrative Code Division 10, Chapter 1, Article 11, Section 10.37.4	09/2017	✓

*County of Los Angeles Employment Laws*

*Poster Compliance Date 7/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum wage and minimum wage supplement	Employers in the unincorporated areas of Los Angeles county.	LA County Code 8.101.060	N/A	✓

*Malibu Employment Laws*

*Poster Compliance Date: 07/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum wage	Employers with employees who perform at least two hours of work in Malibu each week.	Malibu Municipal Code 5.36.040, 5.36.080	N/A	✓

*Menlo Park Employment Laws Poster*

*Poster Compliance Date: 01/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
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Minimum wage	Employers in Menlo Park with employees who perform two hours of work in a calendar week, except government employers for work related to their governmental function.	Menlo Park Municipal Code, Chapter 5.75, 5.76.060	N/A	✓
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*Milpitas Employment Laws Poster*      *Poster Compliance Date: 07/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum wage	Employers in Milpitas and businesses subject to the city's business license requirements. Includes the city of Milpitas but not other government employers.	Milpitas Municipal Code, Title III, Chapter 31, III-31-7.00	N/A	✓

*Mountain View Employment Laws*      *Poster Compliance Date: 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum wage	Employers in Mountain View and businesses subject to the Mountain View business license.	Mountain View City Code, Section 42.17	N/A	✓

*Novato Employment Laws*      *Poster Compliance Date: 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum wage	Employers in Novato with employees who perform more than two hours of work within the city in a week.	Novato Code of Ordinances, Section 2-30.9	N/A	✓

*Oakland Employment Laws*      *Poster Compliance Date: 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Businesses with employees who perform at least two hours of work each week in Oakland.	Oakland Municipal Code 5.92.020; 5.92.050D	2020	✓
Paid Sick Leave	Businesses with employees who perform at least two hours of work each week in Oakland.	Oakland Municipal Code 5.92.03;5.92.050D	2018	✓
Service Charge Law	Employers in the city of Oakland who collect service charges	Oakland Municipal Code 5.92.040;5.92.050D	2018	✓

*Palo Alto Employment Laws**Poster Compliance Date: 01/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Employers in Palo Alto, businesses subject to the city's business license requirements, and employers conducting business in Palo Alto who have employees who perform at least two hours of work each week in the city.	Palo Alto Municipal Code, Chapter 4.62, 4.62060	N/A	✓
Know Your Rights			N/A	✓

*Pasadena Employment Laws**Poster Compliance Date: 07/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Businesses with employees who perform at least two hours of work each week in Pasadena.	Pasadena Municipal Code, Title 5, Article I, Ch 5.02.020	N/A	✓

*Petaluma Employment Laws**Poster Compliance Date: 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum wage	Employers with workers who perform at least two hours of work in Petaluma in a week.	Petaluma Municipal Code 8.35.080 (b)	N/A	✓

*Redwood City Employment Laws**Poster Compliance Date: 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Businesses with employees who perform at least two hours of work each week in Redwood City and who maintain a business facility in the city or are subject to the city's business license requirements.	Code of the City of Redwood City, Chapter 46, Section 46.060(b)	N/A	✓

*Richmond Employment Laws**Poster Compliance Date: 01/2023*



Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Businesses with employees who perform at least two hours of work each week in Richmond.	Richmond Municipal Code Article VII, Chapter 7.108, 7.108.060	N/A	✓

*San Carlos Employment Laws Poster Compliance Date: 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Businesses in San Carlos and businesses subject to the city's business registration requirements that have employees who work in the city at least two hours weekly.	San Carlos Municipal Code 8.10.040	N/A	✓

*San Diego Employment Laws Poster Compliance Date: 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Businesses with employees who perform at least two hours of work in a week in San Diego. This does not include employers of certain youth employees or employers receiving services under the California In-Home Supportive Services program.	San Diego Municipal Code Ch 3, Article 9, Division 1, 39.0108	N/A	✓
Paid Sick Leave	Businesses with employees who perform at least two hours of work in a week in San Diego. This does not include employers of certain youth employees or employers receiving services under the California In-Home Supportive Services program.	San Diego Municipal Code Ch 3, Article 9, Division 1, 39.0108	12/2016	✓

*San Francisco Employment Laws Poster Compliance Date 01/2023*

Anticipated ship date: 02/06/2023

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
San Francisco Minimum Wage	Businesses with employees who perform at least two hours of work each week in San Francisco.	San Francisco Administrative Code, Chapter 12R.5	N/A	✓
San Francisco Sick Leave Ordinance	Employers with employees who work in the city of San Francisco	San Francisco Administrative Code, Section 12W.5	N/A	✓

San Francisco Family Friendly Workplace Ordinance	Employers with 20 or more employees who have employees who work in San Francisco.	Family Friendly Workplace Ordinance, San Francisco Administrative Code Chapter 12Z.8	N/A	✓
San Francisco Health Care Security Ordinance	Businesses with more than 20 employees and non-profits with more than 50 employees that are required to obtain a business registration certificate from the city.	Health Care Security Ordinance, Administrative Code Chapter 14, Sec. 14.3	N/A	✓
San Francisco Fair Chance Ordinance	Employers in San Francisco with 20 or more employees.	Fair Chance Ordinance, San Francisco Police Code, Article 49. Section 4905	N/A	✓
San Francisco Paid Parental Leave	Employers with covered employees who work in San Francisco. Applies to employers with 20 or more employees worldwide.	San Francisco Police Code, Article 33H, Sec. 3300H.5	N/A	✓
San Francisco Consideration of Salary History	All employers registered to business in the city, including city contractors and subcontractors. Does not include any unit of local, state or federal government, but does include the city.	San Francisco Police Code, Article 33J, Sec. 3300J.5	N/A	✓
San Francisco COVID-Related Employment Protections <i>This posting requirement expires March 6, 2023.</i>	Employers with employees in San Francisco. Includes the city.	San Francisco Police Code, Article 3L, Sec. 3300L.5	N/A	✓
San Francisco Public Health Emergency Leave	Employers with 100 or more employees worldwide that have employees in the city or county of San Francisco.	San Francisco Police Code Article 33 P, 3300P.5	N/A	✓

#### *San Francisco Formula Retail Employee Rights Ordinances*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Formula Retail Bill of Rights	Employers who own or operate a Formula Retail Establishment with 20 or more employees in the City of San Francisco. This does not include a nonprofit corporation or government entity.	San Francisco Police Code, Article 33F, Section 3300F.7, and 33G, 3300G.6	N/A	<i>Can be ordered separately by covered employers.</i>

*San Jose Employment Laws*

*Poster Compliance Date 1/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage Know Your Rights Ordinance Basics and Responsibilities	Businesses with employees who perform at least two hours of work each week in San Jose.	San Jose Municipal Code, 4.100.060	N/A	✓
San Jose Opportunity to Work	Employers with more than 36 employees who are subject to the San Jose business tax or are in San Jose but exempt from the tax.	San Jose Municipal Code, 4.101.050	N/A	✓

*San Leandro Employment Laws Poster Compliance Date: 07/2020*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Employers with a San Leandro business license and businesses with employees who perform at least two hours of work each week in San Leandro.	San Leandro Municipal Code, Chapter 4-35, 4-35-600	N/A	✓

*San Mateo Employment Laws Poster Compliance Date: 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Businesses with employees who perform at least two hours of work each week in San Mateo.	San Mateo Municipal Code, Title 5, Chapter 5.92, 5.92.030	N/A	✓

*Santa Clara Employment Laws Poster Compliance Date: 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Employers subject to the city's business tax. Includes the city of Santa Clara but not other government employers.	Santa Clara City Code, Title 3, Chapter 3.2, 3.20.060	N/A	✓

*Santa Monica Employment Laws (General Industry) Poster Compliance Date 7/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Businesses with employees who perform at least two hours of work each week in Santa Monica, except government agencies.	Santa Monica Municipal Code, Chapter 4.62, Section 4.62.015 (f)	N/A	✓
Paid Sick Leave	Businesses with employees who perform at least two hours of work each week in Santa Monica, except government agencies.	Santa Monica Municipal Code Section 4.62.015 (f)	N/A	✓

*Specialty poster – Santa Monica Hospitality Industry Employment Laws (Non-hotel employers using service charges) Compliance Date 7/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Businesses with employees who perform at least two hours of work each week in Santa Monica, except government agencies.	Santa Monica Municipal Code, Chapter 4.62, Section 4.62.015 (f)	N/A	✓
Paid Sick Leave	Businesses with employees who perform at least two hours of work each week in Santa Monica, except government agencies.	Santa Monica Municipal Code Section 4.62.015 (f)	N/A	✓
Service Charge Law	Employers in Santa Monica with service charge workers.	Santa Monica Municipal Code Section 4.62.040	N/A	✓

*Specialty poster – Santa Monica Hotel Worker Employment Laws Poster Compliance Date 7/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Businesses with employees who perform at least two hours of work each week in Santa Monica, except government agencies.	Santa Monica Municipal Code, Chapter 4.62, Section 4.62.015 (f)	N/A	✓
Paid Sick Leave	Businesses with employees who perform at least two hours of work each week in Santa Monica, except government agencies.	Santa Monica Municipal Code Section 4.62.015 (f)	N/A	✓
Hotel Worker Living Wage	Hotels and other employers in Santa Monica who have workers who must be paid the hotel worker minimum wage.	Santa Monica Municipal Code, Chapter, Chapter 4.63	N/A	✓
Service Charge Law	Employers in Santa Monica with service charge workers.	Santa Monica Municipal Code Section 4.62.040	N/A	✓

*Santa Rosa Employment Laws*

*Poster Compliance Date: 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Employers in Santa Rosa with employees who perform two hours of work in a week.	Santa Rosa City Code 10-45.080	N/A	✓

*Sonoma Employment Laws      Poster Compliance Date 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Employers with employees who work 2 or more hours per week in Sonoma. Does not apply to government employers, except for the city of Sonoma.	Sonoma Municipal Code, 2.80.080	N/A	✓

*South San Francisco Employment Laws      Poster Compliance Date: 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Employers with employees who work in South San Francisco for more than 2 hours each week.	South San Francisco Municipal Code, Section 8.70.040	N/A	✓

*Sunnyvale Employment Laws      Poster Compliance Date: 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Employers in Sunnyvale and businesses subject to the city's business license tax. Includes the city of Sunnyvale but not other government employers.	Sunnyvale Municipal Code, Title 3, Chapter 3.80, 3.80.060	N/A	✓

*West Hollywood Employment Laws      Poster Compliance Date: 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required

Minimum Wage	Employers with employees who perform at least two hours of work per week within the geographic boundaries of West Hollywood.	West Hollywood Municipal Code, 5.130.040	N/A	✓
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*West Hollywood Hotel Worker (Specialty poster)*

*Poster Compliance Date: 07/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Business in West Hollywood with hotel workers who work at one or more of the hotels within the geographic boundaries of West Hollywood.	West Hollywood Municipal Code, 5.130.040	N/A	✓

***Specialty posters***

Posting Title	Who must post?	Regulation	Revision Date
Cal/OSHA Operating Rules for Industrial Trucks (3650) (Forklift Safety) <i>Compliance Date 11/2018</i>	Wherever an industrial truck is owned, operated or maintained. Poster includes operating rule 3650 for industrial trucks (required employee notification).	California Code of Regulations, General Industry Safety Order 3650 - Industrial Trucks	11/2018
Required Workplace Posting for All California Barbering and Cosmetology Licensees <i>Compliance Date 01/2018</i>	California businesses licensed by the Board of Barbering and Cosmetology.	California Business and Professions Code Section 7353.4; Labor Code section 98.10	N/A
No Human Trafficking <i>Compliance Date 01/2019</i>	Businesses in these industries: Beverage sales, adult/sexually oriented businesses, airports, rail & bus stations, truck stops, emergency rooms & urgent care centers, roadside rest areas, hotels, motels, and bed and breakfast inns, farm labor contractors, and job recruitment centers	Section 52.6 of the Civil Code	N/A
Access to Medical and Exposure Records	Employers using hazardous or toxic substances	Title 8, California Code of Regulations, General Industry Safety Order section 3204	01/2015
Choke Saving	Recommended for food service establishments		N/A

***Signs***

Title	Who must post?	Regulation	Revision Date
<p>No Smoking</p> <p>Where smoking is prohibited throughout the building, a “No Smoking” sign shall be posted at each entrance.</p> <p>Where smoking is permitted in designed areas, a sign stating “Smoking is prohibited except in designated areas” shall be posted at each entrance.</p> <p>As of Aug. 30, 2018, a Smoking Area Exposure Warning sign must be posted at the entrance to a smoking area. This is a Prop 65 sign.</p> <p>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></p>	<p>Private and public employers and facilities (including owner-operated businesses with no other employees, independent contractors, or volunteers).</p>	<p>Labor Code at Division 5, Part 1, Chapter 3, Section 6404.5</p>	<p>N/A</p>
<p>Prop 65</p> <p>Signs must be posted to indicate exposure to certain toxic chemicals.</p> <p>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></p>	<p>Businesses required to post notification of significant amounts of certain chemicals.</p>	<p>Title 27, California Code of Regulations, Article 6</p>	<p>N/A</p>

## COLORADO

Anticipated ship date: 02/20/2023

List run date: 01/06/2023

State Poster Compliance Date 01/2023

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2023 state minimum wage: \$13.65; \$10.63 for tipped employees. Subject to annual CPI adjustment.

Both the COMPS poster and Paid Leave, Whistleblowing, and Protective Equipment postings are updated annually.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Minimum Wage FAMLI Program Notice	<p>The Colorado Department of Labor and Employment has made a mandatory change to the Colorado Overtime and Minimum Pay Standards Order (COMPS Order) to show the 2023 minimum wage rate of \$13.65 per hour.</p> <p>The COMPS Order also:</p> <ul style="list-style-type: none"> <li>Indicates that the 2023 minimum wage for tipped employees is \$10.63 per hour</li> <li>Updates the minimum salary for covered exempt employees to \$50,000</li> <li>Updates the minimum salary exemption for highly compensated employees to \$112,500</li> </ul> <p>The state has also released a mandatory 2023 FAMLI Program Notice that all employers must display. The FAMLI poster notes that employers may begun deducting up to .45 percent from employees' wages for FAMLI contributions in 2023. Benefits start January 1, 2024.</p>	01/01/2023
Mandatory	Discrimination	<p>The state has increased the amount of time an employee has to file a discrimination charge. Employees now have 300 days after receiving notice of the employment action to file a formal complaint.</p>	08/10/2022
Mandatory	Workers' Compensation Act; Notice to employer of injury	<p>Revised to comply with a change to the wording of the required notice to employees. The poster provides information about reporting requirements and filing a claim. It also includes space for the employer to enter the name of the insurance company.</p> <p>In addition, a separate Workers' Compensation Act posting no longer needs to be displayed.</p>	08/20/2022
Mandatory	Paid Leave, Whistleblowing, and Protective Equipment	<p>Updated to add information about SB22-097, Whistleblower Protection Health and Safety.</p> <p><i>Note: The Division of Labor Standards and Statistics indicates that a Spanish version of the poster is in development. The Colorado Spanish posters will be updated after the state releases the Spanish posting text.</i></p>	06/01/2022



Mandatory	Colorado Overtime & Minimum Pay Standards (COMPS) Order #38 (Minimum Wage)	The Colorado Department of Labor and Employment has released Colorado Overtime & Minimum Pay Standards Order (COMPS Order) No. 38, which shows the 2022 minimum wage rate of \$12.56 per hour. The poster also includes the new tipped employee rate of \$9.54 per hour. In addition, the state has added regulatory references to the posting, updated information about key exemptions from the standard, and revised the wording.	01/01/2022
Mandatory	Paid Leave, Whistleblowing, and Protective Equipment	Updated with information for 2022.	01/01/2022
Minor	Discrimination	Wording revision.	N/A
	Colorado Overtime & Minimum Pay Standards Order:  COMPS Order  (Minimum Wage)	Lists 2021 minimum wage rates of \$12.32 per hour and \$9.30 per hour for tipped employees.	01/01/2021
Mandatory	Paid Sick Leave, Whistleblowing, and Personal Protective Equipment	Includes updated information on: <ul style="list-style-type: none"> <li>• Coverage</li> <li>• Use of leave in a public health emergency</li> <li>• Written notices and documentation</li> <li>• Retaliation</li> </ul> Complaint rights	01/01/2021
Mandatory	Employment Discrimination	Updated with a mandatory change to add hairstyle commonly associated with race as a protected class. Under the Crown Act of 2020, employers cannot discriminate based on hair texture, hair type, or a protective hairstyle commonly associated with race, such as braids, locs, twists, Afros, and headwraps.	09/13/2020

Mandatory	Paid Sick Leave, Whistleblowing, and Personal Protective Equipment	<p>The poster describes:</p> <ul style="list-style-type: none"> <li>• Employee rights to paid leave,</li> <li>• Worker rights to express workplace health concerns and use personal protective equipment, and</li> <li>• Complaint rights.</li> </ul> <p>It must be displayed by all employers except federal employers. It must be posted in English and any language spoken by at least 5 percent of the employer's workforce. If an employee teleworks, the poster must be supplied through electronic communication or a conspicuous posting in the web-based platform.</p>	07/15/2020
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#### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Colorado Poster
Colorado Overtime & Minimum Pay Standards Order: COMPS Order <i>(Must be provided to remote employees; Spanish poster must be used if employees with limited English ability speak Spanish)</i>	All employers	7 CCR 1103-1 Rule 7.4.1; CRS 8-12-111	01/01/2023	✓
If You are Injured on the Job (Workers' Compensation) (WC50)	All employers	CRS 8-43-102	08/2022	✓
Discrimination (including Pregnant Workers Fairness Act information and Crown Act of 2020)	All employers	Civil Rights Commission Rules and Regulations 3CCR 708-1 Rule 20.1; CRS 24-234-402.3 (3)(b)	08/2022	✓
Employment Security Act (Worker classification, unemployment insurance)	All employers	CRS 8-74-101 (2) 7 CCR 1101-2	04/29/2019	✓

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Colorado Poster
Payday Notice (Employer must fill in information; May be posted electronically)	All employers	CRS 8-4-107; 7 CCR 1103-7	N/A	✓
Paid Leave, Whistleblowing, Personal Protective Equipment (Must be provided electronically to remote employees; Display in English and language that is the first language spoken by at least 5 percent of employees)	All employers, except federal employers	CRS 8-13.3-408 (B)(2)(B) 7 CRR 1103-11 Rule 4	06/01/2022	✓
FAMLI Act	All employers, except federal employers	CRS 8-13.3-511	N/A	✓
Workers' Compensation (WC49) This poster is no longer required as of 08/10/2022.	All employers	CRS 8-40-101 et seq	05/2019	No longer required

#### Denver Employment Laws

Shipped 02/09/2023

Compliance Date 01/01/2023

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage	Employers with employees who work in Denver for more than four hours in a week.	Denver Revised Municipal Code, Chapter 58, Article II, Sec. 58-17 (a)(3)	N/A	✓
Discrimination	All employers with 20 or more employees except government employers. Includes government contractors.	Denver Revised Municipal Code, Chapter 28, Article IV, Sec. 28-104	N/A	✓

#### Speciality Posters and Signs

Posting Title	Who must post?	Regulation	Revision Date
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Colorado Peace Officers: Retaliation Against Whistleblowers  <i>Compliance Date 01/01/2022</i>	Law enforcement units employing peace officers certified by the Colorado Peace Officer Standards and Training (POST) agency.	Colorado Revised Statutes 24-31-906	N/A
No Smoking (General notice) <i>Available from</i> <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	A business owner or manager may post signs prohibiting smoking or providing smoking and nonsmoking areas.	Title 25, Article 14, Sections 25-14-201 to 25-14-204	N/A

## CONNECTICUT

State Poster Compliance Date 10/2022

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State minimum wage: \$14 per hour as of 07/01/2022

Subject to annual increase under state law through 2023; adjusted annually for inflation beginning on January 1, 2024.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Domestic Violence	Employers with three or more employees must post a Domestic Violence Resources poster. The posting is required under PA-22-82. It lists contact information for domestic violence organizations and provides information about employee protections. It is illegal to discriminate against someone based on their status as a victim of domestic violence.	10/01/2022
Minor	Workers' Compensation	Cases involving an employee's failure to report an injury are now handled by an administrative law judge rather than the commissioner. The state indicates that the previous version of the poster remains compliant.	N/A
Mandatory	Minimum Wage/Wage and Hour Laws	Updated to show the new rates taking effect through June 2023.	09/01/2020
Mandatory	Sexual Harassment	The poster includes new information about filing a written complaint of sexual harassment. For harassment occurring after October 1, 2019, employees have 300 days to file a complaint. For harassment occurring before October 1, 2019, a complaint must be filed within 180 days of the harassment. The fine for failure to post the state's Discrimination poster increased under Public Act 19-16.	10/01/2019
Mandatory	Discrimination is Illegal	Public Act No. 17-127 amends the state's Human Rights law to add status as a veteran to the list of protected classes.	10/01/2017
Mandatory	Workers' Compensation	The Connecticut Workers' Compensation Commission has made a mandatory change to the state's workers' compensation notice for employers who choose to post an employee claim filing location. The posting now includes an area for a claim filing location.	10/01/2017

Mandatory	Pregnancy Discrimination and Accommodation in the Workplace	Employers must display the new posting under Public Act No. 17-118. It is unlawful for employers to refuse to provide a reasonable accommodation to a pregnant employee or applicant, or to discriminate against an employee or job applicant because of her pregnancy, childbirth, or related conditions. The law takes effect on Oct. 1, 2017, but the posting requirement takes effect on Jan. 28, 2018.	01/28/2018
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### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Connecticut Poster
Minimum Wage	All employers	CGS, Title 31, Chapter 558, Section 31-66	02/2020	✓
Workers' Compensation ( <i>Employer must fill in information</i> )	All employers	CGS, Title 31, Chapter 568, Section 31-279 (a)	10/01/2021	✓
Sexual Harassment is Illegal	Employers with 3 or more employees (Fine for failure to post \$1,000 as of 10/01/2019)	CGS, Chapter 814c, Section 46a-54(15)(A)	N/A	✓
Discrimination is Illegal	Employers with 3 or more employees	CGS, Chapter 814c, Section 46a-97; Section 46a-54 (13)	N/A	✓
Pregnancy Discrimination and Accommodation in the Workplace	Employers with more than 3 employees	CGS, Chapter 814c, Section 46a-97; Section 46a-54 (13); Section 46a-60 (d)(1)	N/A	✓
Notice to Employees: Electronic Monitoring ( <i>Employer must fill in information</i> )	All employers	CGS, Title 31, Chapter 558, 31-48d	N/A	✓
Managed Care – Health Insurance	All employers	N/A	N/A	✓
Paid Sick Leave <i>Employers must provide appropriate notice to workers of the law's entitlements. Employers may comply with the notice requirements by displaying a poster containing the required information in both English and Spanish.</i>	Employers with 50 or more employees in the state	Public Act 11-52; CGS, Title 31, Chapter 557, 31-57w	01/2015	✓

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Connecticut Poster
Unemployment Insurance – <i>You must be a registered employer in this state to receive the official notice. To obtain the notice, call the Employer Status Unit at (860) 263-6550.</i>			N/A	

*Note: Postings highlighted in yellow are not part of the all-in-one poster and must be obtained from the state or the employer's insurance carrier.*

### Wage Orders

Estimated to begin shipping on 02/10/2023

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Wage Order #8 – Restaurant and Hotel Restaurant <i>Compliance Date 08/2021</i>	Employers in the restaurant and hotel industry. This includes establishments where employees are engaged in the preparation and serving of food such as restaurants, cafeterias, dairy bars, coffee shops, tearooms, nightclubs, cabarets, caterers, frankfurter stands, operators of food vending machines, bakeries, pizzerias, delicatessens, social clubs, and places of amusement and recreation. It also includes the portion of a hotel business involving the preparation and serving of food.	CGS, Title 31, Chapter 558, Section 31-66	10/2020	✓
Wage Order – Minors in Restaurant	Employers in the restaurant and food service industry. This includes employers of minors working in restaurants, cafes, and dining rooms.	CGS, Title 31, Chapter 557, Section 31-18	05/2014	✓
Wage Order – Minors in Mercantile	Employers in the mercantile and retail trades employing minors. This includes the trade of wholesale or retail selling of commodities. This can involve buying, delivery, maintenance, office, stock, and clerical work. Minors may be employed as baggers, cashiers, or stock clerks.	CGS, Title 31, Chapter 557, Section 31-13	05/2014	✓
Wage Order 7A & 7B – Mercantile Trade	Employers in the mercantile trade, which is the trade of wholesales or retail selling of commodities. This includes buying, delivery, maintenance, office, stock, and clerical work.	CGS, Title 31, Chapter 558, Section 31-66	04/2014	✓

### Specialty poster and Signs

Posting Title	Who must post?	Regulation	Revision Date
Connecticut OSHA	Public sector employer operations	Connecticut Occupational Safety and Health Act of 1973 as amended by Public Act 77-610; Chapter 571 Section 31-374 (c) (1)	10/2012
No Smoking (General notice for employers, state-specific for food stores, restaurants, bars, and schools) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	The person in charge of a building. The employer shall clearly designate the existence and boundaries of each nonsmoking area by posting signs which can be readily seen by employees and visitors.	Connecticut Statutes Chapter 557, Section 31-40q; Connecticut Statutes Section 19a342.	N/A

## DELAWARE

Estimated ship date 03/20/2023

State Poster Compliance Date 12/2022

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2022 state minimum wage: \$10.50 per hour; \$2.23 per hour for tipped employees.

Annual increases under state law through 2025 are on the poster.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Whistleblowers' Protection	Delaware has made a mandatory change to its Whistleblowers' Protection notice to add protections based on citizenship or immigration status. It is illegal for an employer to use or threaten to use an employee's citizenship or immigration status as a way to intimidate the employee and attempt to prevent the employee from reporting unlawful behavior.	12/21/2022
Potential	Paid Family and Medical Leave	The Healthy Delaware Families Act was signed by Gov. John Carney on May 10. The law took effect on July 1, 2022, and employers and employees begin making contributions on January 1, 2025. Employees can begin taking job-protected paid leave on January 1, 2026. The law includes a posting requirement.	TBD
Mandatory	Minimum Wage	The poster shows the minimum wage rates for 2022, 2023, 2024, and 2025. The rate for 2022 is \$10.50 per hour. The minimum wage reaches \$15 per hour in 2025.	01/01/2022
Mandatory	Minimum Wage, Discrimination	The postings now show new minimum wage rates and sexual harassment training requirements.	01/01/2019



Mandatory	Discrimination	The Discrimination posting has been updated with new protections. Employers cannot discriminate based on family responsibilities or an individual's reproductive health decision. These protections were added under House Bill 317 and House Bill 316. In addition, employers cannot discriminate based on an employee's membership in a voluntary emergency responder organization. This protection took effect in 2013.	12/30/2016
Mandatory	Discrimination	Updated to state that employees have 300 days to file a charge of discrimination. The change took effect under Senate Bill 214.	09/17/2016
Mandatory	Discrimination	The state's Discrimination posting was updated to indicate that the state's disability discrimination law now covers employers with four or more employees. The law previously applied to employers with 15 or more employees. The law was amended under Senate Bill 185, which was signed on 07/31/2014, by Gov. Jack Markell.	01/31/2015
Mandatory	Pregnancy Discrimination	Information about Pregnancy discrimination has been added to the state's Discrimination posting. The protections were added under S.B. 212, which went into effect on 09/09/2014.	09/09/2014

#### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Delaware Poster
Minimum Wage	All employers	19 Delaware Code § 908	09/28/2018	✓
Payment of Wages	All employers	19 Delaware Code §1108	09/28/2018	✓
Workers' Compensation	All employers	Delaware Code Title 19, Chapter 23	09/28/2018	✓
Discrimination	All employers	Delaware Code Title 19, Chapter 716	09/28/2018	✓
Child Labor Law	All employers	Delaware Code, Title 19, Chapter 5	09/28/2018	✓
Meal Breaks	All employers	Delaware Code Title 19, Chapter 707 (a)	09/28/2018	✓
Whistleblowers' Protection (Chapter 17)	All employers	Delaware Code Title 19, Chapter 17	N/A	✓
"It is unlawful to retaliate" text box	All employers	N/A	N/A	✓
Unemployment Insurance – <i>You must be a registered employer in this state to receive the official notice.</i>	All employers	Delaware Code Title 19, Chapter 33		

*Note: Postings highlighted in yellow are not part of the all-in-one poster and must be obtained from the state or the employer's insurance carrier.*

### Signs

Posting Title	Who must post?	Regulation	Revision Date
Warning: Smoking Permitted (State-specific sign needed where smoking is permitted.) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	"Warning: Smoking Permitted" signs shall be prominently posted and properly maintained where smoking is permitted pursuant to § 2904(2) and (4) of Title 16. Such signs shall be posted and maintained by the owner, operator, manager or other person having control of such area.	Title 16, Chapter 29, Section 2905, Clean Indoor Air Act	N/A

## DISTRICT OF COLUMBIA

Shipped on: 01/10/2023, 01/19/2023

State Poster Compliance Date 11/2022

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State minimum wage: \$15.20 per hour; \$5.05 per hour for tipped employees; July increase based on CPI.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	EEO is the Law	Updated to add homeless status as a protected class. Family and Medical Leave eligibility has also been updated.	11/18/2022
Mandatory	Paid Family Leave	Updated to note that amount of paid parental, family, and medical leave available to eligible employees is 12 weeks.	10/01/2022
Mandatory	EEO is the Law	Revised to add credit information and victim of domestic violence as protected classes.	06/10/2022
Mandatory	Minimum Wage	The District of Columbia Department of Employment Services has made a mandatory change to the district's minimum wage poster to show the \$16.10 per hour rate that takes effect July 1, 2022.	07/01/2022
Mandatory	Paid Family Leave	Updated by the Department of Employment Services to add prenatal leave as a covered event and update the maximum weekly benefit amount to \$1,009.	10/02/2021
Mandatory	Minimum Wage	The District of Columbia Department of Employment Services has made a mandatory change to the district's minimum wage poster to show the \$15.20 rate that takes effect July 1, 2021.	07/01/2021
Mandatory	Paid Family Leave	Updated to state that Employees taking paid family leave may be eligible for job protection under DC FMLA.	04/01/2020
Mandatory	Paid Family Leave	The District of Columbia's Department of Employment Services has released a new Paid Family Leave poster which all employers in the district must display. Government employers are exempt.	02/01/2020
Mandatory	Protecting Pregnant Workers Fairness Act	The posting reflects recent changes to the law. The Act was amended in December 2017 to move the law's administration from the Department of Employment Services to the OHR. The administrative section of the act was also amended in July 2018 regarding the right of judicial review. It must be posted in English and Spanish.	07/03/2018

Mandatory	Building Service Employees Minimum Work Week	Law 21-157 establishes a minimum work week for building service employees of 30 hours, providing certain requirements are met. Employers who employ individuals performing janitorial services or who contract or subcontract for their work must post a summary of the law and information about filing a complaint under the act. A covered employer who willfully violates the posting requirement could be assessed penalty of up to \$100 for each day the notice is not posted. The posting penalty is capped at \$500.	10/08/2016
Minor	Accrued Sick and Safe Leave Act of 2008	Name of Office of Labor Law Enforcement changed to Office of Wage Hour	N/A

#### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Washington, D.C. Poster
Minimum Wage	All employers	D.C. Law Official Code § 32-1009	N/A	✓
Unemployment Insurance	All employers	Unemployment Compensation Act	02/01/2015	✓
Workers' Compensation ( <i>Employer must fill in information</i> )	All employers	D.C. Code § 51-111	03/2017	✓
Child Labor Law	All employers of minors	D.C. Child Labor Law, § 32-202	N/A	✓
Equal Employment Opportunity	All employers	D.C. Human Rights Act of 1977 D.C. Code § 2-1402.51	N/A	✓
Accrued Sick and Safe Leave Act of 2008	All employers	D.C. Code § 32-531.09	N/A	✓
Family & Medical Leave Act (DCFMLA) <i>Post in English and Language spoken by employees with limited English proficiency</i>	All employers with at least 20 employees	D.C. Code § 32-511(a)	N/A	✓
Right to Breastfeed	All employers	D.C. Code § 2-1401.05	N/A	✓
Parental Leave Act (PLA)	All employers	D.C. Code § 32-521.06	N/A	✓
Wage Theft Prevention Act summary	All employers	D.C. Code § 32-1009	N/A	✓
Protecting Pregnant Workers Fairness Act <i>Must be displayed in English and Spanish</i>	All employers	Protecting Pregnant Workers Fairness Act; D.C. Code § 2-1401.05	11/07/18	✓

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Washington, D.C. Poster
Building Service Employees Minimum Work Week Act of 2016	Employers who employ individuals performing janitorial or building maintenance services and employers who contract or subcontract for their work	D. C. Law 12-157, Section 5; D.C. Code Title 32, Chapter 10A, 32-1051.04	N/A	✓
Paid Family Leave <i>Must be displayed in English and Spanish</i>	All employers except government employers	D. C. Code § 32-541.06(i)(3)	03/2020	✓
Time Off to Vote	Employers must post a notice, developed by the Board of Elections, explaining an employee's right to take up to two hours of paid leave for voting. This posting is updated for each election. Visit the Board of Elections website for the most recent version of the posting.	D.C. Official Code 1-1001.07a	N/A	

#### *Specialty posters and signs*

Posting Title	Who must post?	Regulation	Revision Date
Living Wage Act of 2006 <i>Compliance Date 01/2022</i>	District of Columbia contractors	DC Official Code 2-220.06	N/A
Notice of Non-Discrimination	Government agencies	DC Official Code Section 2-1402.51	10/2011
No Smoking (State-specific) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Private and public employers and facilities	DC CodeAnn, Sec. 7-1704	N/A
Concealed Weapons/Firearms (General notice) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Recommended but not required	DC CodeAnn, Secs. 22-4503a and 22-4503b, as added by DC B 156, Act 18-0024, L, 2009	N/A

## FLORIDA

State Poster Compliance Date 09/2022

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2022 state minimum wage: \$11 per hour; Tipped minimum wage \$7.98 per hour.

Annual increases under state law through 09/30/2026. Will be adjusted annually for inflation beginning 09/30/2027.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Minimum Wage	The Florida Department of Economic Opportunity has made a mandatory change to the state's Minimum Wage poster to show the rate of \$11 per hour which took effect on September 30, 2022. The poster also shows the new tipped minimum wage of \$7.98 per hour.	09/30/2022
Mandatory	Minimum Wage	The Florida Department of Economic Opportunity has made a mandatory change to its minimum wage posting to show the new rate of \$10 per hour which takes effect on September 30, 2021.	09/30/2021
Mandatory	Workers' Compensation	The poster lists a new website for reporting workers' compensation fraud.	04/21/2021
Mandatory	Minimum Wage	The Florida Department of Economic Opportunity has updated the state's minimum wage posting to show the 2021 rate of \$8.65 per hour.	01/01/2021
Mandatory	Minimum Wage	The posting shows the 2020 rate of \$8.56 per hour.	01/01/2020
Mandatory	Unemployment Insurance	Updated with new instructions for filing a claim.	09/23/2019
Mandatory	Workers' Compensation	The poster lists a new website for reporting workers' compensation fraud.	03/07/2019
Mandatory	Minimum Wage	The posting shows the 2019 rate of \$8.46 per hour.	01/01/2019

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Florida Poster
Minimum Wage	All employers	Florida Statutes § 448.109, 110	N/A	✓
Unemployment Insurance	All employers	Florida Statutes §443.151	07/2019	✓
Workers' Compensation ( <i>Employer must fill in information</i> )	All employers	Florida Statute §440.40	02/2019	✓
Child Labor Law	All employers of minors	Florida Statute §450.045	N/A	✓
Florida Law Prohibits Discrimination ( <i>Bilingual</i> )	Employers with 15 or more employees	Florida Statutes §760.10, §112.044	07/2015	✓

### *Pinellas County Employment Laws*

*Compliance Date 02/2020*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Wage Theft	Employers in Pinellas County	Pinellas County Code of Ordinances, 70-306 (d)	N/A	✓

### *Specialty posters and signs*

Posting Title	Who must post?		Regulation	Revision Date
Human Trafficking	Healthcare professionals licensed by the following boards: acupuncture, medicine, osteopathic medicine, chiropractic medicine, podiatric medicine, optometry, pharmacy, dentistry, nursing home administration, occupational therapy, dietetics and nutrition, respiratory care, massage therapy, and physical therapy. Rest areas, airports, turnpike service plazas, weigh stations, welcome centers, rail stations, emergency rooms, strip clubs, and massage parlors.		Florida Statutes 456.0341(3) and 787.29	N/A
Equal Opportunity is the Law <i>Poster Compliance Date 06/2017</i>	Employers receiving federal financial assistance	N/A		N/A
Choke saving	Food service establishments	Fla. Stat. Ann. § 509. 213		N/A
Miami-Dade County Living Wage for Service Contractors <i>Compliance Date 10/2022</i>	Employers of county service contractors	Chapter 2 - ADMINISTRATION ARTICLE I. - IN GENERAL Sec. 2-8.9 (F)		N/A
Broward County Living Wage Ordinance <i>Compliance Date 01/2023</i>	Airline contractors and covered service contractors in Broward County	Broward County Code of Ordinances, Chapter 26, Article VII, Section 26-102		N/A

Posting Title	Who must post?		Regulation	Revision Date
No Smoking (General notice)	Private and public employers and facilities		Title 29, Chapter 386, Sections 386.203 to 386.212.	N/A
Concealed Weapons/Firearms (General notice) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Businesses wishing to ban firearms		Stat, Sec. 790.251(4), as added by H. 503, L. 2008	N/A



## GEORGIA

State Poster Compliance Date 07/2022

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State minimum wage: \$5.15 per hour; \$2.13 per hour for tipped employees.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Bill of Rights for the Injured Worker	Benefit amounts updated.	07/01/2022
Minor	Panel of Physicians, WC-P1 Managed Care Organization, WC-P3	Contact information removed.	N/A
Mandatory	Panel of Physicians, WC-P1	Panel of Physicians title added to posting, address corrected. The state indicates this is a mandatory change.	11/17/2021
Mandatory	Workers' Compensation	The Bill of Rights for the Injured Worker shows new benefit amounts.	07/2019
Mandatory	Unemployment Insurance for Employees	The posting provides a new website for filing claims online and includes an updated list of locations where claims can be filed in person.	06/2018
Mandatory	Workers' Compensation	The Bill of Rights for the Injured Worker shows new benefit amounts.	07/01/2016
Mandatory	Unemployment Insurance for Employees	The posting provides a new website for filing claims online and includes an updated list of locations where claims can be filed in person.	07/01/2015
Mandatory	Workers' Compensation	The Bill of Rights for the Injured Worker posting was updated with new rates and changes to lifetime medical benefits. The state indicates that employers have until October 1 to display the revised posting.	07/01/2013
Mandatory	Workers' Compensation	The poster was updated with new rates for temporary and total disability compensation, as well as surviving spouse benefits.	03/29/2013

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Georgia Poster
Unemployment Insurance for Employees	All employers	OCGA §34-8-190	06/2018	✓
Unemployment Insurance not Payable During Vacation	All employers	OCGA §34-8-195(a)(3)	02/2012	✓
Workers' Compensation Bill of Rights for the Injured Worker (WC-BOR)	All employers	OCGA §34-9-81.1	07/2022	✓
Workers' Compensation Panel of Physicians (WC-P1) ( <i>Employer must fill in information, if applicable</i> )	Employers must post the Panel of Physicians or Managed Care Organization Procedures, whichever applies to its organization.	OCGA §34-9-201(c)	07/2022	✓
Workers' Compensation Managed Care Organization Procedures (WC-P3) ( <i>Employer must fill in information, if applicable</i> )		OCGA §34-9-201(c)	07/2022	✓
Equal Pay for Equal Work Act	All employers	OCGA §34-5-3	02/2011	✓

*Georgia specialty posters and signs*

Posting Title	Who must post?	Regulation	Revision Date
Human Trafficking	Employers in the following industries are required to post the notice: Adult entertainment establishments; bars; primary airports; passenger rail or light rail stations; bus stations; truck stops; emergency rooms within general acute care hospitals; urgent care centers; farm labor contractors and day haulers; privately operated job recruitment centers; safety rest areas located along interstate highways in this state; hotels; businesses and establishments that offer massage or bodywork services by a person who is not a massage therapist; and government buildings.	Ga. Code Ann. §16-5-47	02/2021
Choke saving	Food service establishments	Ga. Code Ann. § 26-2-374	N/A

Posting Title	Who must post?	Regulation	Revision Date
No Smoking (General notice)	Private and public employers and facilities. Persons in charge of facilities must prominently post "No Smoking" signs (or international "No Smoking" symbols), where smoking is prohibited by law. Signs must be posted in non-smoking place(s) or outdoor areas where smoking is prohibited.	Title 31, Chapter 12A, Sections 31-12A-4 to 31-12A-6.	N/A
Concealed Weapons/Firearms (General notice) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	Businesses wishing to ban firearms	Ga Code Ann, Sec. 16-11-135(b), as amended by S. 308, L. 2009, enacted June 4, 2010	N/A

## HAWAII

State Poster Compliance Date 07/2022

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State minimum wage: \$10.10 per hour through 09/30/2022, increases to \$12 per hour on 10/01/2022. Annual increases under state law through January 1, 2028. Increases on poster.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Wage and Hour Laws	<p>The minimum wage section of the poster has been updated with information about minimum wage increases. The minimum wage will increase to \$12 per hour on October 1, 2022.</p> <p>The Family Leave Law section of the poster was updated to add grandchild to the list of family members an employee can take leave to care for when the family member has a serious health condition. This law took effect on July 1, 2020, but the poster was not updated until July 1, 2022.</p>	07/01/2022
Mandatory	Discrimination	An employee's right to refuse to enter into a nondisclosure agreement that prevents an employee from discussing workplace sexual harassment or assault has been added to the protections listed on the poster. This right was added under HB 2054 and took effect on September 15, 2020. The posting also adds reproductive health decisions as a protected class. This right took effect on July 2, 2019, under Act 178.	09/15/2020
Minor	HIOSH, Dislocated Workers, UI, Wage and Hour, Workers' Compensation	New agency director name.	N/A
Minor	Disability, Discrimination, HIOSH, Dislocated Workers, UI, Wage and Hour	New agency director name.	N/A
Mandatory	Safe and Healthful Workplace	Penalty information has been removed, and details about injury reporting have been added.	01/09/2018

Minor	Disability compensation, unemployment insurance, dislocated workers, discrimination	Changes to contact information, acting director name, and revision date.	N/A
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### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Hawaii Poster
Wage and Hour Laws	All employers	Hawaii Wage & Hour Law, §388.7	06/22/2022	✓
Disability Compensation Law	All employers	Worker's Compensation Law §386-99, Hawaii Temporary Disability Insurance Law, and Hawaii Prepaid Health Care Act.	09/21/2020	✓
Unemployment Insurance	All employers	Hawaii Employment Security Law 383-1(8)	09/21/2020	✓
Whistleblower Protection Law	All employers	§378-61 et seq.	01/09/2018	✓
Occupational Safety and Health Laws (HIOSH)	All employers	Hawaii Administrative Rules, Title 12, Subtitle 8, et seq.	09/21/2020	✓
Laws Prohibiting Employment Discrimination	All employers	§378-1, et seq.	09/21/2020	✓
Required Notice to Dislocated Workers/Plant Closings	Employers with at least 50 employees	Dislocated Workers Act	09/21/2020	✓
Breastfeeding in the Workplace	All employers	Act 249, 2013 Regular Session	11/10/2015	✓

### Signs

Posting Title	Who must post?	Regulation	Revision Date
No Smoking (General No Smoking symbol or state-specific sign) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Private, public and state employers and facilities	HRS 328J, Chapter 328J-9;	N/A
No Smoking (State-specific, sale to persons under age 21 prohibited) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Tobacco retailers <i>Required as of 01/0/2016.</i>	HRS 709-908 (2)	N/A

## IDAHO

State Poster Compliance Date 7/2007

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State minimum wage: \$7.25 per hour; \$3.35 per hour for tipped employees.

Type of Change	Posting Title	Revision Details	Effective Date
Minor	Unemployment Insurance	Phone number change.	N/A
Minor	Discrimination	Details added.	N/A
Minor	Minimum Wage	Contact information updated.	N/A
Minor	Unemployment Insurance	Employees must apply for benefits online.	N/A
Minor	Minimum Wage		N/A

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Idaho Poster
Minimum Wage	All employers	Idaho Minimum Wage Law (R. 2/02)), Section 44-1502, Idaho Code; Section 44-1504, Idaho Code; Section 45-606, Idaho Code.	03/2014	✓
Unemployment Insurance	All employers	Employment Security Law of Idaho, Title 72, Chapter 13, 72-1368, Idaho Code	05/2017	✓
Idaho Law Prohibits Discrimination	Employers with five or more employees	Idaho Code Title 67, Chapter 59; Idaho Code Title 44, Chapter 17	07/2010	✓
<i>Workers' Compensation – You must obtain a notice of compliance or certificate of insurance from your insurance carrier.</i>	Employers with workers' compensation insurance	Idaho Statutes, Title 72-312	N/A	✓

Note: Postings highlighted in yellow are not part of the all-in-one poster and must be obtained from the state or the employer's insurance carrier.

### Specialty poster

Posting Title	Who must post?	Regulation	Revision Date
Equal Opportunity is the Law <i>Compliance Date 01/2019</i>	Recipients of federal financial assistance.	Section 188 of the Workforce Innovation Opportunity Act	01/22/2019

### Signs

Posting Title	Who must post?	Regulation	Revision Date
No Smoking (State-specific) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Private and public employers and facilities. Persons in charge of facilities must prominently post "No Smoking" signs (or international "No Smoking" symbols), where smoking is prohibited by law. Signs must be posted in non-smoking place(s) or outdoor areas where smoking is prohibited.	Title 39, Chapter 55, Sections 39-5501 to 39-5507 Senate Bill 1283; Idaho Administrative Rules 16.02.23	N/A
Concealed Weapons/Firearms (General notice) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Businesses wishing to ban firearms	Ida Code, Sec. 18-33	N/A

## ILLINOIS

Anticipated ship date: 02/16/2023

State Poster Compliance Date 01/2023

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State minimum wage: \$13 per hour; At least 60 percent of the minimum wage per hour for tipped employees.

Annual increases under state law through 2025; Increases on poster.

Type of Change	Posting Title	Revision Details	Effective Date
Potential	Paid Leave for All Workers	Under the Paid Leave for All Workers Act, employers will be required to post a notice summarizing the requirements of the act and providing information on filing a charge. Gov. Pritzker has indicated he will sign the act.	01/01/2024
Mandatory	Your Rights Under Illinois Employment Laws	<p>The Illinois Department of Labor has made a mandatory change to the Your Rights Under Illinois Employment Laws posting to show the 2023 minimum wage rate of \$13 per hour. The state has also updated information about the One Day Rest in Seven Act to note that employees must receive 24 consecutive hours of rest within every seven consecutive day period. The One Day Rest in Seven Act was also updated to note that:</p> <ul style="list-style-type: none"> <li>Employees working a 12-hour shift or longer must receive an additional 20-minute meal period.</li> <li>Employees must be afforded reasonable bathroom breaks.</li> </ul> <p>The state has also made a minor change to the Job Discrimination and Sexual Harassment poster to update contact information.</p>	01/01/2023
Minor	Pregnancy and Your Rights in the Workplace	Contact information upated.	N/A
Mandatory for Chicago employers	Sexual harassment  Chicago Labor Standards	The city of Chicago has released a sexual harassment posting that must be displayed by all employers in the city. In addition, the city has updated its minimum wage poster to show the new rates of \$15.40 per hour (large employers), \$14.50 per hour (small employers), and \$12 per hour (youth workers).	07/01/2022



Mandatory	Your Rights Under Illinois Employment Laws (Minimum Wage/Equal Pay)  VESSA	The Your Rights Under Illinois Employment Laws posting has been updated with new information about the Equal Pay Act. Under the act, certain employees at large businesses may request wage and salary information for their job title from the Illinois Department of Labor.  The VESSA posting has been updated to indicate that the law protects individuals who are victims of any crime of violence.	01/01/2022
Mandatory for Chicago employers	Chicago Labor Standards	The city of Chicago has updated its Labor Standards poster to add information about a new wage theft law.	08/01/2021
Mandatory	VESSA	Information about gender violence added. (This law took effect on 01/01/2020, but the state did not add the information to the posters until 2021.)	01/2020 ( <i>Law took effect in 2020; posting released in 2021</i> )
Minor	Minimum Wage	Outdated information removed.	N/A
Mandatory	VESSA	The Illinois Department of Labor has released a new Victims' Economic Security and Safety Act (VESSA) posting employers must display. The posting describes leave notice and certification requirements. It also includes information about anti-discrimination rights and lists examples of reasons for leave.	01/01/2020
Minor	Minimum Wage	Outdated wage information removed.	N/A
Minor	ISERRA	Minor wording changes.	N/A
Mandatory	Your Rights Under Illinois Employment Laws	Updated with 2020 rate of \$9.25 per hour and a chart showing increases through 2025.	01/01/2020
Mandatory	Illinois Servicemember Employment and Reemployment Rights Act (ISERRA)	The Illinois attorney general's office has released a new Illinois Servicemember Employment and Reemployment Rights Act (ISERRA) posting that all employers must display.	01/01/2019

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Illinois Poster
Minimum Wage & Overtime, Child Labor, Wage Payment & Collection Act, Equal Pay Act, Victims' Economic Security and Safety Act (VESSA), One Day Rest in Seven Act	All employers	Minimum Wage Law 820 ILCS 105/9, 105/11; Child Labor Law 820 ILCS 205/5; One Day Rest in Seven Act (ODRISA) 820 ILCS 140/1-9; Illinois Wage Payment and Collection Act 820 ILCS 115/3; Equal Pay Act of 2003; Victim's Economic Security and Safety Act, 820 ILCS 180/40	12/2022	✓
Workers' Compensation (Employer must fill in information)	All employers	820 ILCS 305/6	10/2011	✓
Unemployment Insurance	All employers	820 ILCS 405/700	08/2012	✓
Pregnancy and Your Rights in the Workplace	Employers with one or more employees	775 ILCS 5/2-102(K)	07/2022	✓
Payday Notice	All employers	820 ILCS 115/10	N/A	✓
Job Discrimination and Sexual Assault <i>Employers must also include this information in an employee handbook.</i>	All employers	775 ILCS 5/2-102(K)	09/2022	✓
Illinois Servicemember Employment and Reemployment Rights Act (ISERRA)	All employers	330 ILCS 61 SB 3547, Public Act 100-1101 Article 5, Section 5-20	11/2020	✓
Victims' Economic Security and Safety Act (VESSA)	All employers	820 ILCS 180/40	01/2021	✓

Chicago Employment Laws  
Compliance Date 07/2022

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Labor Standards (Wage Theft, Minimum Wage)	Employers in Chicago with more than 4 employees	Minimum Wage and Paid Sick Leave Ordinance, 6-105-070	06/072022	✓
Paid Sick Leave	Employers with a business facility in Chicago or those required to obtain a business license to operate in the city.			✓
Sexual Harassment	All employers in Chicago.		N/A	✓

*Chicago Fair Workweek Compliance Date 07/2020*

Posting Title	Who must post?	Regulation	Revision Date
Fair Workweek	Businesses in Chicago in the building services, healthcare, hotel, manufacturing, restaurant, retail, and warehouse services industries with 100 or more employees globally or 250 employees and 30 locations for a restaurant.	Chicago Municipal Code 1-25-090	07/01/2020

*Cook County Employment Laws Compliance Date 07/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Cook County Minimum Wage Ordinance	Employers in Cook County with 4 or more employees subject to county business license requirements. Includes county employees but not other government employees. Does not include regulated motor carriers.	Minimum Wage Ordinance, Section 42-15, Minimum Wage Ordinance Interpretive and Procedural Rules, 4.03	07/01/2022	✓
Cook County Earned Paid Sick Leave Ordinance	Employers with one or more employee. Does not include government employers, Indian tribes, or employers in communities not covered by the law.	Earned Sick Leave Ordinance, Section 42-6; Earned Sick Leave Interpretive and Procedural Rules 700.100	07/01/2017	✓

*Specialty posters and signs*

Posting Title	Who must post?	Regulation	Revision Date
Employee Classification Act of 2008	Construction Industry	(820 ILCS 185/) Employee Classification Act	01/2008
Required Posting For Day and Temporary Labor Service Agencies <i>Compliance Date 07/2020</i>	Day and temporary labor agencies registered in Illinois	820 ILCS 175/1 et seq	07/2020
Job Safety and Health for Public Employers <i>Compliance Date 07/2020</i>	Public sector employers	Illinois Administrative Code Title 56, Section 350.30	09/2022
Choke Saving	Food service establishments	410 Ill. Comp. Stat. Ann. 10/1 et seq.	N/A
Sexual Harassment in Higher Education <i>Compliance Date 08/2018</i>	Higher education institutions in the state of Illinois.	Section 5A-101.1 of the Illinois Human Rights Act	N/A
No Smoking (State-specific) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Private and public employers and facilities	410 ILCS 82/20, as amended by S.B. 2757, L. 2007	N/A
Concealed Weapons/Firearms (State-specific) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Businesses private property owners wishing to ban firearms	430 ILCS 66/65 (a-10), (d)	N/A

## INDIANA

State Poster Compliance Date 4/2020

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State minimum wage: \$7.25 per hour; \$2.13 per hour for tipped employees.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Teen Work Hour Restrictions	Indiana law has made restrictions for 16- and 17-year-olds the same. Restriction prohibiting 16- and 17-year-olds to work during school hours has been removed from the law but continues to apply to 14- and 15- year-olds, as per federal law.	04/01/2020
Mandatory	IOSHA	Updated to add information about penalties that could be imposed in connection with a worker fatality.	07/01/2019
Mandatory	Teen Work Hour Restrictions	Shows changes to the state's child labor laws. The law now allows 14- and 15-year-olds to work until 10 p.m. on days not followed by a school day. They can also work more than three hours on Fridays when school is not in session. Federal laws for 14- and 15-year-olds have been added to the poster,	07/01/2018
Minor	Unemployment Insurance	Agency logo change.	N/A
Mandatory	Teen Work Hour Restrictions	The posting now notes that 16-year-olds may work until 11 p.m. on nights followed by a school day, with parental permission. The change was made under P.L. 121-2014 which took effect July 1, 2014.	07/01/2014

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Indiana. Poster
Minimum Wage	All employers	IC 22-2-2	07/2009	✓
Unemployment Insurance	All employers	IC 22-4	12/2010	✓
Worker's Compensation ( <i>Employer must fill in information</i> )	All employers	Worker's Compensation Act	10/2013	✓
Safety and Health Protection on the Job (IOSHA)	All employers	Indiana Code 22-8-1.1	N/A	✓

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Indiana. Poster
Equal Employment Opportunity is the Law	Employers with six or more employees	IC 22-9; Indiana Administrative Code, Title 910, Articles 1-3	07/2014	✓
Child Labor Law – Teen Work Hour Restrictions	Employers with workers age 14 to 17	IC 20-33-3	N/A	✓

*Specialty poster and signs*

Posting Title	Who must post?	Regulation	Revision Date
Choke Saving	Food service establishments	IC 16-31-9	N/A
No Smoking (State-specific) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	The owner, operator, manager, or official in charge of an establishment or premises	IC 7.1.-5-12-5 and IC 7.1-5-12-7	N/A
Concealed Weapons/Firearms (General notice) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Businesses wishing to ban firearms may post, although a sign is not required.	Sec. 34-28-7, as added by H. 1065, L. 2010	N/A

## IOWA

State Poster Compliance Date 1/2022

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State minimum wage: \$7.25 per hour; \$4.35 per hour for tipped employees.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Job Safety and Health	Updated to indicate that employees can file a complaint of retaliation or discrimination for making safety and health complaints or for exercising their rights under the OSH Act. It also notes that employees have the right to copies of records of exposure to toxic and harmful substances or conditions. Employees must comply with occupational safety and health standards issued under the OSH Act that apply to their actions and conduct on the job.	01/19/2022
Mandatory	Unemployment Insurance	<p>The updated poster:</p> <ul style="list-style-type: none"> <li>• Removes references to AccessPoint. In 2017, the state stopped offering unemployment insurance filing at the computer kiosks.</li> <li>• Instructs people to file a claim the same week they become unemployed. In October 2017, the state eliminated Saturday filing. (A claim is effective on the Sunday of the week a person applies.) The previous version instructed people to apply as soon as they became unemployed.</li> <li>• Directs people to a new website for filing a claim.</li> </ul>	08/20/2018
Mandatory	Job Safety and Health	Injury reporting information has been updated. Language describing employee rights and employer responsibilities has been modified.	09/2015
Minor	Unemployment Insurance	Information updated relating to IowaWORKS Center locations.	N/A
Minor	Minimum Wage	New contact information.	N/A
Minor	Unemployment Insurance		N/A

**Required Postings**

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Iowa Poster
Minimum Wage	All employers covered by the minimum wage law.	Iowa Code §91A.6	07/22/2015	✓
Unemployment Insurance	All employers	Iowa Code § 96.11	08/2018	✓
Safety and Health Protection on the Job (IAOSHA)	All employers	Iowa Code Chapter 88; Administrative Rules Chapter 3, 875-3.1(88)	09/2015	✓
Equal Employment Opportunity is the Law	No longer required	Iowa Code Chapter 216	N/A	

**Signs**

Posting Title	Who must post?	Regulation	Revision Date
No Smoking (State-specific) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	The owner, operator, manager, or other person having custody or control of a public place, place of employment.	Iowa Code 142D.6; Administrative rules 641-153.5(1)	N/A



## KANSAS

State Poster Compliance Date 7/2021

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State minimum wage: \$7.25 per hour; \$2.13 per hour for tipped employees.

Type of Change	Posting Title	Revision Details	Effective Date
Minor	Unemployment Insurance	Contact information update.	N/A
Minor	Workers' compensation	Website url update.	N/A
Mandatory	Equal Employment Opportunity	The Kansas Human Rights Commission has made a mandatory change to its equal employment opportunity posting to clarify that the definition of sex includes LGBTQ, all derivatives of sex, and pregnancy. The commission released a statement in August 2020 to announce that it would begin accepting complaints of sex discrimination in employment based on LGBTQ and all derivatives of sex.	07/15/2021
Mandatory	Workers' Compensation	The time period for a worker to notify an employer of an accident or injury was shortened to 20 days, starting from the date of the accident or injury, or 10 days after the employee's last day of work for the employer.	04/25/2013
Minor	Unemployment Insurance		N/A

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Kansas Poster
Workers' Compensation ( <i>Bilingual</i> ) ( <i>Employer must fill in information</i> )	All employers	Kansas Statutes Chapter 44, Article 5, 44-501 et. Seq.	01/2022	✓
Unemployment Insurance ( <i>Bilingual</i> )	All employers	§44-709	11/2021	✓
Equal Opportunity in Employment	All employers	§44-1012	N/A	✓
Notice of Hours (Child Labor)	All employers employing minors if not covered by federal child labor laws	§38-605	05/2012	✓

*Specialty poster and signs*

Posting Title	Who must post?	Regulation	Revision Date
Fair Housing	Housing industry	N/A	N/A
No Smoking (State-specific) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	The proprietor or other person in charge of the premises of a public place, or other area where smoking is prohibited.	Kan Stat Ann Chapter 21, Article 61, Section 9, 21-6111	N/A
Concealed Weapons/Firearms (State-specific) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	A person in charge of a private or public building where open and/or concealed carry is prohibited	Kan Stat Ann, Sec. 75-7c10; K.A.R 16-13-1(d)(2)	N/A

## KENTUCKY

State Poster Compliance Date 10/2021

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State minimum wage: \$7.25 per hour; \$2.13 per hour for tipped employees.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Job Safety and Health	Recordkeeping change. The poster states that the work-related death of an employee, including death from a heart attack, must be reported to the Division of Occupational Safety and Health compliance within eight hours from when the incident is reported to the employer. Incidents resulting in an employee's loss of an eye, an amputation, or hospitalization must be reported within 72 hours.  <i>Effective 05/13/2021; Posting updated 10/06/2021</i>	05/13/2021
Mandatory	Job Safety and Health	The Occupational Safety and Health Standards Board has been reinstated under an executive order issued by Gov. Andy Beshear.	01/08/2020
Minor	Minimum Wage Child Labor Discrimination	Contact information changes.	N/A
Mandatory	Pregnancy accommodation	The Kentucky Commission on Human Rights has made a mandatory change to the Equal Employment Opportunity posting to add information about the Kentucky Pregnant Workers Act.	06/27/2019
Mandatory	Job Safety and Health	The Occupational Safety and Health Standards Board has been abolished under an executive order issued by Gov. Matthew Bevin. The board's duties have been transferred to the Office of the Secretary of the Kentucky Labor Cabinet.	07/16/2018
Minor	Wage and Hour Laws, Wage Discrimination, Child Labor	The Wage and Hour posting has been reformatted to make it easier to read. Details about overtime and time and one half for work done on the seventh day of the week have been removed. Contact information on all posters has been updated.	N/A

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Kentucky Poster
Wage and Hour Laws (Minimum Wage)	All employers	§337.325	02/2020	✓
Wage Discrimination Because of Sex	All employers	§337.433	02/2020	✓
Equal Employment Opportunity	All employers	Executive Order 2008-473 and relevant state and federal laws; KRS 344.040(3)(b)	N/A	✓
Unemployment Insurance	All employers	§341.400	11/2012	✓
Child Labor Law	Employers with workers under age 18	§339.400	02/2020	✓
Workers' Compensation <i>Employer needs to fill in information.</i>	All employers	KRS 342.610	04/2009	✓
Safety and Health on the Job	All employers	KRS 338	10/2021	✓

### Sign

Posting Title	Who must post?	Regulation	Revision Date
Concealed Weapons/Firearms (General notice) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Businesses wishing to prohibit firearms	Rev Stat Ann, Sec. 237.110(17)	N/A

## LOUISIANA

State Poster Compliance Date 04/2022

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No state minimum wage law. Employers must pay federal rate: \$7.25 per hour; \$2.13 per hour for tipped employees.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Earned Income Credit (EIC)	The Louisiana Workforce Commission has made a mandatory change to its Earned Income Credit posting to show new income limits. The posting notes that employees earning \$53,000 or less must be notified at the time of hire of the potential availability of Earned Income Tax Credits.	01/01/2022 (posting released on 04/25/2022)
Mandatory	Pregnancy Accommodation	Under a new statute (R.S. 23:342(c)), Louisiana employers will need to provide reasonable accommodations to employees who need them because of pregnancy, childbirth, or related medical conditions. Employers must post a notice of this requirement by December 1, 2021. Employers must also give new hires notice of their right to this accommodation.	12/01/2021
Mandatory	Independent Contractor or Employee?	Updated with new penalty amounts for misclassification. Fines of up to \$2,500 per misclassified worker per instance may be levied.	09/01/2021
Mandatory	Earned Income Credit (EIC)	Updated with a mandatory change to include the 2021 tax year income limits.	01/01/2021 (Law took effect on 01/01/2021; posting released on 04/02/2021)
Mandatory	Earned Income Credit (EIC)	Updated with a mandatory change to include the 2020 tax year income limits.	01/01/2020
Mandatory	Earned Income Credit (EIC)	Updated with a mandatory change to include the 2019 tax year income limits.	01/01/2020
Mandatory	Earned Income Credit (EIC)	Updated with income limit information for 2018.	01/01/2018
Mandatory	Earned Income Credit (EIC)	Updated with income limit information for 2017.	01/01/2017

## Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Louisiana Poster
Age Discrimination	All employers	Acts 1997, No 1409, Sec. 1; R.S. 23:314	04/2010	✓
Genetic Discrimination	All employers	R.S. 23:302; R.S. 23:368 and 23:369	04/2010	✓
National Guard, Reserves, or Active Duty	All employers	N/A	N/A	✓
Child Labor Law Placard	All employers who employ minors	R.S. 23:3	08/2011	✓
Out-of-State Motor Vehicles	All employers	R.S. 47:501.1	07/2004	✓
Sickle Cell Trait Discrimination	All employers	Acts 1997, No. 1409, §1	04/2010	✓
Earned Income Credit (EIC)	All employers	RS §23.1018.2	01/2021	✓
Timely Payment of Wages	All employers	Acts 1997, No. 1409, §1	01/2016	✓
Unemployment Insurance	All employers	R.S.23:1621	01/2009	✓
Independent Contractor or Employee?	All employers	Louisiana Revised Statutes, 23:1711 G(4)	09/2021	✓
Workers' Compensation ( <i>Employer must fill in information</i> )	All employers	R.S. 23:1302	05/2003	✓
Pregnancy Rights of Employees	Employers with more than 25 employees	R.S. 23:342	11/2021	✓

## Specialty posters and sign

Posting Title	Who must post?	Regulation	Revision Date
Whistleblower	Public entities	Freedom from Reprisal for Disclosure of Improper Acts – LSA-R.S. 42:1169	N/A
Equal Opportunity for All	Recipients of federal financial assistance	R.S. 23:314	03/2017
No Smoking (General notice) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	The owner, operator, manager, or other person in control in every public building, public place, and place of employment where smoking is prohibited	LA RevStatAnn, Sec. 1300.261(a)	N/A

## MAINE

Estimated ship date 03/02/2023

State Poster Compliance Date 01/2023

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2023 state minimum wage: \$13.80 per hour; \$6.90 tipped minimum wage. Annual increase based on inflation.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Minimum Wage  Regulation of Employment	The Maine Department of Labor has made a mandatory change to the state's minimum wage posting to show the 2023 minimum wage rate of \$13.80 per hour. The updated poster also indicates that service employees who regularly receive more than \$175 a month in tips must receive a direct service wage of at least \$6.90 per hour. In addition, the new minimum salary requirement for exemption from overtime is \$796.17 per week.  The Maine Department of Labor has also made a mandatory change to the state's Regulation of Employment poster to show a requirement to pay out unused paid vacation when an employee leaves a job.	01/01/2023
Mandatory	Minimum Wage	Updated to show the 2022 minimum wage rate of \$12.75 per hour.	01/01/2022
Mandatory	Regulation of Employment	Updated with new rest break and family medical leave information.	01/01/2022
Mandatory	Regulation of Employment	Paid leave information has been added to the posting. This needs to be displayed as of January 1, 2021.	01/01/2021
Mandatory	Minimum Wage	Shows the 2021 rate of \$12.15 per hour and the tipped rate of \$6.08 per hour.	01/01/2021
Mandatory	Regulation of Employment	EIC information added. This change is in response to the Maine Legislature's passage of a bill expanding the earned income tax credit. The bill included a posting requirement.	01/01/2020
Mandatory	Workers' Compensation	Employees now have 60 days to notify their employer of an injury.	01/2020
Mandatory	Minimum Wage	Updated with 2020 rate.	01/01/2020

**Required Postings**

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Maine Poster
Minimum Wage	All employers	MRSA, 26:839	10/2022	✓
Regulation of Employment: Time of Payment, Rest Breaks, Mandatory Overtime, Payment of Wages, Severance Pay, Unfair Agreement, Leave for Victims of Violence, Leave to Care for Family and Family Medical Leave; Earned Income Credit	All employers	MRSA 26:839	10/2022	✓
Child Labor Law	All employers	MRSA 26:839	11/2019	✓
Human Rights Act Prohibits Sex Discrimination	All employers	MRSA 12:337-3	10/2012	✓
Safe Work for Computer Operators	All employers	Maine Video Display Terminal Law	11/2019	✓
Workers' Compensation	All employers	MRSA 39-A:406	03/07/2022	✓
Unemployment Insurance	All employers	P.L. 1991, Chap. 474; Rules Governing the Administration of the Employment Security Law	11/2019	✓
Whistleblowers' Protection Act	All employers	MRSA, 26:839	11/2019	✓

*Portland Employment Laws*  
*Compliance Date 01/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Portland Minimum Wage	Employers in Portland	Portland City Code Chapter 33 Minimum wage	N/A	✓

*Specialty posters and signs*



Posting Title	Who must post?	Regulation	Revision Date
Human Trafficking <i>Compliance Date: 01/2020</i>	A hospital or facility providing emergency services, an eating and lodging place, an adult entertainment nightclub or bar, adult spa, establishment featuring strippers or erotic dancers or other sexually oriented businesses, a money transmitter, a check cashing business or foreign currency exchange business, an office providing services under the Governor's Jobs Initiative Program, and Department of Labor career centers. In addition, the Maine Department of Transportation and Maine Turnpike Authority must post the signs in transportation centers, rest areas, and welcome centers.	MRSA, Title 26, Chapter 7, subchapter 12, §879	N/A
Workplace Safety and Health Regulations for Public-Sector Employers <i>Compliance Date: 11/2015</i>	Public sector employers	MRSA Title 26: Labor and Industry	12/2016
No Smoking (State-specific) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Persons in charge of private and public workplaces and facilities.	Maine Code Title 22 Chapter 262 §1543	N/A

## MARYLAND

Estimated ship date 03/15/2023

State Poster Compliance Date 01/2023

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State minimum wage: \$13.25 per hour; \$12.80 per hour for employers with 14 or fewer employees; \$3.63 for tipped employees.

Annual increases under state law through January 1, 2026

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Minimum Wage	The Maryland Department of Labor has made a mandatory change to its Minimum Wage and Overtime Law poster to note that the minimum wage rate of \$13.25 per hour is in effect as of January 1, 2023, for employers with 15 or more employees. The minimum wage for employers with 14 or fewer employees is \$12.80 per hour.	01/01/2023
Potential	Family and Medical Leave Insurance	The state Senate overrode the governor's veto to pass SB275, which establishes a paid family medical leave program in Maryland. The secretary of the Department of Labor will create regulations, including a public education program. This could bring a new mandatory poster in summer 2023.	Act effective June 1, 2022; Regulations effective June 1, 2023
Minor	Minimum Wage and Overtime Laws	Notation added indicating that posting is a summary of state laws.	N/A
Minor	Earned Sick and Safe Leave, Tipped Employees, Child Labor	New address for Department of Labor.	N/A
Mandatory	Employment Discrimination Pregnant & Working	The Maryland Commission on Civil Rights has made mandatory changes to the Employment Discrimination and Pregnant & Working postings to update the time limit for filing a complaint from six months to 300 days.	01/01/2022

Mandatory	Minimum Wage and Overtime Laws	Updated to show minimum wage rates for 2022, 2023, and 2024. Effective January 1, 2022, employers with 15 or more employees must pay a minimum wage of \$12.50 per hour. Employers with 14 or fewer employees must pay a minimum wage of \$12.20 per hour. The posting also notes that different minimum wage rates apply to employers in Montgomery County.	01/01/2022
Manatory specialty posting update for state contractors and subcontractors	Living Wage	Maryland has made a mandatory change to its Living Wage poster that must be displayed by state contractors and subcontractors working on state funded service contracts. The poster shows the minimum wage covered employers must pay. As of September 28, 2021, the rates will be \$14.55 per hour in Tier 1 jurisdictions and \$10.93 per hour in Tier 2 jurisdictions	09/28/2021
Mandatory	Equal Pay for Equal Work	Under HB14, the Equal Pay for Equal Work law is expanded to prohibit retaliation against an applicant or employee who asks about wages. The poster was updated with information about applicant wage history rights and potential employer penalties.	10/01/2020
Minor	Earned Sick and Safe Leave, Unemployment Insurance, Health Insurance Coverage	Department name change to Department of Labor.	N/A
Minor	Minimum Wage	Old rate information removed.	N/A
Mandatory	Equal Pay for Equal Work	New penalty information added. The law's penalties were expanded under House Bill 790. Employers who violate the law two or more times within a three-year period may be required to pay a civil penalty of 10 percent of the amount of damages owed.	10/01/2019
Mandatory	Child Labor	Updated with new website for special work permits. We have contacted the state, and the state indicates that this is a mandatory change.	09/04/2019

## Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Maryland Poster
Minimum Wage and Overtime Law	All employers	Maryland Code §3-423	01/2023	✓
Equal Pay for Equal Work	All employers	Labor and Employment Article Title 3, Subtitle 3 Annotated Code of Maryland	02/08/2022	✓
Employment Discrimination is Unlawful	Recommended but not required	Article 49B, Annotated Code of Maryland	N/A	✓
Child Labor/Minor Fact Sheet	All employers employing minors	Labor and Employment Article §3-214 Annotated Code of Maryland	02/2022	✓
Health Insurance Coverage	All employers	Section 15-407 Insurance Article Annotated Code of Maryland Labor and Employment Article Section 8-603 Annotated Code of Maryland	N/A	✓
Unemployment Insurance	All employers	Labor and Employment Article Section 8-603 Annotated Code of Maryland	03/2020	✓
Safety & Health Protection on the Job (MDOSHA)	All employers	Maryland Occupational Safety and Health Act of 1973	N/A	✓
Pregnancy Accommodation	Employers with 15 or more employees	State Government Article 609	N/A	✓
Notice to Tipped Employees	Employers with tipped employees.	Maryland Code §3-713(c)	02/2022	✓
Workers' Compensation	All employers	COMAR 14.09.01.02	05/2017	✓
Earned Sick and Safe Leave Employee Notice	Employers may use the poster to meet the notice requirement.	Labor and Employment Article Section 3, 3-1306 (A), 3-1306 (C)(1) Annotated Code of Maryland	02/2022	✓

*Howard County Minimum Wage  
Compliance Date 05/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Howard County Minimum Wage	Businesses operating and doing business in Howard County, including county government and public schools. Does not include state or federal employers.	Maryland Department of Labor; Howard County Code Title 12, Subtitle 22	05/2022	✓

*Montgomery County Employment Laws  
Compliance Date 07/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Montgomery County Minimum Wage	Employers in Montgomery County with 2 or more employees in the county. Does not include state, federal, or other local government employers.	Chapter 27, Article XI, Montgomery County Code	06/2022	✓
Montgomery County Paid Sick Leave	Employers in Montgomery County must provide a notice to employees; the notice may be posted.	Chapter 27, Article XIII, 27-80, Montgomery County Code	N/A	✓

*Specialty posters and signs*

Posting Title	Who must post?	Regulation	Revision Date
Living Wage <i>Compliance date 09/2022</i>	Companies with state service contracts of \$100,000 or more, or \$500,000 if the employer has 10 or fewer employees. Some state agencies are exempt.	Maryland Code, State Finance and Procurement, Division II, Section 18-106	N/A
Workplace Safety and Health for Public Employees	Public sector employers	Maryland Occupational Safety and Health Act of 1973; Annotated Code of Maryland Labor and Employment Title 5, Section 5-104	N/A

Posting Title	Who must post?	Regulation	Revision Date
No Smoking (State-specific) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Private and public employers and facilities.	Md Code Ann, Sec. 24-506, as added by H.B. 359, L. 2007 Maryland Clean Indoor Air Act of 2007; CIAA Regulations	N/A

## MASSACHUSETTS

Shipped 02/09/2023

State Poster Compliance Date 01/2023

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2023 state minimum wage: \$15 per hour; \$6.75 per hour for tipped employees. Increase under state law through 2023; Increases on poster.

Annual change for Paid Family and Medical Leave posting to show new benefit amounts effective January 1.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Paid Family and Medical Leave	Massachusetts has made a mandatory change to its Paid Family and Medical Leave posting to update benefit information. Employers may deduct payroll contributions of up to .318 percent from a covered individual's earnings. The maximum weekly benefit amount is \$1,129.82.	01/01/2023
Mandatory	Paid Family and Medical Leave	Updated to show a new maximum payroll contribution rate and benefit amount for 2022. Employers may deduct payroll contributions of up to 0.344%. The maximum weekly benefit is \$1,084.31.	01/01/2022
Mandatory	Wage & Hour	Massachusetts has made a mandatory change to its Wage & Hour Laws posting to add additional information about tipped employees. The average hourly tips, plus the hourly service rate paid to the worker, must add up to the minimum wage per each shift. This change went into effect in 2019, under An Act Relative to Minimum Wage, and the state updated its posters with the information in July. Recently, the state confirmed that this is a mandatory change.	01/01/2019 (Updated posting released 07/2021)
Minor	Paid Family and Medical Leave	Dated information removed. Information on previous version is still correct, so this is a minor change.	N/A

Mandatory	Paid Family Medical Leave	<p>Updated with additional details. The poster now clarifies that:</p> <ul style="list-style-type: none"> <li>• A worker is covered by the law and may be eligible for leave if he or she is eligible for unemployment in Massachusetts.</li> <li>• A self-employed individual may be eligible for leave if he or she lives and works in Massachusetts and chooses to opt-in to the program.</li> <li>• The law's job protections do not apply to contractors performing contract services or to self-employed individuals.</li> </ul> <p>Contact information was also updated on the posting.</p>	11/30/2020
Mandatory	Paid Family Medical Leave	The state has changed its Paid Family and Medical Leave law; contributions will begin in October rather than July. The poster was updated with this information.	06/14/2019
Mandatory	Paid Family Medical Leave	The state's Paid Family Medical Leave Law includes a posting requirement.	07/01/2019
Mandatory	Wage and Hour Laws	Updated to show the 2019 minimum wage of \$12 per hour, as well as annual minimum wage increases through 2023.	01/01/2019
Minor	Pregnant Workers Fairness Act	Employers must distribute a written notice of the right to be free from discrimination due to pregnancy or a condition related to pregnancy. Posting does not fulfill the notice requirement. A yellow text box has been placed on the Massachusetts posters with the notice information.	N/A

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Massachusetts Poster
Wage and Hour Laws (minimum wage)	All employers	Mass. Gen. Law Ch. 151 §16; 454 CMR 27.07	06/2021	✓
Unemployment Insurance ( <i>Employer must fill in information</i> )	All employers (Penalty for failure to post: First written warning, second \$100 fine, third \$250 fine, fourth and subsequent \$500 fine)	Mass. Gen. Law Ch. 151A §62A.	10/06/2015	✓



Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Massachusetts Poster
Fair Employment Law	Employers with 6 or more employees	Mass. Gen. Law Ch. 151B §7	11/2021	✓
Industrial Accidents (Workers' Compensation) ( <i>Employer must fill in information</i> )	All employers	Mass. Gen. Law Ch. 152 §21, §22, and §23	N/A	✓
Sexual Harassment ( <i>Employer must fill in information</i> )	Employers with 6 or more employees	Mass. Gen. Law Ch. 151B	N/A	✓
An Act Relative to Parental Leave ( <i>Employer must fill in information</i> )	Employers with 6 or more employees	Mass. Gen. Law Ch. 149 §105D	03/10/2015	✓
Earned Sick Time	All employers	Mass. Gen. Law Ch. 149, Section 148C(o)	07/2016	✓
Paid Family and Medical Leave	All employers	Mass. Gen Law Ch. 175M, Section 4	11/2022	✓
Pregnant Workers Fairness Act <i>Employers required to provide notice; posting does not fulfill notice requirement.</i>	Employers with 6 or more employees	Pregnant Workers' Fairness Act Section 3; Mass. Gen. Law Ch. 151B, Section 4	1/23/2018	✓

#### Specialty posters and sign

Posting Title	Who must post?	Regulation	Revision Date
Right to Know Law	Public sector employers.	Right to know law, Chapter 111F	09/2013
Workplace Safety and Health Protection for Public Employees <i>Compliance Date 10/2019</i>	Public sector employers.	454 CMR 25.04	10/15/2019
No Smoking (State-specific) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Private and public employers and facilities	Mass Gen Laws Chapter 270, Section 22	N/A

## MICHIGAN

State Poster Compliance Date 1/2022

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State minimum wage: \$9.87 per hour; \$3.75 per hour for tipped employees.

Under the Improved Workforce Opportunity Act, the minimum wage increases annually. The poster shows the rates for 2022 and 2023.

Type of Change	Posting Title	Revision Details	Effective Date
Potential	Minimum Wage	A court decision has put the minimum wage increase law in limbo. A change in the rate would impact the poster.	TBD
Mandatory	Minimum Wage	The Michigan Department of Labor and Opportunity has updated the Minimum Wage and Overtime poster to show the 2022 rate of \$9.87 per hour. It also shows the tipped rate of \$3.75 per hour.	01/01/2022
Minor	Child Labor Minimum Wage Paid Medical Leave Act	New title for Susan Corbin, and a date change to 08/2021.	N/A
Minor	Safety and Health Protection	Updated with new department name in Complaints paragraph.	N/A
Mandatory	Minimum Wage	Updated with 2021 minimum wage rate of \$9.65 per hour.	01/01/2021
Minor	Paid Medical Leave Act	New acting director added to poster.	N/A
Minor	Child Labor	Wording revisions.	N/A
Mandatory	Unemployment Insurance	Information about payment options and filing a claim by phone has been removed from the poster. Claims can be filed online, in the web account manager (MiWAM) for workers section of the state's unemployment insurance website. The poster also notes that a claim for benefits begins the week it is filed. In addition, the Talent Investment Agency has been renamed the Unemployment Insurance Agency.	12/17/2019
Minor	Minimum Wage	New agency name.	N/A

Minor	Youth Employment	Governor's name removed.	N/A
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#### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Michigan Poster
Minimum Wage	Employers with 2 or more employees age 16 or over.	MCLA §408.417	01/2021	✓
Paid Medical Leave Act	Employers with 50 or more employees.	MCL §408.968	01/2021	✓
Safety & Health Protection on the Job (MIOSHA)	All employers	MCL §408.1011 Act No. 154 of the Public Acts of 1974	06/2021	✓
Employment Security Act	All employers	Michigan Employment Security Act; UIA Administrative Rules R421.105	12/2019	✓
SDS #2105 – Michigan Right to Know Law (Employer must fill in information)	Employers with hazardous or toxic materials.	Michigan Right To Know Law	12/2019	✓
SDS #2106 – New or Revised SDS (Employer must fill in information)	Employers with hazardous or toxic materials.	Michigan Right To Know Law	12/2019	✓
Michigan Law Prohibits Discrimination	All employers	MCLA §37.2206; MCLA §37.1210	02/2017	✓
Whistleblowers' Protection Act	All employers	Act 469 of 1980	N/A	✓
Youth Employment Standards Act	All employers employing minors	MCLA §409.113	04/2021	✓

*Specialty poster – Ann Arbor Living Wage and Non-Discrimination Ordinances*  
*Compliance Date 04/2022*

Posting Title	Who must post?	Regulation	Revision Date
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Ann Arbor Living Wage	Covered city contractors with a 12-month service contract exceeding \$10,000 who have five or more employees. Also applies to grantees with five or more employees receiving financial assistance that exceeds \$10,000 in a 12-month period. Does not apply to a non-profit contractor or grantee with fewer than 10 employees. Does not apply to a contract to purchase goods or lease property from the city, or to a contract funded by the community events budget.	Code of Ordinances Title I, Chapter 23, 1:818	2/01/2022
Ann Arbor Nondiscrimination Notice	City contractors	Code of Ordinances Title IX, Chapter 112, 9:158(2)	2017

*Specialty posters and signs*

Posting Title	Who must post?	Regulation	Revision Date
Choke Saving	Food service establishments	Mich. Comp. Laws Ann. §§ 289. 6141, 691. 1522)	N/A
No Smoking (General notice) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	Persons in charge of private and public employers and facilities	Public Health Code, Chapter 333, Article 12, Part 126, Sections 333.12601 to 333.12617, and Part 129, Section 333.12905 Public Act 188 of 2009, Michigan's Smoke-Free Air Law	N/A

## MINNESOTA

Estimated ship date 02/20/2023

State Poster Compliance Date 01/2023

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2023 rates: \$10.59 per hour (large employer), \$8.63 per hour (small employer). Tipped employees must be paid full state minimum wage.

Annual increase based on inflation.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Minimum Wage	The Minnesota Department of Labor and Industry has made a mandatory change to the state's minimum wage posting to show the 2023 minimum wage rate of \$10.59 per hour for large employers and \$8.63 per hour for small employers.	01/01/2023
Minor	Unemployment Insurance	The state has updated the wording so all translations match.	N/A
Mandatory	Minimum Wage	The Department of Labor and Industry has updated its minimum wage poster, showing the 2022 rates of \$10.33 per hour for large employers and \$8.42 per hour for small employers.	01/01/2022
Mandatory	Minimum Wage	Updated with 2021 rates: <ul style="list-style-type: none"> <li>\$10.08 per hour for an enterprise with gross revenues of \$500,000 or more.</li> </ul> \$8.21 per hour for enterprises with annual gross revenues of less than \$500,000. This is also the training wage, youth wage, and J-1 Visa wage	01/01/2021
Mandatory	Minimum Wage	The posting shows the new rate for large employers at \$10 per hour; the new rate for small employers, training wage, and youth wage at \$8.15 per hour; and J-1 Visa wage at \$8.15 per hour.	01/01/2020
Mandatory	Minimum Wage	The posting shows the new rate for large employers at \$9.86 per hour; the new rate for small employers, training wage, and youth wage at \$8.04 per hour; and J-1 Visa wage at \$8.04 per hour.	01/01/2019
Mandatory	Minimum Wage	The Minnesota Department of Labor and Industry has made a mandatory change to its minimum wage posting to show the rates for 2018. The rates are \$9.65 per hour for large employers and \$7.87 per hour for small employers/training wage/youth wage, and J-1 Visa employees.	01/01/2018

Mandatory	Minimum Wage	Updated with 2021 rates: <ul style="list-style-type: none"> <li>\$10.08 per hour for an enterprise with gross revenues of \$500,000 or more.</li> </ul> \$8.21 per hour for enterprises with annual gross revenues of less than \$500,000. This is also the training wage, youth wage, and J-1 Visa wage	08/01/2016
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### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Minnesota Poster
Minimum Wage	All employers	Minn. Stat. 177.24	10/2022	✓
Unemployment Insurance	All employers	Minn. Stat. Chap. 268.068	03/2022	✓
Safety & Health Protection on the Job (MNOSHA)	All employers	Minn. Stat. Chap. 182.658	08/2017	✓
Workers' Compensation – Employee Rights and Responsibilities	All employers	Minn. Stat. Chap 176.139	08/2017	✓
Know Your Rights (Age Discrimination)	All employers	Minn. Stat. §181.81;	09/2017	✓

### Minneapolis Employment Laws

Poster Compliance Date 01/2020

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minneapolis Employee Rights (Minimum Wage/Paid Sick Time Ordinance/Wage Theft)	<p><b>Minimum Wage:</b> Employers whose employees work in Minneapolis for at least 2 hours in a week.</p> <p><b>Paid Sick Time:</b> All employers whose employees work in Minneapolis at least 80 hours a year. This includes employers who do not have facilities within the city (“non-resident” employers).</p> <p><b>Wage Theft:</b> Employers with employees who work in the city for at least 80 hours per year. All laws apply to city of Minneapolis, but not other government employers.</p>	Minneapolis Code of Ordinances, Title 2, Chapter 40, Article III, 40.250; Article IV, 40.420; and Article V, 40.570	N/A	✓

*St. Paul Employment Laws*  
*Poster Compliance Date 07/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
St. Paul Employee Rights (Minimum Wage, Earned Sick and Safe Time)	<b>Minimum Wage:</b> Employers in St. Paul with employees who work in the city limits for at least two hours in one week. <b>Earned Sick and Safe Time:</b> All St. Paul employers whose employees work in St. Paul at least 80 hours a year. <b>Both</b> include the city of St. Paul, but not other government employers.	St. Paul Code of Ordinances, Sections 224.08 and 233.07	N/A	✓

*Duluth Employment Laws*  
*Poster Compliance Date 08/2021*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Earned Sick and Safe Time	Employers with 5 or more employees. Does not apply to government agencies, except the city of Duluth. (Employers must give notice to all covered employees of their rights under the ordinance. Employers may comply with this requirement with the Earned Sick and Safe Time Poster.)	Sick and Safe Time Administrative Rules 6.1-6.2; Duluth City Code §29E-6	N/A	✓

*Specialty posters and signs*

Posting Title	Who must post?	Regulation	Revision Date
St. Paul Food Allergy (restaurants)	All establishments in St. Paul holding a restaurant license.	St. Paul Code of Ordinances, Title XXIX, Chapter 331A, Section 331A.11	N/A

Posting Title	Who must post?	Regulation	Revision Date
Contractor Non-Discrimination <i>This poster is no longer available.</i>	<i>Covered contractors must obtain a workforce certificate of compliance from the Minnesota Department of Human Rights Contract Compliance Division. The department provides a MDHR poster to a business when it forwards a workforce certificate.</i>	Minnesota Statutes, 363A.36-37; Minnesota Administrative Rules 5000.3560	N/A
No Smoking (General notice) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	The proprietor or other person, firm, limited liability company, corporation, or other entity that owns, leases, manages, operates, or otherwise controls the use of a public place, public transportation, place of employment, or public meeting.	Clean Indoor Air Act, Minnesota Statutes 144.411	N/A
Concealed Weapons/Firearms (Sign must indicate identity of business operator) See <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	Businesses wishing to prohibit firearms	Sec. 624.714, Subd. 17 9(1)(i); 18	N/A



## MISSISSIPPI

State Poster Compliance Date 05/2020

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No state minimum wage law. Employers must pay federal rate: \$7.25 per hour; \$2.13 per hour for tipped employees.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Unemployment Insurance	Updated with details about how to apply for unemployment insurance.	03/31/2020
Minor	Unemployment Insurance		N/A

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Mississippi Poster
Workers' Compensation ( <i>Employer must fill in information</i> )	All employers	Miss. Code Ann. §71-3-81	01/2001	✓
Unemployment Insurance	All employers	Miss. Code Ann. §71-5-515	03/31/2020	✓

### Sign

Posting Title	Who must post?	Regulation	Revision Date
Concealed Weapons/Firearms (General notice) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Businesses wishing to prohibit firearms	Miss. Code Ann. Section 45-9-101 (13)	N/A

## MISSOURI

Estimated ship date 03/02/2023

State Poster Compliance Date 01/2023

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2023 state private employer minimum wage: \$12 per hour and \$6 per hour for tipped employees.

Note: The [Notice to Victims of Domestic and Sexual Violence](#) must be delivered to employees by October 27, 2021. Posting does not fulfill this notice requirement. The notice will not be added to the Missouri Labor Law Posters because posting does not fulfill the requirement.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Minimum Wage	The Missouri Division of Labor Standards has made a mandatory change to the state's minimum wage posting to show the 2023 minimum wage rate of \$12 per hour and tipped employee hourly rate of \$6 per hour.	01/01/2023
Mandatory	Minimum Wage	The Missouri Division of Labor Standards has made a mandatory change to the state's minimum wage posting to show the 2022 rate of \$11.15 per hour. The posting also shows the new tipped employee hourly rate of \$5.575 per hour.	01/01/2022
Minor	Discrimination	New format.	N/A
Mandatory	Minimum Wage	Updated with 2021 rate of \$10.30 per hour and tipped employee minimum wage of \$5.15 per hour.	01/01/2021
Mandatory	Minimum Wage	The Missouri Division of Labor Standards updated the poster to show the 2020 rate of \$9.45 per hour.	01/01/2020
Minor	Workers' Compensation	Notification information reworded. The state indicates that the changes are unsubstantial and the 2017 version remains in compliance.	N/A
Mandatory	Minimum Wage	The posting shows the 2019 private employer minimum wage rate of \$8.60 per hour.	01/01/2019
Mandatory	Unemployment Insurance	The updated notice clarifies when and how to apply for unemployment insurance benefits. The posting also discusses proper worker classification, and explains what workers should do if they think they may be misclassified.	03/20/2018

## Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Missouri Poster
Minimum Wage	All employers	RSMo§290.522	11/2022	✓
Workers' Compensation ( <i>Employer must fill in information</i> )	All employers	RSMo§287.127	07/2019	✓
Unemployment Insurance	All employers	8 CSR 10-3.070	11/2020	✓
Discrimination in Employment is Prohibited	All employers	8 CSR 60-3.010 (1)	10/2021	✓
Youth Employment List ( <i>Employer must fill in information</i> )	All employers employing minors	RSMo§294.060.1	08/2011	✓

## Specialty posters and signs

Posting Title	Who must post?	Regulation	Revision Date
Discrimination in Public Accommodations	Employers doing business in places open to the public	8 CSR 60-3.010 (3)	10/2021
Discrimination in Housing	Housing industry	8 CSR 60-3.010 (2)	10/2021
Concealed Weapons/Firearms (State-specific) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Businesses wishing to ban firearms	RSMo, Chapter 571, Weapons Offenses, Section 571.107	N/A
No Smoking (General notice acceptable; State-specific for areas where nonsmoking areas are unavailable) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	The person having custody or control of a public place or public meeting.	Missouri Clean Indoor Air Law, Sections 191.765-191.777 RSMo	N/A

## MONTANA

Shipped on : 01/19/2023

State Poster Compliance Date 1/2023

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2023 state minimum wage: \$9.95 per hour. Tipped minimum wage \$9.95 per hour. \$4 per hour for businesses not covered by FLSA with less than \$110,000 in sales. Subject to annual CPI adjustment.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory/Recommended	Minimum Wage	The Montana Department of Labor and Industry has updated the state's minimum wage posting to show the 2023 minimum wage rate of \$9.95 per hour.	01/01/2023
Mandatory/Recommended	Discrimination	Under House Bill 702, employers cannot discriminate against employees because of vaccination status. The state has added this information to its discrimination posting. Montana law does not require employers to post a discrimination poster. However, the state recommends that all business owners make this information available to employees.	07/01/2021
Mandatory/Recommended (Posting not required by state)	Minimum Wage	The Montana Department of Labor and Industry has updated its minimum wage posting to show the 2021 rate of \$8.75 per hour.	01/01/2021
Mandatory/Recommended	Minimum Wage	Updated to show the 2020 rate of \$8.65 per hour.	01/01/2020
Mandatory/Recommended	Minimum Wage	Updated to show the 2019 rate of \$8.50 per hour.	01/01/2019
Mandatory/Recommended	Minimum Wage	The Montana Department of Labor and Industry has updated its minimum wage posting to show the 2018 rate of \$8.30 per hour.	01/01/2018
Mandatory/Recommended	Minimum Wage	The state has released an updated minimum wage notice stating the 2017 minimum wage of \$8.15 per hour.	01/01/2017

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Montana Poster
Minimum Wage	Recommended for all employers	Mont. Code Ann §39-3-201 <i>et seq.</i>	N/A	✓
Employment Discrimination (Protected Classes, Complaint Process, Harassment, Pregnancy & Breastfeeding, Disabilities)	Recommended for all employers	Mont. Code Ann. §49-2-303	N/A	✓
Discrimination is Against the Law	Recommended for all employers	Montana Human Rights Act and Montana Government Code of Fair Practices	N/A	✓
Workers' Compensation – <i>You must obtain a notice of compliance or certificate of insurance from your insurance carrier.</i>	All employers	Mont. Code Ann §39 Chapter 8, Chapter 9, Chapter 71, Chapter 72 and Chapter 73	N/A	
Unemployment Compensation – <i>You must be a registered employer in this state to receive the official notice; contact the Montana Department of Labor &amp; Industry for more information.</i>	All employers	Mont. Code Ann §24.11	N/A	7

*Note: Postings highlighted in yellow are not part of the all-in-one poster and must be obtained from the state or the employer's insurance carrier.*

#### Sign

Posting Title	Who must post?	Regulation	Revision Date
No Smoking (State-specific) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	The proprietor or manager of an establishment containing enclosed public places.	Mont Code Ann, Sec. 50-40-104.	N/A

## NEBRASKA

Shipped on: 01/10/2023, 01/12/2023, 01/19/2023

State Poster Compliance Date 1/2023

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2023 state minimum wage: \$10.50 per hour. Annual updates under state law through 2026, then inflation. Updates through 2026 are on the poster.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Minimum Wage	The Nebraska Department of Labor has made a mandatory change to the state's minimum wage poster to show the 2023 rate of \$10.50 per hour and future rate increases through 2026.	01/01/2023
Minor	Unemployment Insurance	Online filing information updated.	N/A
Minor	Unemployment Insurance	New website information. The state indicates that the previous version remains in compliance.	N/A
Minor	Job Safety and Health (workers' compensation)	The state no longer requires employers to display this poster.	N/A
Mandatory	Minimum Wage	The Nebraska Department of Labor has released an updated minimum wage posting showing new rates. Effective January 1, 2015, employers must pay at least \$8.00 per hour. The rate increases to \$9.00 per hour on January 1, 2016.	01/01/2015
Mandatory	Unemployment Insurance	Additional work search requirements for claimants under Title 209, Chapter 4, are now listed. Claimants who have drawn benefits for more than six weeks will be required to expand the scope of their job search.	07/2014
Mandatory	Unemployment Insurance	A new section of content was added to the posting which covers Title 219, Chapter 4, Claimant's Availability and Work Search Requirements.	11/24/2012

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Nebraska Poster
Minimum Wage	All employers	Neb. Rev. Stat. §48-1205	11/22/2022	✓

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Nebraska Poster
Discrimination in Employment, Housing, and Public Accommodations	All employers	Nebraska Fair Employment Act; Neb. Rev. Stat. §48-1121. See also §48-1001 to 48-1009; § 48-1219 to 1227	02/2013	✓
Unemployment Insurance	All employers	Neb. Rev. Stat. §48-601 to §48-669	11/22/2022	✓
Child Labor Work Hours Notice (Employers must fill in information.)	Employers employing minors	Neb. Rev. Stat. §48-310	N/A	✓
Job Safety and Health (Employers must also display the federal OSHA poster.)	All employers	Nebraska Workers' Compensation Reform Law; Neb. Rev. Stat. §48-443 to 48-449; 230 NAC 6;	08/2009	No longer required by the state.

### Signs

Posting Title	Who must post?	Regulation	Revision Date
No Smoking (Generic notice) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	Private and public employers, business proprietors.	Nebraska Clean Indoor Air Act, 71-5716 to 71-5734; Clean Indoor Air, Nebraska Department of Health and Human Services, Title 178, Chapter 7	N/A
Concealed Weapons/Firearms (State-specific) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	Businesses wishing to prohibit firearms	Nebraska Administrative Code, Title 272, Chapter 21, 002.13; 018.04; 018.05; Nebraska Revised Statutes 69-2441	N/A

## NEVADA

State Poster Compliance Date 07/2022

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Minimum wage: \$10.50 (Without health plan); \$9.50 (With health plan). Subject to annual adjustment.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Minimum Wage	The minimum wage posting shows the rates in effect for 2022. Employers offering qualifying health benefits must pay at least \$9.50 per hour. Those not offering qualifying health benefits must pay \$10.50 per hour.	07/01/2022
Mandatory	Overtime	The overtime posting has been updated with the overtime rate information for 2022. Daily overtime may be applicable if employees earn less than \$14.25 per hour (if qualifying health benefits are offered) or less than \$15.75 per hour (if qualifying health benefits are not offered).	07/01/2022
Mandatory	Rules to be observed	The Rules to be Observed by Employers posting shows the 2022 minimum wage of \$10.50 per hour if qualifying health benefits are not offered, or \$9.50 per hour if the employer offers qualified health benefits.	07/01/2022
Mandatory	AB307 Employment and Job Training	The Nevada Department of Business and Industry has made a mandatory change to the job training posting required under Assembly Bill 307 updating information on job training and employment programs.	07/01/2022



Mandatory	<p>Minimum Wage</p> <p>Overtime</p> <p>Rules to be Observed</p> <p>AB 190</p> <p>SB209</p> <p>AB307</p> <p>Job Safety and Health</p>	<p>Mandatory changes have been made to these postings:</p> <p><b>Rules to be Observed by Employers:</b> Updated to show 2021 minimum wage of \$9.75 per hour if qualifying health benefits are not offered, or \$8.75 per hour if the employer offers qualified health benefits. Information about paid leave for COVID-19 vaccination and other health-related reasons has been added.</p> <p><b>Minimum wage:</b> Annual bulletin updated with rate information for 2021.</p> <p><b>Overtime:</b> Annual bulletin updated with rate information for 2021. Daily overtime may be applicable if employees earn less than \$13.125 per hour (if qualifying health benefits are offered) or less than \$14.625 per hour (if qualifying health benefits are not offered).</p> <p><b>Safety and Health Protection on the Job:</b> Updated with revised penalty levels.</p> <p>The state has added these mandatory postings:</p> <p><b>AB 190 Required Posting:</b> As of October 1, 2021, employers with 50 or more employees must allow employees to use accrued sick leave to care for immediate family members.</p> <p><b>SB 209 Required Posting:</b> Effective June 9, 2021, employers with 50 or more employees must provide employees with two to four hours of paid leave to receive a vaccination for COVID-19. This bill expires December 31, 2023.</p> <p><b>AB 307 Required Posting:</b> The Department of Employment, Training, and Rehabilitation created a notice about job training and employment programs, including the Career Enhancement Program and Nevada JobConnect. This requirement takes effect October 1, 2021.</p>	<p>07/01/2021</p> <p>10/01/2021</p>
Mandatory	Workers' Compensation	<p>The poster contains new contact information for employees who need assistance with workers' compensation issues. It also clarifies that the information on the poster is derived from Chapters 616A through 616D, inclusive, of the Nevada Revised Statutes. Nevada Administrative Code requires employers to display the Form D-1 workers' compensation poster issued by the state. The state's Workers' Compensation Section has confirmed that the previous version of the poster is no longer compliant</p>	
Mandatory	Overtime	<p>Information added about verification of overtime rates. Employers must pay overtime to workers who earn less than \$12 per hour if qualified health benefits are offered and to workers who earn \$13.50 per hour if qualified health benefits are not offered.</p>	10/29/2020
Mandatory	Rules to be Observed by Employers	<p>Updated with new minimum wage information. Effective July 1, 2020, employers must pay a minimum wage of \$8 per hour if the employer offers qualified health benefits or \$9 per hour if the employer does not offer qualified health benefits.</p>	07/01/2020

Minor	Workers' Compensation	The state has indicated that employers need to post the workers' compensation posting in the format provided by the state. We will switch from our layout of this posting to a PDF of the form provided by the state.	07/01/2020
Mandatory	Minimum Wage, Overtime	The Nevada Office of the Labor Commissioner has updated the minimum wage and daily overtime bulletins to show new rates. The minimum wage increases to \$8 per hour for employees who have been offered qualifying health benefits. For employees without qualifying health benefits, it will increase to \$9 per hour. The poster also shows annual rate increases that will take effect through 2024. The state has removed the AB 456 Minimum Wage posting from its website and has placed the information from that poster into the 2020 Annual Minimum Wage Bulletin.	N/A
			07/01/2020

#### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Nevada Poster
Annual Minimum Wage Bulletin	All employers	NRS §608.013	N/A	✓
Annual Daily Overtime Bulletin	All employers	NRS §608.013	N/A	✓
Rules to be Observed by Employers	All employers	NRS §608.013	N/A	✓
Notice of Limitations: Lie Detector Tests	All employers	NRS §613.460(2)	N/A	✓
Domestic Violence Bulletin	All employers	NRS §608.0198 (5)	2019	✓
Domestic Worker's Bill of Rights	Employers with domestic service employees	NRS §608.013; NRS §613.620 (3)	08/03/2018	✓
Paid Leave	Employers with 50 or more employees	NRS §608.013	06/11/2019	✓
AB 190 Required Posting (Paid sick leave for immediate family)	Employers with 50 or more employees	NRS §608.013, AB190	N/A	✓
SB 209 Required Posting (paid leave for COVID-19 vaccination)	Employers with 50 or more employees; Expires December 31, 2023	NRS §608.013, SB 209	N/A	✓
AB 307 Required Posting (Career Enhancement Program)	All employers	NRS §232.900, AB 307	N/A	✓
Unemployment Insurance	All employers	NRS §612.455	04/2014	✓

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Nevada Poster
Nevada Law Prohibits Discrimination	Recommended for all employers	NRS §613.310 to NRS §613.435	12/2014	✓
Pregnant Workers' Fairness Act	Employers with 15 or more employees, all state and local government employers	NRS §613.335, Section 8.3	N/A	✓
Workers' Compensation ( <i>Employer must fill in information</i> )	All employers	NAC §616A.460; NRS §616A.490	10/2020	✓
Safety & Health Protection on the Job	All employers	NRS §618	01/2020	✓
Emergency Numbers ( <i>Employer must fill in information</i> )	All employers	NRS §618	N/A	✓
Payday Notice ( <i>Employer must fill in information</i> )	All employers	NRS §608.080	N/A	✓

#### Specialty poster and signs

Posting Title	Who must post?	Regulation	Revision Date
Workers' Compensation Form D-22 <i>Compliance Date 07/1999</i>	Employers who must comply with Nevada's worker's compensation law and have employees who receive tips.	NAC 616A.460	07/1999
Payday Notice	Employers must post payday notices in at least two conspicuous places where such notices can be seen by employees. The notice is included on Nevada all-in-one posters from J. J. Keller & Associates, but an employer displaying only one all-in-one poster may order an additional Payday Notice to be in compliance with posting requirements.	NRS §608.080	N/A
Equal Employment Opportunity <i>State Poster Compliance Date 8/2017</i>	Recipients of federal financial assistance	Title I of the Workforce Investment Act of 1998 (WIA)	N/A
No Smoking <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Private and public employers and facilities; the person in charge of the facility	Nevada Clean Indoor Air Act; Nevada Statutes 202.2491	N/A
Firearms Prohibited <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Public buildings wishing to prohibit firearms	Nevada Revised Statutes 202.3673 (3)(b)	N/A

## NEW HAMPSHIRE

State Poster Compliance Date 8/2019

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State minimum wage: \$7.25 per hour; \$3.26 per hour for tipped employees.

Type of Change	Posting Title	Revision Details	Effective Date
Potential	Paid Family Leave	The Granite State Paid Family Leave Plan was established under HB2. It gives the commissioner of the Department of Administrative Services the authority to adopt rules to implement the program. These rules may include a posting requirement.	01/01/2023
Mandatory	Employment Discrimination	Gender identity has been added to the list of protected classes under the New Hampshire Law Against Discrimination. This protection was added by House Bill 1319, which was signed by Gov. Chris Sununu in 2018.	07/08/2018
Minor	Independent Contractor, Minimum Wage, Right to Know, Protective Legislation, Whistleblower Protection, Pay Equity	The name of Deputy Labor Commissioner Kathryn Barger was removed and the revision date was changed.	N/A
Mandatory	Protective Legislation Law	The state's Protective Legislation chapter has been amended to allow employers to pay employees weekly or biweekly. This information is now on the state's Protective Legislation Law posting.	07/11/2017
Minor	Independent Contractor, Minimum Wage, Right to Know, Whistleblower Protection Act, Pay Equity	Deputy labor commissioner's name added.	N/A
Mandatory	Pay Equity	The New Hampshire Department of Labor has published a new Pay Equity posting, which employers must display under changes to the state's equal pay law.	01/01/2015

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller New Hampshire Poster
Minimum Wage	All employers	N.H. Rev. Stat. Ann. §279:27	07/13/2017	✓
Employment Discrimination is Against the Law	All employers	N.H. Rev. Stat. Ann. §354-A:23	N/A	✓
Protective Legislation Law	All employers	N.H. Rev. Stat. Ann. §275:49	07/13/2017	✓
Workers' Right to Know ( <i>Employer must fill in information</i> )	All employers	N.H. Rev. Stat. Ann. §277-A	07/13/2017	✓
Whistleblowers' Protection Act	All employers	N.H. Rev. Stat. Ann. §256-E:7	07/13/2017	✓
Unemployment Insurance	All employers	N.H. Rev. Stat. Ann. §282:70	01/2012	✓
Vacation Shutdown Unemployment Compensation	All employers	N.H. Rev. Stat. Ann. §282:70	01/2012	✓
Pay Equity	All employers	N.H. Rev. Stat. Ann. §275:37; 275:41-	06/12/2017	✓
Criteria to Establish an Employee or Independent Contractor	All employers	N.H. Rev. Stat. Ann. §281-A:43	07/13/2017	✓
<i>Workers' Compensation – You must obtain a notice of compliance or certificate of insurance from your insurance carrier.</i>	Employers with workers' compensation insurance		N/A	

*Note: Postings highlighted in yellow are not part of the all-in-one poster and must be obtained from the state or the employer's insurance carrier.*

#### *Specialty posters and sign*

Posting Title	Who must post?	Regulation	Revision Date
Housing Discrimination <i>Compliance date 08/2019</i>	Real estate agencies and rental offices.	New Hampshire Revised Statutes 354-A:23	N/A
Public Accommodations Discrimination <i>Compliance date 08/2019</i>	Owners and managers of hotels, restaurants, theaters, sports arenas, golf courses, health care providers, stores and other establishments offering services, facilities, or goods to the general public.	New Hampshire Revised Statutes 354-A:23	N/A
Choke saving	Food service establishments	NH RSA § 155: 43	N/A

Posting Title	Who must post?	Regulation	Revision Date
No Smoking (General notice) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	Private and public employers and facilities	Indoor Smoking Act, Senate Bill 42; RSA 155:64-77	N/A

## NEW JERSEY

Estimated ship date English: 02/17/2023

Estimated ship date Spanish: 02/14/2023

State Poster Compliance Date 01/2023

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*2023 state minimum wage: \$14.13 per hour; \$12.93 for seasonal and small employers; \$12.01 for agricultural employers; \$5.26 per hour for tipped employees; \$17.13 per hour for long-term care facility direct care staff members.*

*Subject to annual increases under state law through 2024; The minimum wage increases by \$1 per hour annually, or more if warranted because of a significant increase in inflation as measured by the Consumer Price Index. The minimum wage will increase annually based on CPI after it reaches \$15 per hour.*

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Minimum Wage	<p>The New Jersey Department of Labor and Workforce Development has made a mandatory change to the Wage and Hour Law Abstract to show the 2023 minimum wage rate of \$14.13 per hour.</p> <p>The poster was also updated to note that:</p> <ul style="list-style-type: none"> <li>The minimum wage for seasonal and small employers is \$12.93 per hour.</li> <li>The minimum wage for agricultural employers is \$12.01 per hour.</li> <li>The minimum cash wage for tipped workers is \$5.26 per hour.</li> <li>The minimum wage for long-term care facility direct care staff members is \$17.13 per hour.</li> </ul>	01/01/2023

Mandatory	Discrimination Family Leave Act	<p>The New Jersey Division on Civil Rights has made mandatory changes to the Discrimination and Family Leave Act postings.</p> <ul style="list-style-type: none"> <li>• The Discrimination posting has been updated to include a summary of the law's meaning. It also notes that a remedy for discrimination may include adoption of new policies and procedures. Contact information for the Division on Civil Rights has been updated.</li> <li>• The Family Leave Act posting has been updated with information about leave that can be taken if a school or place of care is closed due to an epidemic of a communicable disease.</li> </ul>	08/01/2022
Minor	Payment of Wages	The state has simplified the wording on the poster but the meaning remains the same.	N/A
Mandatory	Minimum Wage/Wage and Hour Law Abstract	Updated with 2022 minimum wage rate for agricultural employees and information about the minimum wage for employees who work at a long-term care facility. Agricultural employers must pay a minimum wage of \$11.05 per hour as of January 1, 2022. The minimum wage for long-term care facility direct care staff members is \$16 per hour. Information about future minimum wage estimates has also been added.	01/01/2022
Mandatory	Minimum Wage	Shows new 2021 rate of \$12 per hour and the \$10.44 rate for agricultural employees.	01/01/2021
Minor	Whistleblower	New logo.	N/A
Mandatory	Employee Misclassification	Employers must display a poster describing employee rights and employer responsibilities regarding a worker's status as an employee. It explains the differences between an employee and an independent contractor and outlines the penalties for misclassification.	04/01/2020
Minor	Child Labor	Formatting changes.	N/A
Mandatory	Unemployment and Temporary Disability Benefits Laws	Updated with disability benefit application information. Includes new contact information for the program. The state indicates that because the program has expanded since the previous poster was released, it is important for employers to use the 2019 posting to make employees aware of the updated information.	07/24/2019

## Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller New Jersey Poster
Minimum Wage (Wage and Hour Law Abstract)	All employers	N.J.S.A. 34:11-56a21; N.J.A.C. 12:55-2.1	01/2021	✓
Earned Sick Leave <i>Employers must post in English and Spanish if Spanish is the first language of a significant number of employees</i>	All employers, except public employers required to provide sick leave under another law	P.L. 2018, Chapter 10, 7; N.J.S.A. 34:11D-7	09/2018	✓
Relating to Payment of Wages	All employers	Chapter 173, Laws of New Jersey, 1965	04/2022	✓
Discrimination in Employment	All employers	N.J.S.A. 10:5-12	N/A	✓
Family Leave Act (FLA)	Employers with 30 or more employees	N.J.A.C. 13:8-2.2	N/A	✓
Family Leave Insurance	Employers covered by unemployment compensation law	N.J.S.A. 43:21-49(a)(1)	04/2019	✓
Unemployment and Temporary Disability Benefits Laws	All employers	N.J.S.A. 34:15-89; N.J.S.A. 43:21-49	06/2019	✓
Conscientious Employee Protection Act (Whistleblower Act) <i>(Employer must fill in information)</i> <i>Employers must post in English and Spanish.</i>	All employers	N.J.S.A. 34:19-7	10/2019	✓
Security and Financial Empowerment Act (SAFE Act)	Employers with 25 or more employees	P.L. 2013, c 82	09/2013	✓
Employer Obligation to Maintain and Report Records	All employers	N.J.S.A. 34:11-4.1 et seq. and N.J.S.A. 34:11-56a et seq.	03/2018	✓
Right to be Free of Gender Inequity <i>Employers must post in English and Spanish if Spanish is the first language of a significant number of employees.</i>	Employers with 50 or more employees	N.J.S.A. 34:11-56.12 et seq.	01/2014	✓
Child Labor Law Abstract	Employers with workers under age 18	N.J.S.A. 34:2-21.5; N.J.S.A. 34:11-56a4; N.J.A.C 12:58	07/2019	✓



Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller New Jersey Poster
Employee Misclassification	Employers required to maintain and report records regarding wages, benefits, and taxes.	N.J.S.A 34:1A-1.19	05/2020	✓
Child Labor – <i>Employer must post names of minors and schedule</i>	Employers with workers under 18 years of age	N.J.S.A. 34:2-21.6; 34:11-56a4; N.J.A.C 12:57	N/A	
Workers' Compensation – <i>You must obtain a notice of compliance or certificate of insurance from your insurance carrier.</i>	Employers with workers' compensation insurance	N.J.S.A. 34:15-77; N.J.S.A. 34:15-79; N.J.S.A 34:15-80	N/A	

Note: Postings highlighted in yellow are not part of the all-in-one poster and must be obtained from the state or the employer's insurance carrier.

#### Wage Orders

Posting Title	Who must post?	Regulation	Revision Date
New Jersey Wage Order #1 – First Processing of Farm Products Occupations <i>Compliance Date 01/2023</i>	Employers of employees working in establishments primarily engaged in the first processing of, or in canning or packing, perishable or seasonal fresh fruit or vegetables during seasonal operations.	N.J.S.A. 34:11-56a21; New Jersey Administrative Code 12:56, Subchapter 11	01/2023
New Jersey Wage Order #2 – Seasonal Amusement Industry <i>Compliance Date 01/2023</i>	Employers in the seasonal amusement industry. This includes amusement or recreational establishments not operating for more than seven months of the year.	N.J.S.A. 34:11-56a21; New Jersey Administrative Code 12:56, Subchapter 12	01/2023
New Jersey Wage Order #3 - Hotel and Motel Industry <i>Compliance Date 01/2023</i>	Employers	New Jersey Administrative Code 12:56, Subchapter 13	01/2023
New Jersey Wage Order #11 – Minors in the Mercantile Industry	Employers in the mercantile industry employing minors. This includes businesses selling merchandise and commodities.	New Jersey Administrative Code 12:57, Subchapter 3	08/2004
New Jersey Wage Order #12 – Minors in the Beauty Culture Industry <i>Compliance Date 07/2023</i>	Employers in the beauty culture industry employing minors. Occupations in this industry include services used in the care or beautification of personal appearances.	New Jersey Administrative Code 12:57, Subchapter 4	02/2022

Posting Title	Who must post?	Regulation	Revision Date
New Jersey Wage Order #13 – Minors in the Laundry, Cleaning & Dyeing Industry	Employers in the laundry, cleaning, and dyeing industry employing minors. Occupations in this industry include washing, packaging, pressing, and activities essential to the laundering of articles.	New Jersey Administrative Code 12:57, Subchapter 5	08/2004
Food Service Occupations Regulations (New Jersey Wage Order – Food Service) <i>Compliance Date 01/2022</i>	Employers in the food service industry. This includes any eating or drinking place which prepares and offers food or beverage on the premises or through catering, banquet, box lunch, or curb service.	New Jersey Administrative Code 12:56, Subchapter 14	01/2023

*Discrimination specialty posters*  
*Compliance Date 09/2022*

Posting Title	Who must post?	Regulation	Revision Date
Discrimination in Housing	Those engaged in the management of residential property. This includes landlords, property management companies, cooperative and condominium associations, real estate agents and brokers, mortgage companies, and banks.	N.J.A.C. 13:8-1.3	N/A
Discrimination in Public Accommodations	All places of public accommodation covered by the New Jersey Law Against Discrimination. This includes schools, colleges, universities, summer camps, hotels, motels, medical providers, hospitals, doctors' offices, pharmacies, government offices and agencies, police departments, stores, businesses, and restaurants.	N.J.A.C. 13:8-1.4	N/A
Long- and Short-Term Care Facility Discrimination	Independent living facilities, nursing homes, rehabilitation centers, adult care facilities	N.J.A.C. 13:8-1.5 (e)	N/A

*Other posters/signs*

Posting Title	Who must post?	Regulation	Revision Date
Human Trafficking <i>Compliance date 08/2021</i>	Strip clubs, sexually oriented businesses, massage or bodywork therapy businesses, bars, airports, passenger rail and light rail stations, bus stations, truck stops, weigh stations, emergency rooms, urgent care centers, farm labor contractors and day haulers, job recruitment centers, service areas, safety rest areas, public transportation, hotels, motels, bed and breakfast establishments, campsites	N.J. State. Ann. Title 52, 52:17B-237.1	N/A
Public Employees Occupational Safety and Health	Public employers	NJAC 12:110-3.5 (c)	10/2017
Choke Saving	Food service establishments.	N. J. Stat. Ann. § C.26: 3E -1 et seq.	N/A
No Smoking (State-specific) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	The person having control of an indoor public place or workplace.	NJ Stat Ann, Sec. 26:3D-61 New Jersey Smoke-Free Air Act, Chapter 383	N/A

## NEW MEXICO

Estimated ship date: 02/20/2023

State Poster Compliance Date 01/2023

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State minimum wage: \$12 per hour; \$3 per hour for tipped employees..

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Minimum Wage	The New Mexico Department of Workforce Solutions has made a mandatory change to the state's minimum wage posting to show the 2023 minimum wage rate of \$12 per hour.	01/01/2023
Mandatory	Paid Sick Leave Healthy Workplaces Act	The New Mexico Department of Workforce Development has released a new mandatory Paid Sick Leave posting that all private employers must display. The posting describes how employees accrue paid sick leave and when they may use it. The poster should be in English and Spanish.	07/01/2022
Mandatory	Minimum Wage	Updated to show the 2022 minimum wage rate of \$11.50 per hour.	01/01/2022
Mandatory	Minimum Wage	To be updated with 2021 rate information.	01/01/2021
Mandatory	Discrimination	The list of protected classes now includes pregnancy and conditions related to childbirth.	05/20/2020
Mandatory	Minimum Wage	The poster shows the 2020 rate of \$9 per hour, and the tipped employee minimum wage of \$2.35 per hour	01/01/2020
Mandatory	Minimum Wage	Information referencing local minimum wages added.	08/28/2018
Minor	Workers' Compensation	Website change.	N/A

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller New Mexico Poster
Minimum Wage	All employers	N. Mex. Stat. Ann. §50-4-25	N/A	✓

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller New Mexico Poster
Safety & Health Protection on the Job (NMOSH) <i>(Bilingual)</i>	All employers	N. Mex. Stat. Ann. §50-9-5	N/A	✓
Discrimination is Against the Law <i>(Bilingual)</i>	All employers	N. Mex. Stat. Ann. §28-1-14	07/2020	✓
Workers' Compensation Act <i>(Bilingual)</i> <i>(Employer must fill in information)</i>	All employers	N. Mex. Stat. Ann. §52-3-19	11/2018	✓
Notice on Human Trafficking <i>Must be posed in English and Spanish</i>	All employers subject to the Minimum Wage Act	H.B. 181, An Act Relating to Human Trafficking; N. Mex. Stat. Ann. §30-52-2.1	N/A	✓
Paid Sick Leave <i>Must be posted in English and Spanish</i>	All employers	New Mexico Administrative Code 11.1.6.10 (B)	03/2022	✓
Workers' Compensation Forms – <i>Obtain the official forms from the state and post them next to the Workers' Compensation notice.</i>	Employers with workers' compensation insurance	N. Mex. Stat. Ann. §52-3-19	N/A	
Unemployment Compensation – <i>You must be a registered employer in this state to receive the official notice.</i>	All employers	N. Mex. Stat. Ann. §51-1-8	N/A	

Note: Postings highlighted in yellow are not part of the all-in-one poster and must be obtained from the state or the employer's insurance carrier.

**Albuquerque Employment Laws** Compliance Date 05/2022

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service
Albuquerque Minimum Wage Ordinance	Employers required to have a business license or business registration from the city of Albuquerque.	Albuquerque Code, Section 13-12-4	N/A	✓

**Bernalillo County Employment Laws** Compliance Date 09/2022

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service
Bernalillo County Minimum Wage Ordinance	Employers required to have a county business registration and who have employees who work at least two hours per week in the county's unincorporated limits.	Code of Ordinances, Article III, Division 6, Sec. 2-221	1/2022	✓
Bernalillo County Employee Wellness Act	Employers required to have a county business registration and who have two or more employees who work for at least 56 hours in a year in the unincorporated limits of Bernalillo County. Includes the county.	Code of Ordinances, Article XII, Sec. 14-705(b)	N/A	✓

*Las Cruces Employment Laws*  
*Compliance Date 01/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service
Las Cruces Minimum Wage	Employers in the city of Las Cruces, except for government entities.	Las Cruces NM Municipal Code Chapter 14 Article III Minimum Wage	N/A	✓

*Santa Fe Employment Laws*  
*Compliance Date 03/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service
Santa Fe Living Wage Ordinance	Businesses required to have a business license or business registration from the city, city contractors, and businesses receiving economic development assistance.	Santa Fe City Code, §28-1.4	3/2021	✓

*Santa Fe County Employment Laws*  
*Compliance Date 04/2014*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service
Living Wage Ordinance	Businesses required to have a business license from Santa Fe County. The ordinance applies within the unincorporated boundaries of Santa Fe County.	Santa Fe County Living Wage Ordinance 2014-1, Section 10	N/A	✓

*Specialty poster and signs*

Posting Title	Who must post?	Regulation	Revision Date
Choke saving	Food service establishments	NH RSA § 155: 43	N/A
No Smoking (State-specific) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	Each indoor workplace and each public place.	Chapter 24, Section 16	N/A
Concealed Weapons/Firearms (General Notice) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	Section 29-19-12, as last amended by Ch. 242, L. 2005; Rule 10.8.2.27 NMAC	Recommended but not required	N/A

## NEW YORK

Anticipated ship date: 02/17/2023

State Poster Compliance Date 01/2023

Minimum wage: \$15 New York City, Long Island, and Westchester County; \$14.20 remainder of state

Annual increases based on inflation.

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Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Minimum Wage	<p>The New York Department of Labor has made a mandatory change to its minimum wage poster to show the rates in effect from December 31, 2022, to December 31, 2023. The state's Division of Veterans' Services has also released a mandatory Veterans' Benefits and Services poster that employers with more than 50 employees must display.</p> <p>The minimum wage poster notes that the rate of \$15 per hour is in effect for all employers in New York City, Long Island, and Westchester County. The minimum wage for the remainder of New York State is \$14.20 per hour.</p>	12/31/2022 (Minimum Wage)
	Veterans Benefits and Services	<p>The Veterans' Benefits and Services poster contains contact information for the New York State Division of Veterans' Services and the Department of Labor Veterans' Program. It also provides information about:</p> <ul style="list-style-type: none"><li>• Mental health and substance abuse resources</li><li>• Legal services</li><li>• Tax benefits</li><li>• Education, workforce, and training resources</li><li>• Additional resources</li></ul>	01/01/2023 (Veterans Benefits)

Mandatory	Whistleblower	The New York Department of Labor has released a new mandatory whistleblower posting that all employers must display. The Notice of Employee Rights, Protections, and Obligations under Labor Law Section 740 poster describes prohibited retaliatory personnel actions and lists actions employees may take when their rights have been violated.	01/26/2022
Mandatory	Minimum Wage	The state will update its minimum wage for inflation, bringing a poster update.	12/31/2021
Mandatory for hospitality industry employers only	Minimum Wage – Hospitality Industry	The New York Department of Labor has made a mandatory change to the hospitality industry wage order to show rates in effect between July 1, 2021, and December 30, 2021. For more information see the Hospitality Industry Wage Order section below.	07/01/2021
Minor	HERO Act (New yellow text box)	Under the New York Health and Essential Rights Act, employers must post their airborne infectious disease exposure prevention plan. Because a plan is company-specific, it will not be included on the New York Labor Law Poster but should be posted separately. Model plans are available from the state Department of Labor. We are adding a yellow text box to our New York posters to make employers and employees aware of this requirement.	N/A
Mandatory	Minimum Wage	Updated with 2021 rate information.	12/31/2020
Mandatory	Minimum Wage	The New York Department of Labor has made a mandatory change to its minimum wage poster to show new tipped rates for miscellaneous employees.	07/01/2020
Mandatory	Time Allowed Employees to Vote	The state has changed its law to allow employees to take off up to two hours with pay for voting. They can only take the time off if they don't have four hours before or after work for voting.	04/03/2020
Mandatory	Minimum Wage	<p>Updated to show the following rates:</p> <ul style="list-style-type: none"> <li>• Large and small employers in New York City: \$15 per hour</li> <li>• Long Island and Westchester employers: \$13 per hour</li> <li>• Employers in the remainder of New York State: \$11.80 per hour</li> </ul> <p>The poster also shows overtime rates and rates for tipped workers.</p>	12/31/2019



Mandatory	Discrimination	<p>Updated to reflect new laws:</p> <ul style="list-style-type: none"> <li>Prohibiting discrimination against individuals based on religious garb and facial hair (effective 10/08/2019);</li> <li>Expanding protections to domestic workers and independent contractors (effective 10/11/2019);</li> <li>Prohibiting discrimination based on reproductive choices, (effective 11/08/2019);</li> <li>Protecting victims of domestic violence from employment discrimination, (effective 11/18/2019); and</li> </ul> <p>Expanding the state's human rights law to cover all employers in the state (effective 02/08/2020).</p>	Various (see details)
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### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller New York Poster
Minimum Wage	All employers	Labor Law Ch. 31, Art. 7, §201	12/2020	✓
Discrimination ( <i>Bilingual</i> )	All employers, including public employers	New York State Human Rights Law (Executive Law, Article 15); General Regulations Section 466.1	N/A	✓
Licensure & Employment of Persons Previously Convicted (Article 23-A)	All employers	New York Correction Law, Article 23-A,	N/A	✓
Permitted Working Hours for Minors	All employers	Labor Law Ch. 31, Art. 7, §201	09/2020	✓
Time Allowed Employees to Vote	All employers	New York State Election Law §3-110	04/14/2020	✓
Veterans Benefits	Employers with more than 50 full-time employees	Labor Law, Section 201-h	TBD	To be added
Notice of Employee Rights, Protections, and Obligations Under Labor Law Section 740 (Whistleblower posting)	All employers	Labor Law Article 20-C, Section 740.8	N/A	✓

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller New York Poster
HERO Act – A company’s airborne infectious disease exposure prevention plan must be posted when an airborne infectious disease designated by the New York State Commissioner of Health presents a serious risk of harm to public health.	All employers except the state and government agencies.	New York State Labor Law §218-6	N/A	
Paid Family Leave – <i>An employer’s insurance carrier will supply this poster.</i>	All employers	12 NYCRR 380-7.2 (e)	N/A	
Workers’ Compensation – <i>Employers must obtain a notice of compliance or certificate of insurance from their insurance carrier.</i>	Employers with workers’ compensation insurance	Workers’ Compensation Law Ch. 31 Art. 4 §51; 67 Art. 9 §229	N/A	
Unemployment Compensation – <i>You must be a registered employer in this state to receive the official notice from the state; call the New York State Department of Labor at (518) 485-8589 for more information.</i>	All employers	New York State Unemployment Insurance Law; §500 Regulations of the Industrial Commissioner, §472.7	N/A	
Leave of absence for blood donation	Employers with 20 or more employees at at least one site must provide written notice. This notice may be provided in a handbook.	New York State Labor Law; §202-j	N/A	
Right of nursing mothers to express breast milk <i>Updated under SB4844B: As of June 23, 2023, employers must develop a written policy and provide it to employees upon hire, annually, and after an employee returns to work following the birth of a child.</i>	All employers must provide written notice to affected employees. This notice may be provided in a handbook.	New York State Labor Law; §206-c	N/A	

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller New York Poster
fpre  <i>Additional information on the Electronic Monitoring notice requirement</i>	Employers who monitor or intercept employee telephone or email communications or internet usage.	<p>Under SB2628, employers must provide written notice to employees of electronic monitoring of telephone calls and email. The notice must also be posted in a conspicuous place. New York's Office of the Attorney General has not released a model electronic monitoring poster.</p> <p>It's possible that the state will not release posting text because the notice only needs to be posted if an employer monitors or intercepts employee telephone or email communications or internet usage. Employers who use electronic monitoring may comply with the posting requirement by posting the notice they are providing to new hires. If employers are looking for wording their notice, they can look to the state statute: <i>Consolidated Laws of New York, CVR Article 5, Section 52-c 2(b)</i></p> <p><i>For purposes of written notice required by paragraph (a) of this subdivision, an employee shall be advised that any and all telephone conversations or transmissions, electronic mail or transmissions, or internet access or usage by an employee by any electronic device or system, including but not limited to the use of a computer, telephone, wire, radio or electromagnetic, photoelectronic or photo-optical systems may be subject to monitoring at any and all times and by any lawful means.</i></p>		<i>The state has not released a posting template; Employers who use electronic monitoring may comply by posting the notice provided to new hires.</i>

*Note: Postings highlighted in yellow are not part of the all-in-one poster and must be obtained from the state or the employer's insurance carrier.*



*New York City Employment Laws*

*Compliance Date 04/2022*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Pregnancy and Employee Rights	May be posted by employers in New York City	New York City Administrative Code, Title 8, Chapter 1, §8-107-22	N/A	✓
Safe and Sick Time Act (Safe and Sick Leave)	Employers must provide employees with a written notice of the employee's right to safe and sick time. The notice may also be conspicuously posted in an area accessible to employees.	New York City Administrative Code, Title 20, Chapter 8, §20-919	10/21/2018	✓
Temporary Work Schedule Changes	Employers with employees who work at least 80 hours per year in New York City, except government employers and certain employees in the motion picture and television industry. It does not apply to workers covered by a collective bargaining agreement that waives the protections of the law and addresses temporary work schedule changes.	New York City Administrative Code, Title 20, Chapter 12, §20-1205 (b)	07/2018	✓
Stop Sexual Harassment Act Notice	Employers in New York City.	New York City Administrative Code, Title 8, Chapter 1, §8-107-29	N/A	✓

*Westchester County Employment Laws*

*Compliance Date 09/2020*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Earned Safe Leave	Employers in Westchester County.	Westchester County Code of Ordinances, Sec. 586.07	M/A	✓

## Wage Orders

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Minimum Wage Building Service Industry <i>Poster Compliance Date 12/2022</i>	Employers in the building service industry. This includes any person, corporation or establishment engaged in whole or in part in renting, servicing, cleaning, maintaining, selling, or managing buildings or building space. The industry includes, but is not limited to, real estate owners, building owners, operators, lessors, managing agents and independent contractors.	Labor Law, Article 2, §21 (12); Article 19, § 652	11/2022	✓
Minimum Wage and Wage Order Summary - Farm Workers <i>Poster Compliance Date 12/2022</i>	Agricultural industry. This includes farming, dairying, the production, growing and harvesting of agricultural or horticultural commodities, the raising of livestock, bees, fur-bearing animals, or poultry, and practices including forestry or lumbering performed on a farm. This also includes farming operations such as delivery to storage or market.	Labor Law, Article 2, §21 (12); Article 19, § 679	11/2022	✓
Minimum Wage - Hospitality Industry (Fast Food, Service, Food Service) <i>Poster Compliance Date 12/2022</i>	Employers in the hospitality industry, including any restaurant or hotel. Restaurants include any eating and drinking place that prepares and offers food or beverage on the premises or through services such as catering, banquet, box lunch, and curb or counter service. Hotels include establishments offering lodging accommodations for hire to the public, such as commercial hotels, resort hotels, boarding houses, tourist camps, motels, dude ranches, and spas and baths that provide lodging.	Labor Law, Article 2, §21 (12); Article 19, § 652	11/2022	✓
Minimum Wage - Apparel Industry <i>Poster Compliance Date 12/2022</i>	Employers in the apparel industry.	Labor Law, Article 2, §21 (12); Article 19, § 652	11/2022	✓

## Specialty posters and signs

Posting Title	Who must post?	Regulation	Revision Date
New York Bill of Rights for Nail Workers <i>Compliance Date 01/2022</i>	All nail salons in New York state.	New York State Nail Salon Industry Enforcement Task Force,	N/A

Public Work Project <i>Compliance Date 07/2020</i>	New York City government agency construction projects	New York State Labor Law Article 8	06/2020
Tip Appropriation	Employers engaged in the sale or service of food or beverages	Sec. 196.d of the NY State Labor Laws	08/2020
Wage Deductions <i>Compliance Date 11/2022</i>	Employers engaged in the sale or service of food or beverages	Sec. 193 of the NY State Labor Laws	09/2022
Workplace Safety & Health for Public Employees	Public sector employers	General Business Law, Sec. 393-c, as added by A. 11009	07/2017
Right to Know	Public sector employers	General Business Law, Sec. 393-c, as added by A. 11009	04/2000
Construction Industry Fair Play Act	Construction industry employers	S5847F Cal. No. 782	06/2022
Commercial Goods Transportation Industry Fair Play Act	Companies compensating drivers who transport goods in the state of New York and operate a commercial motor vehicle	New York Commercial Goods Transportation Industry Fair Play Act, NYLL Art. 25-C	05/2022
No Smoking <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Places where smoking and vaping are regulated by the Smoke-Free Air Act.	Smoke-Free Air Act, Public Health law, Article 13-E, 1399-p	N/A
Predictable Work Schedule (Fair Workweek Law) - Fast Food Industry <i>Employers must obtain this poster from the New York City Department of Consumer Affairs</i>	Fast food employers in New York City with employees who perform at least one of the following tasks: customer service, cooking, food or drink preparation, off-site delivery, security, stocking supplies or equipment, cleaning, routine maintenance duties.	Administrative Code of the City of New York, Chapter 12, Title 20, 20-1205; Rules of New York, Title 6, Chapter 7, 7-602	11/2017
Predictable Work Schedule (Fair Workweek Law) - Retail Industry <i>Employers must obtain this poster from the New York City Department of Consumer Affairs</i>	Retail employers that primarily sell consumer goods and employ more than 20 workers in New York City.	Administrative Code of the City of New York, Chapter 12, Title 20, 20-1205; Rules of New York, Title 6, Chapter 7, 7-602	11/2017

*Note: Postings highlighted in yellow are not available from J. J. Keller & Associates and must be obtained from the agency listed..*

## NORTH CAROLINA

State Poster Compliance Date 10/2022

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State minimum wage: \$7.25 per hour; \$2.13 per hour for tipped employees.

Type of Change	Posting Title	Revision Details	Effective Date
Manatory	Wage and Hour Notice to Employees  OSH Notice to Employees	The North Carolina Department of Labor has made mandatory changes to its OSH Notice to Employees and Wage and Hour Notice to Employees. Penalties under the Occupational Safety and Health Act and youth employment information have been revised on the posters. The OSH Notice to Employees includes new information about penalties. The commissioner has the authority to assess penalties against employers who violate the act, and will adjust minimum and maximum civil penalties as necessary to comply with federal law. The Wage and Hour Notice updates information about youth employment at businesses with on-premises sale or consumption of alcoholic beverages.	10/01/2022
Mandatory	Wage and Hour Notice to Employees	The Wage Payment section has been updated to note that an employer must notify employees in writing at least one pay period prior to any changes in wage agreements that result in the reduction of pay or wage benefits. This law took effect on July 8, 2021, and the updated poster was released in December 2021.	07/08/2021 <i>Updated posting released 12/01/2021</i>
Mandatory	Workers' Compensation	The Form 17 workers' compensation posting has been updated with revised injury reporting information. The posting now states that employers must file a Form 19 Report of Injury if the employee misses more than one day of work or if cumulative medical costs exceed \$4,000. The previous limit was \$2,000.	12/01/2020
Mandatory	Wage and Hour Notice to Employees	Drug Paraphernalia Complaints to the list of protected activities under the Retaliatory Employment Discrimination Act. An employer may not retaliate against an employee for filing a drug paraphernalia complaint.	03/25/2020
Mandatory	Wage and Hour Notice to Employees	Information about the Employee Fair Classification Act has been added to the posting.	12/31/2017



Minor	OSH Notice to Employees	Updates non-discrimination information.	N/A
Mandatory	OSH Notice to Employees	The poster incorporates new OSHA accident and fatality reporting requirements. Employers must report any work-related fatality within eight hours; any work-related hospitalization of one or more employees within 24 hours; any work-related amputation or loss of an eye within 24 hours. Serious violations that involve injury to a person under 18 years of age could result in fines up to \$14,000 per violation.	01/01/2015

#### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller North Carolina Poster
Wage and Hour Notice (Minimum Wage)	All employers	N.C. General Statutes Chapter 95 §95-25.15(c)	N/A	✓
OSH Notice to Employees	All employers	N.C. General Statutes Chapter 95 §95 - 143	N/A	✓
Unemployment Insurance	All employers	N.C. General Statutes Chapter 96	N/A	✓
Workers' Compensation (Form 17) (Employer must fill in information.)	All employers	N.C. General Statutes Chapter 97, Article 1 §97-93; 11 NCAC 23A.0201	12/2020	✓

#### Specialty posters and signs

Posting Title	Who must post?	Regulation	Revision Date
Human Trafficking Poster <i>Compliance Date 07/2017</i>	Establishments selling alcohol, hospitals, adult establishments, including adult bookstores and adult live entertainment businesses. In addition, the poster must be displayed in state JobLink centers, rest areas, transportation stations, and welcome centers.	Session Law 2017-57	N/A

Posting Title	Who must post?	Regulation	Revision Date
No Smoking (General notice) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Private and public employers and facilities.	North Carolina Code 130A-497; North Carolina Administrative Code 10A NCAC 39C.0103	N/A
No Weapons (General notice) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Property owners wishing to ban weapons	N.C. Gen. Stat. 14-415-11	N/A

## NORTH DAKOTA

State Poster Compliance Date 8/2015

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State minimum wage: \$7.25 per hour; \$4.86 per hour for tipped employees

Type of Change	Posting Title	Revision Details	Effective Date
Minor	Workers' Compensation	Formatting change.	N/A
Mandatory	Minimum Wage and Work Conditions Summary	<p>Changes have been made to paid time off payout limitations and employment discrimination provisions:</p> <ul style="list-style-type: none"> <li>Under HB 1202, an employer may withhold payment for paid time off if the payment was awarded by the employer but not yet earned by the employee. Written notice must be given.</li> </ul> <p>Pregnancy was added as a protected class under HB 1463.</p>	08/01/2015
Mandatory	Workers' Compensation	The North Dakota Century Code 65-05-28.2 was amended to require employers with a preferred provider for workers who are injured on the job to post the name of their Designated Medical Provider. The Workforce Safety and Insurance agency has released an updated Worker's Compensation posting with space for employers to list the Designated Medical Provider. The law went into effect on August 1, 2013, and the agency released the updated posting in November 2013. Employers were made aware of the requirement in a December 2013 letter sent by the agency.	11/2013
Mandatory	Minimum Wage	Additional information about the tip credit, deductions from pay, and exceptions from overtime has been added. A section on Limitations on Paid Time Off has also been added The agency listed on posting now called the North Dakota Department of Labor and Human Rights.	08/01/2013

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller North Dakota Poster
Minimum Wage and Work Conditions Summary	All employers	N.D. Admin Code Chapter 46	08/2015	✓

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller North Dakota Poster
Workers' Compensation	Recommended for all employers	N.D. Cent. Code §65	N/A	✓
Unemployment Insurance ( <i>Employer must fill in information</i> )	All employers required to provide unemployment insurance	N.D. Cent. Code §52-06-35	05/2006	✓

### Signs

Posting Title	Who must post?	Regulation	Revision Date
No Smoking (General notice) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	Private and public employers and facilities	North Dakota Century Code, Chapter 23-12, Public Health, 23-12-09 to 23-12-11	N/A

## OHIO

Estimated ship date: 02/22/2023

State Poster Compliance Date 01/2023

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2023 state minimum wage: \$10.10 per hour; \$5.05 per hour for tipped employees. Subject to annual CPI adjustment.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Minimum Wage	The Ohio Department of Commerce has made a mandatory change to the state's minimum wage posting to show the 2023 minimum wage rate of \$10.10 per hour for non-tipped employees.	01/01/2023
Mandatory	Minimum Wage	The Ohio Department of Commerce has made a mandatory change to the state's minimum wage posting to show the 2022 minimum wage rate of \$9.30 per hour.	01/01/2022
Mandatory	Discrimination	The Ohio Civil Rights Commission has made a mandatory change to update the deadline for filing complaints. Complaints must be filed within two years of the last act of discrimination or harassment.	04/12/2021
Mandatory	Minimum Wage	Updated to show the 2021 rate of \$8.80 per hour and the tipped rate of \$4.40 per hour.	01/01/2021
Mandatory	Minimum Wage	Updated to show the new rate of \$8.70 per hour and the tipped employee rate of \$4.35 per hour.	01/01/2020
Mandatory	Minimum Wage	Updated to show the new rate of \$8.55 per hour and the tipped employee rate of \$4.30 per hour.	01/01/2019
Minor	Unemployment Insurance	Adds name of Ohio Means Jobs Center.	N/A`
Mandatory	Minimum Wage	The Ohio Department of Commerce has released its 2018 minimum wage poster, showing the rate of \$8.30 per hour and the tipped rate of \$4.15 per hour. Employers who gross less than \$305,000 must pay employees no less than the federal minimum wage rate.	01/01/2018

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Ohio Poster
Minimum Wage	All employers	Ohio Revised Code §4111.09	N/A	✓
Equal Employment Opportunity is the Law	All employers	Ohio Revised Code §4112.07	04/2021	✓
Minor Labor Laws	All employers	Ohio Revised Code §4109.08	09/13/2016	✓
Unemployment Compensation (optional)	Optional posting	N/A	04/2017	✓
<i>Workers' Compensation – Employers must obtain a notice of compliance or certificate of insurance from your insurance carrier.</i>	Employers with workers' compensation insurance	Ohio Revised Code §4123.83	N/A	

Note: Postings highlighted in yellow are not part of the all-in-one poster and must be obtained from the state or the employer's insurance carrier.

#### Specialty posters and signs

Posting Title	Who must post?	Regulation	Revision Date
Workplace Domestic Violence	Must be posted by state agencies under Executive Order 2008-08S	ORC 2919.25; Executive Order 2008-08S	N/A
Job Safety and Health <i>Compliance Date 08/2018</i>	Public sector employers (including state employers, cities, and school districts)	OAC 4167-4-01	N/A
Employees must wash hands <i>Available as a sign from J. J. Keller (8000116 and others)</i>	Food service establishments must post at all handwashing sinks.	Ohio Uniform Food Safety Code 3717-1-06.2(E)	N/A
No Smoking (State-specific) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Private and public employers and facilities	Ohio Rev Code Ann, Sec. 3791.031; Ohio Revised Code Ann, Sec. 3794.06	N/A
Weapons/Firearms (State-specific for public buildings and child care centers, general notice for other businesses) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Businesses and other entities wishing to prohibit firearms	Ohio Revised Code 2923.126C	N/A

## OKLAHOMA

State Poster Compliance Date 3/2022

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State minimum wage: \$7.25 per hour; \$2.13 per hour for tipped employees

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Oklahoma USERRA	The state has released a new posting outlining employee rights under the Oklahoma Uniformed Services Employment and Reemployment Rights Act. The act protects the job rights of individuals who leave employment for military service in the Oklahoma state military forces, such as the National Guard and the Oklahoma State Guard. This law was enacted in 2021, but the state did not release the poster until March 2022.	Law effective: 04/21/2021  Poster released: 03/18/2022
Minor	Unemployment Insurance	The poster has been updated with new branding and web links. The state indicates this is a minor change.	08/18/2021
Mandatory	Workers' Compensation	Updated to show a change to the state's workers' compensation law adding chiropractic services to allowable medical treatment.	11/01/2020
Mandatory	Workers' Compensation	Updated its workers compensation poster to show changes made to the state's workers' compensation system.	12/13/2019
Minor	Minimum Wage	New commissioner: Leslie Osborn.	N/A
Mandatory	Discrimination	Procedures and contact information updated. The state indicates the change is mandatory.	08/09/2018
Minor	Minimum Wage	New commissioner.	N/A

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Oklahoma Poster
Minimum Wage	All employers	Okla. Stat. §40-197.6	N/A	✓
Oklahoma Law Prohibits Discrimination	Recommended for all employers	Okla. Stat. §25-1302 to §25-1350	N/A	✓
Workers' Compensation ( <i>Employer must fill in information</i> )	All employers	Okla. Stat. §85A-41	01/2021	✓
Unemployment Insurance	All employers	Okla. Stat. §40-2-502	06/2010	✓
Your Rights Under Oklahoma's USERRA	All employers	Okla. Stat. . §44-4303	N/A	✓

### Specialty poster and signs

Posting Title	Who must post?	Regulation	Revision Date
Public Employee Job Safety & Health Protection	Public Employers	Oklahoma Occupational Health & Safety Standards Act; OAC 380: 40-1-7	N/A
No Smoking (State-specific) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Private and public employers and facilities	Administrative Code 310; Oklahoma Statutes Title 21, Section 1247L	N/A
Concealed Weapons/Firearms (General notice) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Property owner or employer wishing to prohibit firearms	Title 21 Oklahoma Statutes Sec. 1290.22	N/A



## OREGON

Estimated ship date: 02/17/2023

State Poster Compliance Date 1/2023

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State minimum wage: \$12.50 per hour (nonurban counties), \$13.50 (standard), \$14.75 (Portland metro).

Tipped employees must be paid full state minimum wage. Annual increases under state law; subject to annual CPI (inflation) adjustment in 2023

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Paid Family Leave	Oregon has released a new Paid Leave posting that all employers must display as of January 1, 2023.	01/01/2023
Mandatory	Minimum Wage	The minimum wage posting was Updated with rates based on geographic location. The new rate is \$12.50 per hour for Nonurban Counties, \$13.50 per hour for the Standard rate area, and \$14.75 for the Portland Metro Area.	07/01/2022
Mandatory	Breaks and overtime	Now includes information about rest breaks for workers under 18	07/01/2022
Mandatory	Equal pay	Notes that pay cuts cannot be used to make an employee's pay equal with other employees.	07/01/2022
Mandatory	Sexual harassment and Domestic Violence Protections	Confidentiality information has been added.	07/01/2022
Minor	Family leave Sick time	Contact information and dates on poster have changed	07/01/2022
Mandatory	OSHA	Updated with information about complaint filing. Employees can file a complaint within one year of discrimination for making safety and health complaints or for exercising rights under the Oregon Safe Employment Act. The revised poster also includes QR codes that can be used to get additional information on filing a complaint and retaliation rights.	01/01/2022
Mandatory	Family Leave	The Oregon Bureau of Labor and Industries has made a mandatory change to its Family Leave posting to add information on leave eligibility during a public health emergency.	01/01/2022

Mandatory	<p>Minimum Wage</p> <p>Equal Pay</p> <p>Family Leave</p> <p>Sick Time</p>	<p>The Oregon Bureau of Labor and Industries has made mandatory changes to the following postings:</p> <p><b>Minimum Wage:</b> The 2021 poster shows the new rates of \$12, \$12.75, and \$14 per hour, which are based on geographic location. They are in effect through June 30, 2022.</p> <p><b>Equal Pay:</b> The state's Equal Pay posting adds pay history to the list of the state's equal pay protections. It is illegal for employers to pay an employee less because of the employee's pay history.</p> <p><b>Family Leave:</b> The poster has been updated with additional information about sick child leave. Leave can be taken to care for a child whose school or place of care is closed because of a public health emergency.</p> <p><b>Sick Time:</b> Coverage for bereavement, parental leave, and child care leave has been added.</p>	07/01/2021
Minor	<p>Breaks and Overtime</p> <p>Sexual Harassment</p>	Date change.	N/A
Mandatory for large retailers	Predictive Scheduling (formerly called Employee Work Schedules)	The posting now notes that employers must provide employees with a work schedule 14 days in advance. Employers must pay additional compensation if they change the schedule less than 14 days ahead of time. The Oregon Bureau of Labor and Industries has changed the posting name to Predictive Scheduling.	07/01/2020
Mandatory	Minimum Wage	<p>Updated with new rates for 2020/2021:</p> <ul style="list-style-type: none"> <li>Portland Metro Area: \$13.25</li> <li>Standard Rate: \$12</li> </ul> <p>Nonurban counties: \$11.50</p>	07/01/2020
Minor	<p>Breaks and Overtime,</p> <p>Sexual Harassment,</p> <p>Equal Pay,</p> <p>Family Leave, Sick Time</p>	Updated with new infographic style.	N/A

Minor	OSHA	Style changes	N/A
Mandatory	Workplace Accommodation	Employers must post signs informing employees of protections provided under HB2341.	01/01/2020
Mandatory	Minimum Wage	Updated with new rates: <ul style="list-style-type: none"> <li>•Portland Metro: \$12.50 per hour</li> <li>•Nonurban Counties: \$11 per hour</li> <li>•Standard: \$11.25 per hour</li> </ul>	07/01/2019

#### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Oregon Poster
Minimum Wage	All employers, except federal govt. employers	Or. Rev. Stat. §653.050	N/A	✓
Breaks & Meals + Overtime & Paychecks	All employers, except federal govt. employers	Or. Rev. Stat. §653.050	N/A	✓
Oregon Family Leave Act (FLA)	Employers with 25 or more employees in Oregon	Or. Rev. Stat. §659.490	N/A	✓
Sexual Harassment + Domestic Violence Protections	Employers with 6 or more employees in Oregon	Or. Rev. Stat §659A.256	N/A	✓
Safety & Health Protection on the Job (OROSHA)	All employers	Or. Rev. Stat §654	03/2020	✓
Sick Time Law	All employers (May be posted or a written notice may be distributed to each employee or included in a handook.)	Sick Time Rules, 839-007-0040	N/A	✓
Equal Pay	All employers	Or. Rev. Stat. §652.220	N/A	✓
Paid Family and Medical Leave <i>Post in both English and Spanish if the employer typically communicates with employees in Spanish.</i>	Employers with 25 or more employees in Oregon	Paid Leave Administrative Rules, 471-070-1300 (2)	N/A	✓

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Oregon Poster
Workplace Accommodations Notice <i>Employer must fill in information</i>	Employers with six or more employees	Or. Rev. Stat. §659A.885.	09/2019	✓
Workers' Compensation – <i>Employers must obtain a notice of compliance or certificate of insurance from your insurance carrier.</i>	Employers with workers' compensation insurance	Or. Rev. Stat. §656.056	N/A	
Unemployment Insurance – <i>You must be a registered employer in Oregon to receive the official notice. Contact the Employment Department at 503-947-1488, Option 3, or visit <a href="http://www.oregon.gov/employ/tax">www.oregon.gov/employ/tax</a>.</i>	Employers with at least a \$1,000 payroll in a calendar quarter and employers with one or more workers during 18 different weeks in a calendar year	Or. Rev. Stat. §657.260	N/A	

Note: Postings highlighted in yellow are not part of the all-in-one poster and must be obtained from the state or the employer's insurance carrier.

#### Specialty posters and signs

Posting Title	Who must post?	Regulation	Revision Date
Agricultural Minimum Wage <i>Compliance Date 07/2022</i>	Agricultural Industry	Oregon Minimum Wage Law and Child Labor Law	07/2022
Predictive Scheduling (formerly called Employee Work Schedules Law) <i>Compliance Date 7/2022</i>	Employers in the retail, hospitality, or food service industry with 500 or more employees worldwide, including chains and integrated enterprises. Separate entities that form an integrated enterprise are considered a single employer.	Or. Rev. Stat. §653.460	N/A
Live Entertainment Workers	Live entertainment facilities		
No Smoking or Vaping (State-specific) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Private and public employers and facilities. <i>Sign must include No Vaping information as of 01/01/2016.</i>	Oregon Clean Indoor Air Act; ORS, Sec. 433.850	N/A

## PENNSYLVANIA

State Poster Compliance Date 7/2022

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State minimum wage: \$7.25 per hour; \$2.83 per hour for tipped employees

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Minimum Wage	<p>Updated rules affecting tipped and exempt workers take effect on August 5, 2022. The revised poster notes that:</p> <ul style="list-style-type: none"> <li>• An employer may pay a reduced minimum wage to an employee who makes \$135 per month in tips,</li> <li>• Executive, administrative, and professional employees, as defined by the department, are exempt from the minimum wage and overtime rates,</li> <li>• Bona fide outside salespeople are exempt from minimum wage and overtime rates,</li> <li>• Employees engaged in the processing of maple sap are exempt from overtime,</li> <li>• Motion picture employees are exempt from overtime, and</li> <li>• Air carrier employees may be subject to the provisions of the Railway Labor Act.</li> </ul>	08/05/2022
Minor	Workers' Compensation	Contact information update.	04/17/2018
Minor	Unemployment Insurance	"Employer" account number changed to "PA UC" account number.	11/28/2017
Minor	Minimum Wage	New Secretary, Kathy Manderino.	12/20/2016
Minor	Workers' Compensation	Insurance fraud information added.	N/A
Mandatory	Unemployment Compensation	The form now notes that employees must report gross wages, if any, during the week unemployment compensation benefits were claimed. It also addresses unreported work, earnings, and pensions. A blank space for employers to fill in an Employer Account Number has been added.	N/A

## Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Pennsylvania Poster
Minimum Wage	All employers	43 PS §§333.101 – 333.115	06/2022	✓
Equal Pay Law	All employers	Act No. 694	02/2007	✓
Workers' Compensation ( <i>Employer must fill in information</i> )	All employers	77 PS §501	09/2022	✓
Employment Provisions – Pennsylvania Human Relations Act	All employers	P.L. 744	N/A	✓
Unemployment Insurance ( <i>Employer must fill in information</i> )	All employers	43 PS §805	09/2017	✓
Child Labor Law	All employers of minors	43 PS, Chapter 2, §40.8 (c)	01/2013	✓
Hours of Work for Minors Under Eighteen ( <i>Employer must fill in information</i> )	All employers of minors	43 PS, Chapter 2, §40.8 (c)	02/2007	✓

## Allegheny County Paid Sick Leave Poster Compliance Date 12/2021

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Paid Sick Leave	Employers in Allegheny County with one or more employees, except federal and state employers.	Allegheny County Health Department Regulations, Section 2406; Guidelines for administering the ordinance, Section 11	N/A	✓

*Philadelphia Employment Laws Poster Compliance Date 07/2016*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Employment Discrimination is Against the Law	Employers in Philadelphia	Philadelphia Fair Practices Ordinance; Title 9, Chapter 9-1103(i), Philadelphia Code	N/A	✓
Protecting Pregnant Employees	Employers in Philadelphia	Philadelphia Fair Practices Ordinance; Title 9, Chapter 9-1128(4), Philadelphia Code	N/A	✓
Your Rights to Unpaid Leave Due to Domestic or Sexual Violence	Employers in Philadelphia	Entitlement to Leave Due to Domestic or Sexual Violence; Title 9, Chapter 9-3209, Philadelphia Code	N/A	✓
Philadelphia's Paid Sick Time	Employers in Philadelphia may give notice to employees of their sick leave rights by posting this notice or by supplying them with a notice.	Promoting Healthy Families and Workplaces; Title 9, Chapter 9-4107, Philadelphia Code	4/23/2015	✓
Philadelphia's Fair Chance Hiring Law	Employers in Philadelphia, except for law enforcement agencies and private domestic service employers.	Fair Criminal Record Screening Standards, Title 9, Chapter 9-3509, Philadelphia Code	N/A	✓
Philadelphia Wage Theft Complaints	Employers in Philadelphia.	Philadelphia Code Chapter 9-4309	N/A	✓

*Philadelphia COVID-19 Pandemic Paid Sick Leave (specialty poster) No longer required*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required

*Philadelphia Fair Workweek (specialty poster) Poster Compliance Date 04/2020*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Fair Workweek	Retail, hospitality, and food services, establishments with 250 or more employees and 30 or more locations worldwide (including chain establishments and franchises).	Philadelphia Code Chapter 9, 9-4608	N/A	

*Pittsburgh Employment Laws Poster Compliance Date 03/2020*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Paid Sick Days Act	Employers in Pittsburgh, except for government employers.	Pittsburgh City Code Section 626.06(b)(1); Guideline 11 of the Guidelines for Administering the Paid Sick Days Code	N/A	✓

*Specialty posters and signs*

Posting Title	Who must post?	Regulation	Revision Date
Fair Housing	Business where negotiations or agreements are customarily made for the renting or purchasing of housing accommodations.	Pennsylvania Human Relations Act of October 27, 1995, P.L. 744; Philadelphia Fair Practices Ordinance; Title 9, Chapter 9-1108(h), Philadelphia Code	N/A
Fair Lending Practices	Business where negotiations or agreements are customarily made for the renting or purchasing of housing accommodations.	Pennsylvania Human Relations Act of October 27, 1995, P.L. 744;	N/A
Construction Worker Misclassification Act	Optional for employers in the construction industry; posting encouraged due to audit activity.	Act. No. 72	02/2011
Public Accommodation Provisions	Any accommodation which is open to, accepts or solicits the patronage of the general public, including government services.	Act of October 27, 1955, P.L. 744; Philadelphia Fair Practices Ordinance; Title 9, Chapter 9-1106(c), Philadelphia Code	N/A



Posting Title	Who must post?	Regulation	Revision Date
Right to Know Act	Public employers	P.L. 734, No. 159	08/2014, English 11/2014, Spanish
No Smoking (State-specific) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Private and public employers and facilities; the owner, operator, manager or other person having control of the area.	Clean Indoor Air Act, 35 Pennsylvania Statutes Annotated, Chapter 3H, 637.4	N/A

## PUERTO RICO

State Poster Compliance Date 04/2020

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Minimum wage: \$7.25 per hour; \$2.13 per hour for tipped employees

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Women's Bill of Rights	A new posting requirement has taken effect under Law No. 9-2020.	01/01/2020
Mandatory	Discrimination is Illegal	The updated posting reflects regulatory changes made under the Labor Transformation and Flexibility Act.	01/26/2017
Minor	Social Security	Posting now available on commonwealth posting website.	N/A
Minor	Work Rules	Posting now available on commonwealth posting website.	N/A

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Puerto Rico Poster
Discrimination is Illegal	All employers	Law No. 100; Law No. 44; Law No. 69; Law No. 17; General Regulation 3591	N/A	✓
Law of Security and Health at Work in Puerto Rico (PROSHA)	All employers	Law 16	06/2017	✓
Work Rules	Recommended for all employers	Law No. 80; Law No. 230; Law No. 379; Law No. 289; Law No. 180; Law No. 17; Law No. 148; Regulation 7082	N/A	✓
Social Security	Recommended for all employers	Law No. 207	N/A	✓
Insurance for Temporary Non-Occupational Disability	Recommended for all employers	Law No. 139	N/A	✓
Working Women's Bill of Rights	All employers with two or more employees.	Law No. 9-2020	N/A	✓

*Specialty poster*

Posting Title	Who must post?	Regulation	Revision Date
Working Women's Bill of Rights: Public Sector Employers <i>Compliance Date 04/2020</i>	Government employers with two or more employees.	Law No. 9-2020	N/A

## RHODE ISLAND

Anticipated ship date: 03/17/2023

State Poster Compliance Date 01/2023

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2023 state minimum wage \$13. (\$11.70 for full-time students in certain occupations, \$9.75 for 14- and 15-year-olds.)

\$3.89 per hour for tipped employees.

Increases annually under state law through 2025. Poster shows rate for current year.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Minimum Wage  Pay Equity	<p>The Rhode Island Department of Labor and Training has made a mandatory change to its minimum wage posting to show the 2023 rate of \$13 per hour. The minimum wage poster also shows these rates that apply to certain employees:</p> <ul style="list-style-type: none"> <li>• The minimum wage of \$11.70 per hour for some students</li> <li>• The minimum wage of \$9.75 per hour for minors</li> <li>• The minimum wage of \$3.89 for tipped employees</li> </ul> <p>The department has also released a new mandatory Pay Equity Act posting that must be displayed by all employers. The Pay Equity poster notes that it is unlawful for an employer to pay a differential wage based on race, color, religion, sexual orientation, gender, gender identity or expression, disability, age, and country of ancestral origin for comparable work.</p>	01/01/2023
Mandatory	Minimum Wage	Updated to remove information about paying workers with disabilities less than the applicable minimum wage. The state repealed a law that had allowed workers with disabilities to be paid a sub-minimum wage under certificates issued by the Department of Labor and Training.	06/15/2022
Mandatory	Minimum Wage	Updated to show the new 2022 minimum wage rate of \$12.25 per hour. It also shows the new rates of \$11.03 per hour for students under 19 working in certain jobs and the rate of \$9.19 per hour for minors 14 and 15 years old.	01/01/2022
Mandatory	Minimum Wage	Under H7157, the state minimum wage increased to \$11.50 per hour.	10/01/2020
Mandatory	Minimum Wage	Updated to show the 2019 minimum wage of \$10.50 per hour.	01/01/2019

Mandatory	Unemployment Insurance	Updated to indicate that a claim should be filed the same week a person is unemployed or working reduced hours.	01/01/2019
Mandatory	Healthy and Safe Families and Workplaces Act	New posting states that employees are entitled to sick and safe leave to address their own health and safety needs and the needs of their family. The leave may be paid or unpaid.	01/01/2018
Minor	Ban-the-Box	The state has added information about the Ban-the-Box law to its all-in-one poster.	N/A

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Rhode Island Poster
Minimum Wage	All employers	§28-12-11; §28-3-12	01/2019	✓
Workers' Compensation ( <i>Employer must fill in information</i> )	All employers	§28-29-13	01/2018	✓
Employment Security Act and Temporary Disability Insurance Act	All employers	§28-44-38; §28-41-15(c)	01/2019	✓
Right to Know Law	All employers	R.I. Gen. Laws §28-21-1 (§28-20-11)	01/2018	✓
Discrimination is Illegal ( <i>Employer must fill in information</i> )	All employers	§28-5-37	N/A	✓
Sexual Harassment is Against the Law ( <i>Employer must fill in information</i> )	All employers	§28-5-37	N/A	✓
Whistleblowers' Protection Act <i>Must be posted in Spanish if this is one of the languages spoken by employees.</i>	All employers	§28-50-8	N/A	✓
Parental and Family Medical Leave Act	All employers	§28-48-10(a)	01/2018	✓
Pregnancy Discrimination	All employers	§28-5-7.4	07/2015	✓
Healthy and Safe Families and Workplaces Act	All employers	§28-5-8	01/2018	✓
Ban-the-Box	<i>Not a required posting, but the state includes it on its all-in-one posting.</i>	§28-6.14-1	01/2018	✓
Pay Equity	All employers	§28-6-18 (i)	12/2022	✓

### Specialty posters and signs

Posting Title	Who must post?	Regulation	Revision Date
Prevailing Wage <i>Poster Compliance Date 07/2008</i>	Employers/Employees working on state or municipal financed construction projects	R. I. Gen. Laws §37-13-11	05/2008
Choke saving	Food service establishments	R. I. Gen. Laws § 23-20. 5-1 et seq.	N/A
No Smoking (State-specific) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Private and public employers and facilities	RI GenLaws, Sec. 23-20.10-7	N/A

## SOUTH CAROLINA

Shipped 02/09/2023

State Poster Compliance Date 1/2023

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No state minimum wage law. Employers must pay federal rate: \$7.25 per hour; \$2.13 per hour for tipped employees.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Employment Discrimination	The South Carolina Human Affairs Commission has made a mandatory change to its Employment Discrimination poster to add that an employer may not discriminate against an employee on the basis of sexual orientation or gender identity. The state also added additional examples of illegal employment practices to the poster and updated information on reporting unlawful discrimination.	01/01/2023
Mandatory	Employment Discrimination	Includes information about the Lactation Support Act, signed into law on June 25, 2020.	08/23/2020
Mandatory	Safety and Health Protection	Injury reporting information updated. Employers must report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations, and losses of an eye within 24 hours.	01/2015
Mandatory	Employment Discrimination	The South Carolina Human Affairs Commission has updated the posting to include pregnancy and childbirth or related medical conditions as protected classes.	09/14/2018
Minor	Unemployment Compensation	Removed list of cities.	N/A
Minor	Workers' Compensation	Formatting change, grammatical change.	N/A

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller South Carolina Poster
S.C. Labor Law Abstract (Payment of Wages, Immigrant Worker, Child Labor, Right-to-Work)	All employers	S.C. Code Ann. §41-1-10	07/2018	✓
Employment Discrimination	Employers with 15 or more employees	S.C. Regs, Rule 65-24	11/14/2022	✓
Workers' Compensation	All employers	S.C. Code Ann. §41-15-90	02/20/2014	✓

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller South Carolina Poster
Unemployment Insurance	All employers	S.C. Regs. Rule 47-11	05/2016	✓
Safety & Health Protection on the Job (SCOSHA)	All employers	S.C. Code Ann. §41-15-80	07/2018	✓

### Signs

Posting Title	Who must post?	Regulation	Revision Date
No Smoking (State-specific)	Private and public employers and facilities where smoking is prohibited or permitted; the owner, manager, or agent in charge of the premises must post.	Annotated Code 44-95-10, Clean Indoor Air Act	N/A
Concealed Weapons/Firearms (State-specific) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Businesses wishing to prohibit firearms	South Carolina Statutes Sec. 23-31-235	N/A



## SOUTH DAKOTA

State Poster Compliance Date 1/2023

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2023 state minimum wage: \$10.80 per hour; \$5.40 per hour for tipped employees. Adjusted annually for inflation

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Minimum Wage	The South Dakota Department of Labor and Regulation has updated the state's minimum wage posting to show the 2023 minimum wage rate.	01/01/2023
Mandatory/Recommended (Posting not required by state)	Minimum Wage	The South Dakota Department of Labor and Regulation has released an updated minimum wage posting showing the 2022 rate of \$9.95 per hour.	01/01/2022
Minor	Workers' Compensation	Rate updates.	N/A
Mandatory/Recommended (Posting not required by state)	Minimum Wage	Shows the 2021 rate of \$9.45 per hour and tipped rate of \$4.725 per hour.	01/01/2021
Minor	Workers' Compensation	Rate updates.	N/A
Mandatory	Unemployment Insurance	Removed information noting that employees should ask their local office for a pamphlet outlining the provisions of the law. Added list of documents need when applying. Employers are now required to provide employees with an unemployment compensation notice at the time of separation.	05/08/2020
Mandatory/Recommended (Posting not required by state)	Minimum Wage	Updated to show the 2019 rate of \$9.30 per hour. Posting an updated notice is an effective way for employers to make workers aware of the new rate.	01/01/2020
Mandatory/Recommended (Posting not required by state)	Minimum Wage	The South Dakota Department of Labor and Regulation has released an updated minimum wage posting listing the 2019 rate of \$9.10 per hour.	01/01/2019

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller South Dakota Poster
Minimum Wage (recommended)	Recommended for all employers	SDCL 60-11-3; SDCL 61-11-3.1	N/A	✓
Workers' Compensation (recommended)	Recommended for all employers	N/A	07/2018	✓
Safety on the Job (Employers must also display the federal OSHA poster.)	All employers	§62-2-11	N/A	✓
Unemployment Insurance	All employers	§61-7-1	05/2020	✓

### Signs

Posting Title	Who must post?	Regulation	Revision Date
No Smoking (General notice) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	Signs recommended but not required to be posted in a workplace or public facility.	Code Annotated 34-46-13	N/A

## TENNESSEE

State Poster Compliance Date 8/2017

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No state minimum wage law. Employers must pay federal rate: \$7.25 per hour; \$2.13 per hour for tipped employees.

Type of Change	Posting Title	Revision Details	Effective Date
Minor	Workers' Compensation	A line has been added for an additional contact name. The state indicates that previous versions of the poster remain in compliance.	N/A
Mandatory	Wage Regulation Act	Employers must now pay workers at least once per month.	05/11/2017
Mandatory	Unemployment Insurance	Filing requirements updated.	03/01/2017
Minor	OSHA	Style changes.	N/A
Minor	Wage Regulation/Child Labor	Contact information change.	N/A

### Required Postings

Posting Title	Who must post?	Regulation	Latest Rev. Date	On J. J. Keller Tennessee Poster
Wage Regulation Act – Child Labor Act (Employer must fill in information)	All employers	Tenn. Code Ann. 50-2-103 (3); §50-5-111(3)	08/2017	✓
Unemployment Insurance	All employers	Rule 0800-10-03.09; Tenn. Code Ann. §50-7-106	03/2017	✓
Safety & Health Protection on the Job (TOSHA)	All employers	T.C.A. §§ 50-3-101 et seq.	03/2016	✓
Workers' Compensation (Employer must fill in information)	All employers	Tenn. Code Ann. §50-6-407	N/A	✓
Discrimination in Employment (Bilingual)	All employers with 8 or more employees	Tenn. Human Rights Act, THRC Rules 1500-01-02-.01(15)	07/2014	✓

*Specialty poster and signs*

Posting Title	Who must post?	Regulation	Revision Date
Discrimination in Housing <i>Compliance Date 11/2022</i>	Housing sale and rental industry	Rule 1500-01-.02	07/2022
No Smoking (State-specific) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	The owner, operator, manager, or other person in control of a public place or place of employment where smoking is prohibited.	Tennessee Code Annotated 39-17-1805; Non-Smoker Protection Act Rules 0800-6-1-.03	N/A
Concealed Weapons/Firearms (State-specific) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Businesses wishing to prohibit firearms	Tenn Code Ann, 39-17-1359	N/A

## TEXAS

State Poster Compliance Date 6/2020 (For employers with workers' compensation insurance)

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State minimum wage: \$7.25 per hour; \$2.13 per hour for tipped employees.

Type of Change	Posting Title	Revision Details	Effective Date
Minor	Child Labor Minimum Wage	The child labor posting contains updated information on prohibited occupations. The verified date on the minimum wage posting has been updated. These postings are optional, so the updates are minor.	N/A
Mandatory	Unemployment Insurance	The poster now states that an individual is eligible for unemployment insurance if work hours are reduced. It also provides contact information for Workforce Solutions offices and outlines information that needs to be provided when filing a claim.	04/01/2020
Mandatory	Ombudsman Program	Texas employers with workers' compensation insurance must post a new Ombudsman Program Notice that meets size requirements.	04/17/2018
Minor	Child Labor	Revisions made to the list of prohibited occupations for 14- and 15-year-old children. For example, they may not work as a ride attendant at an amusement park or water slide.	N/A
Minor	Equal Opportunity (EEO)	In September 2015, a Texas state law took effect that extended sexual harassment protections to unpaid interns. The poster has been updated to reflect this change. Contact information was also changed.	N/A
Minor	Payday Law/UI	Unemployment Insurance information added. Previously the UI poster was only available from the state. Both the combined poster and the previous version are in compliance.	N/A

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Texas Poster
Minimum Wage Law Summary	Recommended for all employers	Texas Labor Code Chapter 62	07/14/2022	✓

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Texas Poster
Workers' Compensation (Notice 6) (Employer must fill in information) <i>Notices in English, Spanish, and any other language common to the employer's employee population must be posted.</i>	All employers	Texas Labor code, Title 5; Texas Administrative Code Workers' Compensation Rule 110.101(e)(1)	01/2013	✓
Office of Injured Employee Counsel – Ombudsman Program <i>Notices in English, Spanish, and any other language common to the employer's employee population must be posted.</i>	All employers	Texas Labor code, Title 5; 28 TAC Section 276.5	09/2022	✓
Unemployment Insurance/Texas Payday Law (Employer must fill in information) Note: Prior to April 2015, the Unemployment Insurance notice was only available from a state agency. Employers may post either the notice from the state or the combined Payday Law/Unemployment Insurance notice to be in compliance. Previous versions of the Payday Law notice also remain in compliance.	All employers subject to the Texas Payday Law and the Texas Unemployment Insurance Act	Tex. Labor Code §61.012 Tex. Labor Code §201 et seq.	04/2020	✓
Child Labor Laws	Optional	Tex. Labor Code §51	09/2022	✓
Equal Opportunity – The Law in Texas (Bilingual)	Optional	Tex. Labor Code §21	N/A	✓

*State Poster Compliance Date 6/2020 (For employers without workers' compensation insurance)*

*State minimum wage: \$7.25 per hour; \$2.13 per hour for tipped employees.*

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Texas Poster
Minimum Wage Law Summary	Recommended for all employers	Texas Labor Code Chapter 62	07/14/2022	✓

Workers' Compensation (Notice 5) (Employer must fill in information) Notices in English, Spanish, and any other language common to the employer's employee population must be posted.	All employers; Must be posted in English and Spanish	Texas Labor code, Title 5; Texas Administrative Code Workers' Compensation Rule 110.101(e)(4)	01/2013	✓
Unemployment Insurance/Texas Payday Law (Employer must fill in information) Note: Prior to April 2015, the Unemployment Insurance notice was only available from a state agency. Employers may post either the notice from the state or the combined Payday Law/Unemployment Insurance notice to be in compliance. Previous versions of the Payday Law notice also remain in compliance.	All employers subject to the Texas Payday Law	Tex. Labor Code §61.012	04/2020	✓
Child Labor Laws	Optional	Tex. Labor Code §51	09/2022	✓
Equal Opportunity - The Law in Texas (Bilingual)	Optional	Tex. Labor Code §21	N/A	✓

#### *Dallas Employment Laws*

*No longer required. The city's Paid Sick Leave Ordinance has been permanently enjoined by a Texas court and cannot be enforced.*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
<p>Note: The Dallas Paid Sick Leave Ordinance was enjoined by a federal district court on March 31, 2021, and the Paid Sick Leave posting is no longer required. The court ruled that the ordinance is preempted by the Texas Minimum Wage Act and is permanently enjoined and unenforceable.</p>				
Paid Sick Leave	Employers with five or more employees who perform at least 80 hours s. of work for pay in a year within the city of Dallas.	Dallas Code of Ordinances, Chapter 20, Section 20-7(e)	N/A	✓

*Specialty posters and signs*

Posting Title	Who must post?	Regulation	Revision Date
Human Trafficking to be posted in commercial establishments	Entities licensed under Chapter 25, 26, 28, 32, 69, or 71 of the state's Alcoholic Beverage Code, other than a business holding a food and beverage certificate; cosmetology facilities; hospitals; massage establishments; massage schools; sexually oriented businesses; tattoo studios; transportation hubs (bus stops, train stations, rest areas, or airports); state parks and recreational sites under the Park and Wildlife Department's jurisdiction	Texas Government Code 402.0351	N/A
Human Trafficking to be posted in commercial lodging establishments	Commercial lodging establishments, including hotels, motels, inns, and similar businesses offering more than 10 rooms to the public for temporary lodging for a fee	Texas Business and Commerce Code 114.0053	N/A
Whistleblower <i>(Bilingual)</i>	State and local government entities	Texas Government Code §554.009	07/2012
First Responder Liaison <i>Compliance Date 06/2018</i> <i>Notices in English, Spanish, and any other language common to the employer's employee population must be posted.</i>	Employers with first responders. First responders include peace officers, emergency medical technicians, paramedics, firefighters, and emergency medical services volunteers.	28 TAC Section 276.5 (d)	04/2018
Workers' Compensation Notice 7 <i>(Bilingual)</i>	Companies that have become Certified Self-Insurance (CSI) employers under Texas Labor Code (TLC) 407	Texas Administrative Code (TAC) 28	01/2013
Workers' Compensation Notice 8 <i>(Bilingual)</i>	Building or construction projects for government entities	Texas Administrative Code (TAC) 28	12/2015
Workers' Compensation Notice 9 – Regarding Certain Work-Related Communicable Diseases and Eligibility for Workers' Compensation Benefits <i>(Bilingual)</i>	Law enforcement officers, fire fighters, emergency medical service employees, paramedics, and correctional officers	Workers' Compensation Rule 110.108	12/2015
Workers' Compensation Notice 10 <i>(Bilingual)</i>	Companies that are members of a Self-Insurance Group (SIG)	Texas Administrative Code (TAC) 28	01/2013



Posting Title	Who must post?	Regulation	Revision Date
Hazardous Communication Act of Texas <i>Right-to-Know</i> <i>(Bilingual)</i> <i>Compliance Date 07/2022</i>	Public employers, including any city, county or state agency; public school, college or university; tax base-supported hospital; river authority; volunteer emergency service organization; and any agency created by state law.	Texas Administrative Code, Title 25, Part 1, §295.12 Employee Notice; Rights of Employees TexReg 4914	05/2022
Choke saving	Food service establishments	Tex. Health & Safety Code § 438.051	N/A
Concealed or Open Carry of Weapons/Firearms (State-specific) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	Businesses wishing to prohibit unlicensed carry, or open or concealed carry of firearms. <i>Effective 09/01/20121 three notices must be posted in order to prohibit unlicensed, open, and concealed carry.</i> Separate, state-specific signs are available for: <ul style="list-style-type: none"> <li>• Gun dealers</li> <li>• Hospitals and nursing homes</li> <li>• Businesses where unlicensed carry is prohibited</li> </ul>	Texas Penal Code Section 30.05, 30.06, 30.07 Texas Government Code 411.204 Texas Penal Code 46.03	N/A

## UTAH

State Poster Compliance Date 4/2022

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State minimum wage: \$7.25 per hour; \$2.13 per hour for tipped employees.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Unemployment Insurance	The state updated the list of State Employment Centers and now provides this version to employers.	04/04/2022
Mandatory	Unemployment Insurance	The state updated claim and address information.	05/11/2021
Minor	Workers' Compensation	Self-insured employers can check a box on the poster. The state agency indicated that the changes is minor.	N/A
Minor	Workers' Compensation	Website and revision date added.	N/A
Mandatory	Workers' Compensation	New regulatory citation listed relating to coverage for volunteers.	05/10/2016
Minor	Pregnancy Accommodation	Employers need to give employees written notice of their right to reasonable accommodation for pregnancy, childbirth, breastfeeding, or related conditions. This information may be posted or included in an employee handbook. Information about this notice requirement has been added to the Utah poster.	05/10/2016
Minor	Workers' Compensation	New regulatory citation listed.	N/A

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Utah Poster
Workers' Compensation ( <i>Employer must fill in information</i> )	All employers	Utah Labor Code §34A-2-204 and §34A-2-104.5	05/2017	✓
Unemployment Insurance	All employers	Utah Labor Code §35-4-406	04/2022	✓
Safety & Health Protection on the Job (UOSH)	All employers	Utah Labor Code §34A Chapter 6	08/2012	✓

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Utah Poster
Pregnancy and Related Conditions <i>This notice may be posted or placed in an employee handbook. This requirement may be noted in a yellow box on the Utah posters from J. J. Keller &amp; Associates, Inc., or the poster may include the Pregnancy and Related Conditions notice.</i>	Employers with 15 or more employees	Utah Labor Code §34A-5-106(7)(e)	N/A	✓

### Signs

Posting Title	Who must post?	Regulation	Revision Date
No Smoking (State-specific) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	The building owner, agent or operator must post signs indicating no smoking or smoking permitted.	Utah Code Annotated Title 26, Chapter 38, Sections 26-38-1 to 26-38-9; Administrative Code R392-510-12	N/A
Concealed Weapons/Firearms (General notice) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	A place of worship or private residence may prohibit concealed firearms by posting a sign that is reasonably likely to me to the attention of persons entering the house of worship or private residence	Title 76; Sec. 76-10-530	N/A

## VERMONT

Estimated ship date: 02/20/2023

State Poster Compliance Date 01/2023

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2023 state minimum wage: \$13.18 per hour; \$6.59 for tipped employees. Annual increase tied to inflation. Tipped rate is half of the minimum wage.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Minimum Wage	The Vermont Department of Labor has made a mandatory change to the state's minimum wage posting to show the 2023 minimum wage rate of \$13.18 per hour.	01/01/2023
Mandatory	Employment Protections for Victims of Crime	Updated to include information about alleged victims of crime.	07/01/2022
Mandatory	Minimum Wage	The Department of Labor has updated the minimum wage posting to show the 2022 rate of \$12.55 per hour and the tipped rate of \$6.28 per hour.	01/01/2022
Mandatory	Minimum Wage	Updated to show 2021 minimum wage rate of \$11.75 per hour and the tipped rate of \$5.88 per hour.	01/01/2021
Minor	Unemployment Insurance	Includes information about the Domestic and Sexual Violence Survivor's Transitional Employment Program.	N/A
Mandatory	Minimum Wage	Updated with the 2020 rate of \$10.96 per hour.	01/01/2020
Minor	Earned Sick Time	Contact information change	N/A
Minor	Minimum Wage	Address update.	N/A

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Vermont Poster
Minimum Wage	All employers	21 V.S.A. §393	N/A	✓
Employer's Liability and Workers' Compensation ( <i>Employer must fill in information</i> )	All employers	21 V.S.A. §691	12/2005	✓
Sexual Harassment is Illegal ( <i>Employer must fill in information</i> )	All employers	21 V.S.A. §495(h)	07/2018	✓
Safety & Health Protection on the Job (VOSHA)	All employers	21 V.S.A. Chapter 3, Sub-Chapters 4 and 5.	03/2014	✓
Unemployment Insurance	All employers	21 V.S. A Chapter 17	12/2019	✓
Child Labor	All employers	21 V.S.A. §442	09/2007	✓
Workers' Compensation Reinstatement Rights	All employers	21 V.S.A. §643b	06/2017	✓
Parental Leave, Family Leave, and Short-Term Family Leave	Employers with 10 or more employees working 30 hours per week	21 V.S.A. §472 (d)	06/2019	✓
Posting of Safety Records	All employers	21 VSA §691a	09/2014	✓
Earned Sick Time Act	All employers	21 VSA §483 (j)	N/A	✓
Accommodations for Pregnant Employees	All employers	21 VSA §495k (c)	11/2017	✓
Employment Protections for Victims of Crime	All employers	21 VSA §472c (e)	N/A	✓

### Specialty poster and signs

Posting Title	Who must post?	Regulation	Revision Date
Healthcare Whistleblower's Protection Act	Hospitals and nursing homes	Title 21, V.S.A., Sections 507 - 509	06/2005
No Smoking (General notice) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Persons in charge of workplaces and public places.	Clean Indoor Air Act; Smoking in Public Places, Title 18, Chapter 37, 1742; Smoking in the Workplace, Title 18, Chapter 28, 1428.	N/A

## VIRGINIA

Estimated ship date: 03/15/2023

State Poster Compliance Date 01/2023

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State minimum wage: \$12 per hour; \$12 per hour for tipped employees. Next increases on January 1, 2025, and 2026 under state law. Increases adjusted for inflation after of January 1, 2027.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Minimum Wage	The Virginia Department of Labor and Industry has updated the state's minimum wage poster to show the rate of \$12 per hour that takes effect on January 1, 2023.	01/01/2023
Mandatory	Job Safety and Health Protection	Shows an increase in penalties. The maximum penalty for serious violations and other-than-serious violations is now \$14,270. Penalties of up to \$14,270 per day may be proposed for failure to correct violations. An employer who willfully and repeatedly violates the law may be assessed penalties of up to \$142,691 for each violation. The new penalties took effect on August 1, but the updated poster was not released until September 19.	08/1/2022
Mandatory	Seizure first aid	Employers with 25 or more employees are required to post information from the Department of Labor on seizure first aid. Seizure first aid is defined as procedures to respond, attend, and provide comfort and safety to an individual suffering from a seizure.	07/01/2022
Mandatory/Recommended	Minimum Wage	The Virginia Department of Labor and Industry has updated its minimum wage posting to show the 2022 rate of \$11 per hour.	01/01/2022
Mandatory	Job Safety and Health	The Virginia Department of Labor and Industry mandatory change to its Job Safety and Health posting to show updated penalty amounts.	10/18/2021
Mandatory	Reasonable Accommodations for Disability	The Virginia Office of Civil Rights has released a new mandatory Reasonable Accommodations for Disability posting that employers with 5 or more employees must display. The posting states that as of July 1, 2021, employers must provide reasonable accommodations for otherwise qualified persons with disabilities if necessary to assist the person in performing a job.	07/01/2021

Mandatory	Human Rights Act	The Virginia Office of Civil Rights has made a mandatory revision to the Human Rights Act posting to change “veteran status” to “military status.” This wording change is required because of legislation that updated the state’s employment discrimination law.	07/01/2021
Minor	Minimum wage	The Virginia minimum wage increased to \$9.50 per hour on May 1, 2021. The state does not require employers to display a minimum wage poster. The state has, however, created an optional notice for employers to display that shows the new rate. This posting has been added to the Labor Law posters from J. J. Keller & Associates, Inc..	N/A
Minor	Earned Income Credit	Contact information change.	03/31/2021
Mandatory	Virginia Human Rights Act Reasonable Accommodations for Pregnancy	Virginia employers must display a new pregnancy accommodations posting and the information sheet from the state’s Division of Human Rights includes information that fulfills the posting requirement.	10/29/2020

Mandatory	OSHA	<p>Virginia has made a mandatory change to its OSHA posting to show new penalty amounts Private sector employers may be assessed:</p> <ul style="list-style-type: none"> <li>• Mandatory penalties of up to \$13,277 for each serious violation,</li> <li>• Optional penalties of up to \$13,277 for each other-than-serious violation,</li> <li>• A penalty of up to \$13,277 per day for failure to correct violations, and</li> </ul> <p>Penalties of up to \$132,764 for each willful or repeated violation.</p>	OSHA: 08/01/2020
	Human Rights Act	<p>It has also added new human rights and non-compete posting requirements:</p> <p>Human Rights: A Human Rights Act posting has been released.</p>	Human Rights Act: 07/01/2020
	Non-compete Covenant	<p>Non-compete: Employers are required to post a copy of the section of the law relating to non-compete agreements or a summary of the law provided by the Department of Labor and Industry. The department has not yet created a summary and indicates that employers should post a copy of the law (Covenants not to compete prohibited as to low-wage employees; civil penalty). To comply with these new posting requirements, J. J. Keller will add the Virginia Human Rights Act poster and the text of Section 40.1-28.7:8 of the Virginia Code to its Virginia posters.</p>	Non-compete: 07/01/2020
Mandatory	Earned Income Credit	Updated with general information about how to apply for the tax credit.	02/18/2020
Mandatory	Job Safety and Health Protection	Shows new penalties in effect August 1, 2019.	08/01/2019

#### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Virginia Poster
Workers' Compensation	All employers subject to the state's workers' compensation law	V.C. §65-2-405B	N/A	✓
Unemployment Insurance	All employers subject to the state's unemployment insurance law	V.C. §60.2-106	04/2015	✓
Job Safety and Health Protection (VOSH)	All employers	16 VAC 25-60-40	09/2022	✓
Credit for Low Income Individuals	All employers	V.C. §40.1-28.7:3	N/A	✓



Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Virginia Poster
Earned Income Tax Credit	All employers	V.C. §40.1-28.7:3	09/2019	✓
Human Rights Act	Employers with 5 or more employees	V.C. §2.2-3910 (D)	N/A	✓
Reasonable Accommodations for Disability	Employers with 5 or more employees	V.C. §2.2-3905.1 (C)	N/A	✓
Reasonable Accommodations for Pregnancy	Employers with 5 or more employees	V.C. §2.2-3909(D)	N/A	✓
Covenants not to compete	All employers	V.C. §40.1-28.7:8(G)	N/A	✓
Minimum Wage	Recommended for all employers	V.C. §40.1—28.10	N/A	✓
Seizure First Aid	Employers with 25 or more employees	Acts of Assembly Chapter 162	N/A	✓

*Speicalty poster and signs*

Posting Title	Who must post?	Regulation	Revision Date
Human Trafficking <i>Compliance Date: 06/2018</i>	Truck stops, adult entertainment (striptease) clubs	Virginia Code §40.1-11.3	N/A
No Smoking (General No Smoking sign may be used) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Any person who owns, manages, or otherwise controls any building or area in which smoking is regulated.	Virginia Clean Indoor Air Act, Code of Virginia Title 15.2, Chapter 28.2, 15.2-2825 and 2832	N/A

## WASHINGTON

Estimated ship date: 02/17/2023

State Poster Compliance Date 1/2023

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2023 state minimum wage \$15.74; \$15.74 for tipped employees. Annual CPI (inflation) adjustment.

The Paid Family Leave posting is updated each January 1 with updated wage replacement information.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Minimum Wage	The state's minimum wage posting has also been updated to show the new rate of \$15.74 per hour that takes effect on January 1, 2023.	01/01/2023
Mandatory	Paid Family Leave	Washington has made a mandatory change to its Paid Family and Medical Leave posting to show a new wage replacement cap of \$1,427 per week.	01/01/2023
Mandatory	Job Safety and Health Information	Complaint filing information updated. Employees must file a complaint within 90 days if they believe their employer fired them, or retaliated or discriminated against them, for filing a safety complaint. In addition, if an employer is cited for a safety or health violation, the citation must be prominently displayed for a minimum of seven working days. It must remain posted until all violations have been corrected.	07/01/2022
Mandatory	Paid Family Leave	Updated with the 2022 wage replacement cap.	01/01/2022
Mandatory	Minimum Wage	The Washington State Department of Labor and Industries has released an updated minimum wage posting showing the 2022 rate of \$14.49 per hour.	01/01/2022
Mandatory	Your Rights as a Worker Minimum Wage Paid Family Leave	Information about the Equal Pay and Opportunities Act added; Updated with 2021 rate; Wage replacement cap updated.	01/01/2021
Mandatory	Paid Family Leave  Minimum Wage	The Washington Employment Security Department has issued a new mandatory Paid Family and Medical Leave posting. In addition, the state's Department of Labor & Industries has updated the minimum wage poster with the 2020 rate of \$13.50 per hour.	01/01/2020

Mandatory	Domestic Violence Resources	Provides contact information for the National Domestic Violence Hotline and has space for an employer to write in information about community resources.	07/28/2019
Minor	Unemployment Insurance	Information added about required forms for government workers. In addition, a Washington State ID is needed, when applicable. The word "newspapers" has been replaced with "job listings."	N/A
Mandatory	Your Rights as a Worker	<p>Four significant changes have been made:</p> <ul style="list-style-type: none"> <li>• Leave for victims of domestic violence, sexual assault or stalking (posting update required effective Dec. 31, 2019; willful posting violation carries a \$100 fine);</li> <li>• Paid Family and Medical Leave (effective January 1, 2020);</li> <li>• Equal Pay Opportunity Act (effective June 6, 2018);</li> <li>• Meal and rest break information for agricultural workers (reflects a 2015 state Supreme Court decision).</li> </ul> <p>In addition, the poster clarifies that teens are required to have authorization forms before beginning work.</p>	05/14/2019

#### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Washington Poster
Minimum Wage Announcement	Recommended for all employers	RCW 49.46	09/2021	✓
Your Rights as a Worker in Washington State (Wage & Hour, Family Care and Family Leave, Youth Employment)	All employers	Minimum Wage Act; Washington Family Care Act; Washington Family Leave Act; Domestic Violence Leave, RCW 49.76.130 (\$100 fine for willful posting violation)	10/2021	✓
Unemployment Insurance	All employers	RCW 50.20.140	10/2017	✓
Job Safety & Health Law (DOSH)	All employers	RCW 49.17	07/2022	✓
Workers' Compensation ( <i>Employer must fill in information</i> )	All employers	Chapter 296-17 WAC	12/2012	✓
Discrimination in Employment	Recommended for all employers	RCW 49.60	04/2015	✓
Domestic Violence Resources	All employers	RCW 50.20 Section 2 (2)	07/2019	✓
Paid Family and Medical Leave	All employers, except federal employers	RCW 50A.20.020	12/2021	✓

*Seattle Labor Standards Ordinances*

*Poster Compliance Date 01/2023*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Seattle Labor Standards Ordinances <i>Minimum Wage, Wage Theft, Fair Chance Employment, Paid Sick &amp; Safe Time</i>	Employers with employees in who work Seattle. <i>Note: Employers are covered by the minimum wage and wage theft ordinances if employees perform more than two hours of work during a two-week period. Employers are covered by the paid sick leave ordinance if employees perform more than 240 hours of work in Seattle during a benefit year. Employers with employees who work in Seattle at least 50 percent of the time are covered by the criminal history ordinance. Except for the city of Seattle, government employers are not covered by the paid sick leave and criminal history ordinances.</i>	SMC 14.16.045, 14.17.025, 14.19.045, 14.20.025	N/A	✓

*Seattle Employment Laws - Secure Scheduling Ordinance*

*Poster Compliance Date 07/2017*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Seattle Secure Scheduling Ordinance	Retail and food service establishments in Seattle with more than 500 employees worldwide; Full service restaurants with 500 employees and more than 40 locations worldwide.	SMC 14.22.060	07/01/2017	<i>Can be ordered separately by covered employers.</i>

*Tacoma Employment Laws*

*Poster Compliance Date 01/2020*

Posting Title	Who must post?	Regulation	Revision Date	Included with Update Service if required
Tacoma Paid Sick Leave	Employers with employees who work in Tacoma for 80 hours or more in a year. Employers may comply by posting the notice or placing it in employee handbooks.	TMC 18.10.050	12/11/2017	✓

*Specialty poster and signs*

Posting Title	Who must post?	Regulation	Revision Date
Notice to Employees-If Self Insured/Ombudsman	Self-insured employers in Washington.	Revised Code of Washington 51.14.100	12/2012
No Smoking (State-specific) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	The person in charge of a private and public place of employment or a public place.	Wash Rev Code Ann, Sec. 70.160.050	N/A

## WEST VIRGINIA

State Poster Compliance Date 7/2022

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State minimum wage: \$8.75 per hour; \$2.62 per hour for tipped employees

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Unemployment Insurance	Benefit rate table updated.	07/01/2022
Minor	Child Labor Guidelines, Meal Break Requirements	The West Virginia Division of Labor indicates that employers are not required to display these fact sheets. These postings will be removed from the J. J. Keller & Associates poster with the next mandatory change.	N/A
Minor	Discrimination	Information about assistance animals removed.	N/A
Mandatory	Discrimination	West Virginia Human Rights Commission has added information about the West Virginia Pregnant Workers' Fairness Act. The updated posting also notes that the West Virginia Fair Housing Act prohibits discrimination based on persons with disabilities who utilize assistance animals.	06/04/2014
Mandatory	Wage Payment and Collection Act	The poster has been revised to indicate employers must pay an employee on or before the next regularly scheduled payday when the employee is discharged, resigns, or is laid off. In addition, employers must provide employees with at least one full pay period's written notice before making any changes to the employee's rate of pay.	06/12/2015
Minor	Discrimination	Terminology and address change.	N/A

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller West Virginia Poster
Minimum Wage Requirements	All employers	W. Va. Code §21-5-9; W. Va. Code §21-5C-2	01/2018	✓
Wage Payment and Collection Act	All employers	W. Va. Code §21-5-9	01/2018	✓

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller West Virginia Poster
Human Rights Act (Discrimination in Employment)	All employers	W. Va. Code §5-11-17	06/14/2016	✓
Unemployment Benefits	All employers	W. Va. Code §21A-1-1	06/01/2022	✓
Meal Breaks & Rest Periods	<i>Posting no longer required by the state.</i>	N/A		
Child Labor Law	<i>Posting no longer required by the state.</i>	N/A		
<b>Workers' Compensation – Employers must post a notice identifying its workers' compensation insurer (name, address, and telephone number) and the person to contact with questions about a claim.</b>	Employers with workers' compensation insurance	W. Va. Code §23-2C-15(b)	N/A	

Note: Postings highlighted in yellow are not part of the all-in-one poster and must be obtained from the state or the employer's insurance carrier.

#### Specialty poster and signs

Posting Title	Who must post?	Regulation	Revision Date
Nurses Overtime and Patient Safety Act	Hospitals, except for hospitals operated by state or government agencies. Does not include hospitals with a collective bargaining agreement that addresses the same requirements that are covered by the Act.	W. Va Code §21-5F-3(h)	N/A
No Smoking (General notice) Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a>	The person in charge of a workplace or an authority operating a vehicle accessible to the public. There is no state-wide ban on smoking, but smoking can be prohibited in workplaces and on public transportation where no smoking signs are posted.	West Virginia Code 21-3-8; West Virginia Code 8-27-10a	N/A

## WISCONSIN

State Poster Compliance Date 06/2020

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State minimum wage: \$7.25 per hour; \$2.33 per hour for tipped employees.

Type of Change	Posting Title	Revision Details	Effective Date
Mandatory	Advance Notice Required When Employers Decide to Cease Providing a Health Care Benefit	Change to title, revised wording, and change to contact information. TTY number has been removed and web address has been changed.	06/25/2020
Minor	Minimum Wage Business Closing/Mass Layoff Law Child Labor Employee Protections Against Use of Honestly Testing Devices Fair Employment Law Family and Medical Leave Law Bone Marrow and Organ Donation Leave	TTY number has been removed and web address has been changed.	N/A
Mandatory	Unemployment Insurance	The Department of Workforce Development has made a mandatory change to update a website address. The department has confirmed that this is a mandatory change.	09/2019
Minor	Minimum Wage	Statute number added and contact information change.	N/A
Minor	Honesty Testing Devices	Statute number added and contact information change.	N/A

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Wisconsin Poster
Minimum Wage (Includes maximum allowances for board and lodging)	Recommended for all employers	Wis. Stat. Chapter 104	06/2020	✓



Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Wisconsin Poster
Unemployment Insurance <i>Employers must fill in information.</i>	All employers subject to Wisconsin's unemployment compensation law	Wis. Code DWD 120.01	09/2019	✓
Child Labor Law – Hours and Times of Day Minors May Work	All employers who hire minors	Wis. Code DWD 270.03	06/2020	✓
Employee Protections Against Use of Honesty Testing Devices	Employers who use honesty testing	Wis. Stat. §111.37	06/2020	✓
Family and Medical Leave Act (FMLA)	Employers with 50 or more employees	Wis. Stat. §103.10(14)	06/2020	✓
Business Closing/Mass Layoff Notification Law	Employers with 50 or more employees	Wis. Stat. §109.07(7)	06/2020	✓
Notice Required for Cessation of Health Care Benefits	Employers with 50 or more employees	Wis. Stat. §109.075(7)	06/2020	✓
Fair Employment Law	All employers	Wis. Stat. §111.31-111.395, DWD §218.23	06/2020	✓
Bone Marrow and Organ Donation Leave Act	Employers with 50 or more employees.	Wisconsin Act 355; Wis Stat. Wis. Stat. §103.11(14)	06/2020	✓

*Specialty posters and signs*

Posting Title	Who must post?	Regulation	Revision Date
Workers with Disabilities Paid at Special Minimum Wage	Employers with a special minimum wage license issued by the Department of Workforce Development.	ERD-9116-P	06/2020
Retaliation Protection for Health Care Workers	Employers who are health care providers or who own or manage a health care facility.	Wisconsin Statutes section 146.997	06/2020
Workplace Safety & Health Protection for Public Employees	Public sector employers	Wisconsin Statutes section 101.055	11/2011
Hazardous Chemicals in the Workplace?	Public sector employers	Wisconsin Statutes 101.581(1)	11/2011
No Smoking (State-specific) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	A person in charge of a private or public workplace or public place.	Wisconsin Act 12, Wisconsin Clean Indoor Air Act, Wisconsin Statutes 101.123	N/A
Concealed Weapons/Firearms (State-specific) <i>Available from <a href="http://www.jjkeller.com/signs">http://www.jjkeller.com/signs</a></i>	Businesses wishing to ban firearms	Wisconsin Statutes 943.13 (2)(bm)(2)(b)	N/A

## WYOMING

Estimated ship date: 02/17/2023

State Poster Compliance Date 4/2018

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State minimum wage: \$5.15 per hour; \$2.13 per hour for tipped employees.

Type of Change	Posting Title	Revision Details	Effective Date
Minor	Workers' Compensation	Wording clarification.	N/A
Mandatory	Health and Safety Protection on the Job	Penalty level details for serious, non-serious, and willful violations, as well as the penalty amount for failure to correct a violation, have been removed. Information about penalty amounts can now be obtained by calling Wyoming OSHA or checking a website. Technical Assistance Consultative Services information has been updated, and employer reporting requirements are more prominently featured. In addition, a complaint of discrimination can be filed with the Wyoming OSHA Division, rather than with Workers' Safety and Compensation.	04/24/2018
Mandatory	Health and Safety Protection on the Job	Fine levels updated. The maximum mandatory penalty for a serious violation is \$12,675. The maximum penalty for a willful violation is \$126,749.	02/2018
Mandatory	Health and Safety Protection on the Job	Fine levels updated. The maximum mandatory penalty for a serious violation is \$12,471. The maximum penalty for a willful violation is \$124,709.	02/2017
Minor	Workers' Compensation	Wording clarification.	N/A

### Required Postings

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Wyoming Poster
Minimum Wage	All employers	Wyo. Stat. §27-4-101(a)	N/A	✓
Workers' Compensation	All employers	Wyo. Stat. §27-14-507	N/A	✓
Discrimination is Against the Law	Not required, but may be posted	Wyo. Stat. §27-9-101 et. seq.	N/A	✓
Unemployment Insurance	All employers	Wyo. Stat. §27-3-401(b)	N/A	✓

Posting Title	Who must post?	Regulation	Revision Date	On J. J. Keller Wyoming Poster
Safety & Health Protection on the Job (WYOSH)	All employers	Wyo. Stat. §27-11-101 et seq.	04/18/2018	✓
Attention Employees: Your Rights are Protected	All employers	N/A	N/A	✓

# **POSTING NEWS and REGULATORY ALERTS**

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## **Department of Labor increases posting penalties**

The Department of Labor (DOL) has increased the fines employers face for noncompliance with labor law posting requirements.

The department has adjusted the fines to keep up with inflation and published the higher penalties in the *Federal Register* on January 13. The new maximum penalties for posting violations are as follows:

- Occupational Safety and Health Act: \$15,625 for each violation
- Family and Medical Leave Act: \$204 for each separate offense
- Employee Polygraph Protection Act: \$24,793

The higher fines apply to penalties assessed after January 15, 2023.

### **Annual adjustment**

The DOL adjusts the maximum fines for inflation each year, as required by the Federal Civil Penalties Adjustment Act Improvements Act of 2015.

While posting fines are typically only levied if an employer willfully and repeatedly violates the law, the fact that DOL adjusts them each year shows that the agency takes posting compliance seriously.

### **Staying in compliance**

Businesses can stay in compliance and reduce their risk of fines by making a good faith effort to properly display employment law posters. This includes:

- Displaying all required federal, state, and local posters.

- Placing posters in a conspicuous area where employees are likely to view them.
- Making sure posters are readable and not defaced.
- Keeping posters up-to-date.

### Another update on the way

Employers can also be fined for failing to display the “Know Your Rights: Workplace Discrimination is Illegal” poster from the Equal Employment Opportunity Commission.

The maximum fine for failure to display that poster is currently \$612. The agency adjusts this fine annually for inflation and typically announces the updated penalty amount in February.

Posting Penalty Summary		
Posting Name	2022 fine	2022 fine
Family and Medical Leave Act	\$189	\$204
Job Safety and Health: It's the Law	\$14,502	\$15,625
Employee Polygraph Protection Act	\$23,011	\$24,793
EEO is the Law	\$612	TBD
<b>Total</b>	<b>\$38,314</b>	<b>\$40,418</b>

## Mandatory Federal Posting Change

### EEOC releases new ‘Know Your Rights’ posting

On October 19, 2022, the Equal Employment Opportunity Commission (EEOC) announced the release of a new “Know Your Rights: Workplace Discrimination is Illegal” poster that must be displayed by employers with 15 or more employees.

The new poster replaces the agency’s “Equal Employment Opportunity (EEO) is the Law” poster.

Covered employers are to display the new poster within a reasonable amount of time. Failure to comply with the posting requirement could bring a fine of up to \$612 for each violation.

## **Missouri Leave Time notice must be provided, not posted**

*Posted September 10, 2021*

Missouri has updated its posting website to clarify that the Notice to Victims of Domestic and Sexual Violence Leave Time Allowed does not need to be posted.

The notice must be delivered to employees by October 27, 2021. In addition, it must be given to new hires when they begin employment.

The state had listed this notice on its workplace posting website. However, the law requiring the notice does not include a posting requirement, or allow posting to fulfill the notice requirement.

We called the state to ask for clarification. On September 9, 2021, the state updated its website with a new title of Mandatory Posters/Notices. It now lists both posters and notices required by the state.

The website states that the Leave Time notice must be delivered to employees and new hires.

Because the law does not allow posting to fulfill the notice requirement, we will not include this posting on the Missouri Labor Law posters.

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