



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**

**DOL, EEOC make mandatory
posting changes**

**Mid-year minimum wage
increases to take effect**

Local posters to update in July

EEOC increases posting fine

**Department of Labor increases
posting penalties**

FEDERAL

Federal Poster Compliance Date 06/2023

Federal Contractor Poster Compliance Date 10/2023

[Return to Table of Contents](#)

| Type of Change | Posting Title | Revision Details | Effective Date |
|---|--|---|----------------|
| Mandatory | Davis-Bacon | The Department of Labor (DOL) has made a mandatory change to the Davis-Bacon and Related Acts posting to add information about protections against retaliation. | 10/23/2023 |
| Potential for covered federal contractors | Employee Rights Under Executive Order 13658 Employee Rights Under Executive Order 14026 | To be updated with new federal contractor minimum wage rates for 2024. | 01/01/2024 |
| Mandatory | Fair Labor Standards Act | The poster has been updated to reflect the PUMP for Nursing Mothers Act, which expands the rights of nursing mothers to all workers. Previously these rights only applied to non-exempt employees. This regulatory update was part of the omnibus spending bill, signed on 12/29/2022. | 04/28/2023 |
| Mandatory | 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. This is likely to bring a mandatory change to the Know Your Rights: Workplace Discrimination is Illegal poster. | 06/27/2023 |
| Minor | Employee Rights Under Executive Order 13658 Employee Rights Under Executive Order 14026 | Updated with 11/2022 revision date. The DOL publishes the posters in a Federal Register notice in September and publishes them online in January. When the DOL posted the 2023 posters online, they used a revision date of 11/2022 rather than the 01/23 date shown in the federal register | N/A |

| | | | |
|---|--|---|-------------------|
| <p>Mandatory for employers with 15 or more employees</p> <p>Mandatory for Federal Contractors</p> | <p>Know Your Rights: Workplace Discrimination is Illegal</p> | <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"> • Clarifies that sex discrimination includes discrimination based on pregnancy and related conditions, sexual orientation, or gender identity, • Notes that harassment is a prohibited form of discrimination, • Adds a quick response (QR) code that links to a webpage on how to file charges with the EEOC, and • Provides information about equal pay discrimination for federal contractors. | <p>10/20/2022</p> |
|---|--|---|-------------------|

| | | | |
|---|---|---|-------------------|
| <p>Mandatory for Federal Contractors</p> | <p>Employee Rights Under Executive Order 13658 Employee Rights Under Executive Order 14026 "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"> • The Worker Rights Under Executive Order 13658 posting, which shows the 2023 minimum wage rate of \$12.15 per hour. • The Worker Rights Under Executive Order 14026 posting, which shows the 2023 minimum wage rate of \$16.20 per hour. • The "Know Your Rights" posting, which summarizes federal laws prohibiting discrimination. It explains protections under Executive Order 11246, which relate to discussing pay | <p>01/01/2023</p> |
| <p>Mandatory for Federal Contractors</p> | <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"> • Federal contracts of \$100,000 or more • Federal subcontracts of \$10,000 or more <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." The updated poster:</p> <ul style="list-style-type: none"> • Has a new design • Revises website contact information • Updates contact information for the hearing impaired <p>The updated poster has a revision date of 05/02/2022 and was posted on 06/24/2022.</p> | <p>06/24/2022</p> |
| <p>Minor</p> | <p>USERRA</p> | <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> | <p>N/A</p> |
| <p>Minor</p> | <p>OSHA</p> | <p>Information about injury reporting and employer assistance has been reworded. The OSHA posting website indicates that this is a minor change.</p> | <p>N/A</p> |

| | | | |
|-----------|---|--|------------|
| 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 | 06/27/2023 | ✓ |
| Employee Rights Under the Fair Labor Standards Act (FLSA – minimum wage) | All employers | Fair Labor Standards Act, 29 CFR 516.4 | 04/2023 | ✓ |
| 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 | 02/2022 | ✓ |
| 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 | ✓ |

| | | | | |
|--|--|--|---------|---|
| Your Employee Rights 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 | 04/2023 | ✓ |
|--|--|--|---------|---|

J. J. Keller’s [Federal Employment Law Poster](#) includes the six postings listed above. A version [without the FMLA posting is](#) also available.

J. J. Keller’s [Applicant Information Poster](#) includes the Employee Polygraph Protection Act, FMLA, and Know Your Rights: Workplace Discrimination is Illegal postings. It has a compliance date of 06/2023.

E-Verify and Right to Work posters: Employers participating in E-Verify must display the E-Verify and Right to Work posters. J. J. Keller & Associates does not offer these posters because employers participating in E-Verify must obtain an official copy of the posters from the Department of Homeland Security’s E-Verify website. An employer enrolled in E-Verify must log in to the E-Verify website (<https://www.e-verify.gov/>) before downloading and printing the posters. This ensures that only employers enrolled in E-Verify have access to the E-Verify poster. The agency addresses this in the [FAQ “Where can I find the E-Verify Participation and Right to Work posters?”](#) and states: “You may not make changes to the posters or purchase them from another vendor.”

Federal Contractor Poster Compliance Date 10/2023

| 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 |

| | | | |
|--|---|--|-------------------|
| <p>Notification of Employee Rights under the National Labor Relations Act (EO 13496 posting)</p> | <p>Federal contractors and subcontractors. This includes businesses with:</p> <ul style="list-style-type: none"> • Federal contracts of \$100,000 or more • Federal subcontracts of \$10,000 or more <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> <p><i>A contractor or subcontractor that customarily posts notices to employees electronically must also post the required notice electronically.</i></p> | <p>Executive Order 13496 29 CFR Part 471.2 (d) 29 CFR Part 471.2 (f)</p> | <p>05/02/2022</p> |
| <p>Know Your Rights: Workplace Discrimination is Illegal</p> | <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> | <p>41 CFR Sections 60-1.4 (b)(1)(1) and 60-1.4 (b)(1)(4)</p> | <p>06/27/2023</p> |
| <p>Pay Transparency Nondiscrimination Provision</p> | <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> | <p>41 CFR Section 60-1.35(c)</p> | <p>01/11/2016</p> |
| <p>Paid Sick Leave</p> | <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> | <p>29 CFR Section 13.26</p> | <p>09/2016</p> |

| | | | |
|--|--|---|----------------|
| <p>Worker Rights Under Executive Order 13658 (Federal contractor minimum wage)</p> | <p>Applies to:</p> <ul style="list-style-type: none"> • Procurement contracts for construction covered by the Davis-Bacon Act (DBA); • Service contracts covered by the Service Contract Act (SCA); • Concessions contracts, including any concessions contract excluded from the SCA by the Department of Labor’s regulations at 29 CFR 4.133(b); and • Contracts in connection with Federal property or lands and related to offering services for Federal employees, their dependents, or the general public. | <p>29 CFR Subtitle A, Part 10, §10.29</p> | <p>11/2022</p> |
| <p>Worker Rights Under Executive Order 14026 (Federal contractor minimum wage)</p> | <p>Applies to:</p> <ul style="list-style-type: none"> • Procurement contracts for construction covered by the Davis-Bacon Act (DBA); • Service contracts covered by the Service Contract Act (SCA); • Concessions contracts, including any concessions contract excluded from the SCA by the Department of Labor’s regulations at 29 CFR 4.133(b); and • Contracts in connection with Federal property or lands and related to offering services for Federal employees, their dependents, or the general public. | <p>29 CFR Part 23, 23.290</p> | <p>11/2022</p> |

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.

| <p>Required Postings for Agricultural Employers</p> | | | |
|--|------------------------------|--------------------------|-----------------------------|
| <p>Posting Title</p> | <p>Who must post?</p> | <p>Regulation</p> | <p>Revision Date</p> |

| | | | |
|---|--|--|---------|
| 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 |

The above postings are included on J. J. Keller's [Agricultural Workers Poster](#).

| Required Postings for Federal Aid Highway Contractors | | | |
|--|--|--|----------------------|
| <i>Compliance Date 10/2023</i> | | | |
| Posting Title | Who must post? | Regulation | Revision Date |
| Federal Aid for Highway Contractors Davis-Bacon and Related Acts | 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 10/2017 |

The above postings are 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 |
|--|---|---|----------------|
| <p>Workers with Disabilities Paid at Special Minimum Wages <i>Compliance Date 06/2018</i></p> | <p>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.</p> | <p>Fair Labor Standards Act; McNamara O-Hara Service Contracts Act; Walsh-Healey Public Contracts Act</p> | <p>01/2018</p> |

ALABAMA

State Poster Compliance Date 07/2022

[Return to Table of Contents](#)

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 <i>(Employer must fill in information)</i> | All employers | Alabama Code 25-5-290(d) | 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 http://www.jjkeller.com/signs | Those in charge of a facility where smoking is prohibited, or areas where smoking is permitted. | Alabama Code 22-15A-7 | N/A |

ALASKA

State Poster Compliance Date 09/2023

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 |
|----------------|---------------|--|----------------|
| Potential | Minimum Wage | The minimum wage is scheduled to increase on January 1 and bring a mandatory posting change. | 01/01/2024 |
| Mandatory | OSHA | The new penalties took effect in February. We had to use the effective date of 02/01/2023 because that is the effective date for the new penalties. | 02/01/2023 |
| 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 | 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 | ✓ |
| Human Rights Law Sexual Harassment | All employers | AS 23.10.440, AS 18.80.220 | N/A | ✓ |

| Posting Title | Who must post? | Regulation | Revision Date | On J. J. Keller Alaska Poster |
|---|--|--------------|---------------|-------------------------------|
| 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 – You must be a registered employer in this state to receive the official notice. | 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) Available from http://www.jjkeller.com/signs | Businesses wishing to ban firearms | 13AAC 30.110 | N/A |
| No Smoking (State-specific) Available from http://www.jjkeller.com/signs | Those in charge of a place | Alaska Stat. 18.35.330 | N/A |

ARIZONA

State Poster Compliance Date 01/2024

Shipped 12/11/2023

2024 state minimum wage: \$14.35, tipped rate \$11.35. 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 to show the new rate of \$14.35 per hour taking effect on January 1, 2024. | 01/01/2024 |
| Potential | Minimum Wage | The minimum wage is scheduled to increase on January 1 and bring a mandatory posting change. | 01/01/2024 |
| 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 | Employers with more than \$500,000 in gross annual revenue. | 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 | ✓ |

| | | | | |
|-----------------------|--|---------------------|---------|---|
| 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 | ✓ |
|-----------------------|--|---------------------|---------|---|

| Posting Title | Who must post? | Regulation | Revision Date | On J. J. Keller Arizona Poster |
|--|---|--|---------------|--------------------------------|
| Constructive Discharge Law | All employers | ARS § 23-1502 | 07/2013 | ✓ |
| Unemployment Insurance | All employers | ARS § 23-772.D | 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 <i>Must be posted in English and Spanish</i> | Employers with more than \$500,000 in gross annual revenue. | ARS §23-375 (A), (B); Arizona Administrative Code R20-5-1208 | N/A | ✓ |

Flagstaff Minimum Wage

Poster Compliance Date 01/2024

| 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 | 10/03/2023 | ✓ |

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 http://www.jjkeller.com/signs | Businesses wishing to ban firearms | ARS 4-2209; ARS Sec. 12-781(a) | N/A |
| No Smoking (State-specific) Available from http://www.jjkeller.com/signs | Every public place and place of employment | Smoke-Free Arizona Act A.R.S. §36-601.0 | N/A |

ARKANSAS

State Poster Compliance Date 08/2023

Shipped 08/18/2023

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

| Type of Change | Posting Title | Revision Details | Effective Date |
|----------------|--|--|----------------|
| Mandatory | Notice to Employer & Employee: Child Labor | The Arkansas Department of Labor and Licensing has made a mandatory change to the wage and hour Notice to Employer and Employee to reflect changes to the state's child labor laws. | 08/01/2023 |
| 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 | 01/2021 | ✓ |
| 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 | ✓ |

| Posting Title | Who must post? | Regulation | Revision Date | On J. J. Keller Arkansas Poster |
|---------------|----------------|------------|---------------|---------------------------------|
|---------------|----------------|------------|---------------|---------------------------------|

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 |
| 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 http://www.jjkeller.com/signs | 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 http://www.jjkeller.com/signs | Businesses wishing to ban firearms | Arkansas Code 5-73-306(19A) | N/A |

CALIFORNIA

State Poster Compliance Date 1/2023

[Return to Table of Contents](#)

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

Minimum wage increases are triggered by certain levels of inflation. The Director of Finance determines whether an increase is needed.

| Type of Change | Posting Title | Revision Details | Effective Date |
|----------------|--|---|----------------|
| Potential | Minimum Wage | The state's minimum wage will increase to \$16 per hour on January 1, 2024. This will bring a mandatory change to the state's minimum wage poster. | 01/01/2024 |
| Potential | Paid Sick Leave | Employees will be entitled to take up to 40 hours of paid sick leave as of January 1, 2024, and may bank up to 80 hours. | 01/01/2024 |
| Potential | Job Safety and Health | As of January 1, 2023, state law requires employers to post citation notices in additional languages. The Job Safety and Health poster is expected to be updated with this information. | 01/01/2023 |
| Mandatory | <p>Minimum Wage</p> <p>Family Care & Medical Leave & Pregnancy Disability Leave</p> <p>Your Rights and Obligations as a Pregnant Employee</p> <p>Discrimination and Harassment</p> | <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>Family Care and Medical Leave and Pregnancy Disability Leave: 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>Your Rights and Obligations as a Pregnant Employee: 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>Discrimination and Harassment: 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 & Medical Leave & 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"> 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. The Department of Fair Employment and Housing has updated three postings: Workplace Discrimination and Harassment, Family Care & Medical Leave & 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. 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. | 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"> Employers with workers who speak and read only Spanish must also post the Spanish version Employers must also post the minimum wage order that applies to their business; these specialty posters may be purchased separately | 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, Section 12950 ; Code of Regulations, Title 2, Division 4.1, Chapter 5, Subchapter 2, Article 2, Section 11023 (d) | 01/2023 | ✓ |
| 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); Code of Regulations, Title 2, Division 4.1, Chapter 5, Subchapter 2, Article 2, Section 11023 (d) | 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) Employers with Spanish-speaking employees must also post the notice in Spanish.</i> | 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

Spanish ship date: 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, supervisorial, 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: 07/2023

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

| | | | | |
|--------------|---|------------------------------------|-----|---|
| 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 | ✓ |
|--------------|---|------------------------------------|-----|---|

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: 07/2023*

| 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 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 | | | N/A | ✓ |

Cupertino Employment Laws

Poster Compliance Date: 01/2024

| 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: 01/2024

| 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 | 01/01/2024 | ✓ |

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: 07/2023

| 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 | Hospitality 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: 07/2023

| 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: 01/2024

| 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 | 01/01/2024 | ✓ |

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: 01/2023

| 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 07/2023

| 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 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 | ✓ |
|-----------------------------------|---|--|---------|---|

Specialty poster - Los Angeles Employment Laws for City Contractors

Compliance Date 07/2022

| Posting Title | Who must post? | Regulation | Revision Date |
|-----------------------------------|---|--|---------------|
| 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 |

Specialty poster - Los Angeles Fair Workweek Ordinance

Compliance Date 04/2023

| Posting Title | Who must post? | Regulation | Revision Date |
|-------------------------|--|---|---------------|
| Fair Workweek Ordinance | Retail businesses in Los Angeles with at least 300 employees globally. | Los Angeles Municipal code, Article 5, Chapter 18, Section 185.11 | N/A |

County of Los Angeles Employment Laws

Poster Compliance Date 7/2023

| 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. | Los Angeles County Code 8.101.060 | N/A | ✓ |

Malibu Employment Laws

Poster Compliance Date: 07/2023

| 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 in Malibu each week. | Malibu Municipal Code 5.36.040, 5.36.080 | N/A | ✓ |
|--------------|--|--|-----|---|

Menlo Park Employment Laws Poster Poster Compliance Date: 01/2023

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

Milpitas Employment Laws Poster Poster Compliance Date: 07/2023

| 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: 01/2024

| 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: 01/2024

| 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 | 2019 | ✓ |
| 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: 01/2023*

| 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: 07/2023*

| 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 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: 01/2024*

| Posting Title | Who must post? | Regulation | Revision Date | Included with Update Service if required |
|-----------------|--|------------------------------------|---------------|--|
| Official Notice | The city of San Carlos, California, has made a mandatory change to its minimum wage posting show the 2024 minimum wage rate of \$16.87 per hour which takes effect on January 1, 2024. | 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 | ✓ |

| 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 33L, 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 | Can be ordered separately by covered employers. |

San Jose Employment Laws Poster Compliance Date 1/2024

| 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: 01/2024

| 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 7/2023

| 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 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-hotelemployers using service charges) Compliance Date 7/2023

| 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 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 7/2023

| 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 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: 07/2023*

| Posting Title | Who must post? | Regulation | Revision Date | Included with Update Service if required |
|---------------|--|--------------------------------|---------------|--|
| Minimum Wage | The city of Santa Rosa, California, has made a mandatory change to its minimum wage poster to add the 2024 rate of \$17.45 per hour. | 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: 01/2024*

| 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: 07/2023

| 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 | ✓ |

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

COLORADO

State Poster Compliance Date 09/2023

[Return to Table of Contents](#)

Shipped: 10/13/2023

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 |
|----------------|--|--|----------------|
| Potential | Minimum Wage | The minimum wage is scheduled to increase on January 1 and bring a mandatory posting change. | 01/01/2024 |
| Mandatory | Employment Discrimination | The Colorado Department of Regulatory Agencies has made a mandatory change to the Colorado Law Prohibits Discrimination in Employment posting to add marital status as a protected class. | 08/07/2023 |
| Mandatory | Paid Leave, Whistleblowing, and Protective Equipment | The Colorado Department of Labor and Employment has made a mandatory change to its Paid Leave, Whistleblowing, & Protective Equipment posting to update employee leave information. | 08/07/2023 |
| 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"> Indicates that the 2023 minimum wage for tipped employees is \$10.63 per hour Updates the minimum salary for covered exempt employees to \$50,000 Updates the minimum salary exemption for highly compensated employees to \$112,500 <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 | 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. | 08/10/2022 |

| | | | |
|-----------|---|--|------------|
| Mandatory | Workers' Compensation Act; Notice to employer of injury | 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. In addition, a separate Workers' Compensation Act posting no longer needs to be displayed. | 08/20/2022 |
| 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"> • Coverage • Use of leave in a public health emergency • Written notices and documentation • Retaliation Complaint rights | 01/01/2021 |

| | | | |
|-----------|--|---|------------|
| Mandatory | Paid Sick Leave, Whistleblowing, and Personal Protective Equipment | <p>The poster describes:</p> <ul style="list-style-type: none"> • Employee rights to paid leave, • Worker rights to express workplace health concerns and use personal protective equipment, and • Complaint rights. <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 |
|-----------|--|---|------------|

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 <i>(Employer must fill in information; May be posted electronically)</i> | All employers | CRS 8-4-107; 7 CCR 1103-7 | N/A | ✓ |
| Paid Leave, Whistleblowing, Personal Protective Equipment <i>(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)</i> | All employers, except federal employers | CRS 8-13.3-408 (B)(2)(B) 7 CRR 1103-11 Rule 4 | 07/14/2023 | ✓ |
| FAMLI Act | All employers, except federal employers | CRS 8-13.3-511 | N/A | ✓ |
| Workers' Compensation (WC49) <i>This poster is no longer required as of 08/10/2022.</i> | All employers | CRS 8-40-101 et seq | 05/2019 | No longer required |

Denver Employment Laws
Compliance Date 03/2023

| Posting Title | Who must post? | Regulation | Revision Date | Included with Update Service if required |
|-----------------------------|---|--|---------------|--|
| Minimum Wage and Wage Theft | 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 | ✓ |

Specialty Posters and Signs

| Posting Title | Who must post? | Regulation | Revision Date |
|--|--|-------------------------------------|---------------|
| 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) Available from http://www.jjkeller.com/signs | 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 07/2023

[Return to Table of Contents](#)

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 |
|----------------|---|--|----------------|
| Potential | Minimum Wage | The minimum wage is scheduled to increase on January 1 and bring a mandatory posting change. | 01/01/2024 |
| Potential | Paid Sick Leave | Connecticut's paid sick leave law will be updated to allow employees to take sick leave for a mental wellness day. In addition, employees will be able to take safe leave if they are the parent or guardian of a child who is a victim of family violence or sexual assault. | 10/01/2023 |
| Minor | Wage & Workplace Administrative Regulations | Connecticut has made a mandatory change to its Connecticut Wage & Workplace Administrative Regulations Poster. | N/A |
| Mandatory | Pregnancy Discrimination and Accommodation in the Workplace | The Connecticut Department of Labor has made a mandatory change to the Pregnancy Discrimination and Accommodation in the Workplace posting to note that employers with one or more employees are covered by the law. | 07/01/2023 |
| 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 |
|-----------|-------------------|--|------------|

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

| Posting Title | Who must post? | Regulation | Revision Date | Included with Update Service if required |
|---|--|---|---------------|--|
| Wage Order #8 – Restaurant and Hotel Restaurant Compliance Date 08/2021 | 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 | 04/2023 | ✓ |
| 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 | 04/2023 | ✓ |
| 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 | 05/2023 | ✓ |

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) Available from http://www.jjkeller.com/signs | 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

State Poster Compliance Date 12/2022

[Return to Table of Contents](#)

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. An employer shall display and maintain a poster in a conspicuous place accessible to employees at the employer's place of business that contains the information required under subsection (a) of this section in English, Spanish, and any language that is the first language spoken by at least 5% of the employer's workforce, if the poster has been provided by the Department. | 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 |
|---|--|---|---------------|
| <p>Warning: Smoking Permitted (State-specific sign needed where smoking is permitted.) <i>Available from http://www.jjkeller.com/signs</i></p> | <p>"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.</p> | <p>Title 16, Chapter 29, Section 2905, Clean Indoor Air Act</p> | <p>N/A</p> |

DISTRICT OF COLUMBIA

State Poster Compliance Date 01/2024

Shipped 12/11/2023

State minimum wage: \$17 per hour as of July 1, 2023; \$6 per hour for tipped employees as of May 1, 2023, \$8 per hour as of July 1, 2023; July increase based on CPI.

Paid Family Leave poster updated each January with new maximum weekly benefit amount.

| Type of Change | Posting Title | Revision Details | Effective Date |
|----------------|-------------------|---|----------------|
| Mandatory | Paid Family Leave | The District of Columbia has updated its Paid Family Leave notice to show the 2024 maximum weekly benefit amount of \$1,118. | 01/01/2024 |
| Mandatory | Minimum Wage | Updated to show the new rate of \$17 per hour, which takes effect on July 1, 2023. It has also updated information about the tipped minimum wage, which increases to \$6 per hour on May 1, 2023, and \$8 per hour on July 1, 2023. | 05/01/2023 |
| 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 | 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 (DFMLA) <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 | ✓ |

| Posting Title | Who must post? | Regulation | Revision Date | On J. J. Keller Washington, D.C. Poster |
|---|---|--|---------------|---|
| 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 | ✓ |
| 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) | 10/2023 | ✓ |
| 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 http://www.jjkeller.com/signs</i> | Private and public employers and facilities | DC CodeAnn, Sec. 7-1704 | N/A |
| Concealed Weapons/Firearms (General notice) <i>Available from http://www.jjkeller.com/signs</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 09/2023

Shipped 10/23/2023

2023 state minimum wage: \$12 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.

[Return to Table of Contents](#)

| Type of Change | Posting Title | Revision Details | Effective Date |
|----------------|------------------------|---|----------------|
| Mandatory | Minimum Wage | The Florida Department of Commerce has made a mandatory change to the state's minimum wage posting to show the new rate of \$12 per hour. | 09/30/2023 |
| Minor | Unemployment Insurance | Agency name updated. | N/A |
| Potential | Minimum Wage | The state's minimum wage is scheduled to increase on September 30. | 09/30/2023 |
| 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 | 07/2023 | ✓ |
| Workers' Compensation (<i>Employer must fill in information</i>) | All employers | Florida Statute §440.40; Florida Administrative Code 69L-6.007 | 05/2021 | ✓ |
| 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(11), §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 |

| Posting Title | Who must post? | | Regulation | Revision Date |
|--|---|--|------------|---------------|
| 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 |
| 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 http://www.jjkeller.com/signs</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 07/2023

Shipped: 08/16/2023

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

[Return to Table of Contents](#)

| Type of Change | Posting Title | Revision Details | Effective Date |
|----------------|--|---|----------------|
| Minor | Unemployment Insurance for Employees | Contact information and formatting updated. | N/A |
| Minor | Employer Vacation | Contact information and formatting updated. | N/A |
| Minor | Equal Pay for Equal Work | Contact information and formatting updated. | N/A |
| Minor | Panel of Physicians, WC-P1 Managed Care Organization, WC-P3 | Formatting changes. | N/A |
| Mandatory | Workers' Compensation | The Georgia State Board of Workers' Compensation has made a mandatory change to the Bill of Rights for the Injured Worker to update wage information. | 07/01/2023 |
| Mandatory | Bill of Rights for the Injured Worker | Benefit amounts updated. | 07/01/2022 |
| 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 | 07/2023 | ✓ |
| 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) | 07/2023 | ✓ |
| 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 |
| 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 http://www.jjkeller.com/signs | 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

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.

[Return to Table of Contents](#)

| 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 |
|-------|---|--|-----|

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 Revised Statutes Chapter 396-6; 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 | N/A | ✓ |

Signs

| Posting Title | Who must post? | Regulation | Revision Date |
|---|---|---------------------------|---------------|
| No Smoking (General No Smoking symbol or state-specific sign) <i>Available from http://www.jjkeller.com/signs</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 http://www.jjkeller.com/signs</i> | Tobacco retailers <i>Required as of 01/0/2016.</i> | HRS 709-908 (2) | N/A |

IDAHO

State Poster Compliance Date 7/2007

[Return to Table of Contents](#)

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

| Type of Change | Posting Title | Revision Details | Effective Date |
|----------------|------------------------------|---|----------------|
| Minor | Equal Employment Opportunity | Idaho has made a minor change to its Equal Employment Opportunity and Unemployment Insurance Posters. | N/A |
| 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 | N/A | ✓ |
| 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 http://www.jjkeller.com/signs</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 http://www.jjkeller.com/signs</i> | Businesses wishing to ban firearms | Ida Code, Sec. 18-33 | N/A |

ILLINOIS

State Poster Compliance Date 01/2023

[Return to Table of Contents](#)

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 Your Rights Under Illinois Employment Laws | Under the Paid Leave for All Workers Act, employers will be required to post a notice summarizing the requirements of the act. A minimum wage increase will bring a mandatory change to the minimum wage poster. | 01/01/2024 |
| Minor | Pregnancy and Your Rights in the Workplace | Contact information updated. | N/A |
| Mandatory | Your Rights Under Illinois Employment Laws | 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: <ul style="list-style-type: none"> • Employees working a 12-hour shift or longer must receive an additional 20-minute meal period. • Employees must be afforded reasonable bathroom breaks. The state has also made a minor change to the Job Discrimination and Sexual Harassment poster to update contact information. | 01/01/2023 |
| Minor | Pregnancy and Your Rights in the Workplace | Contact information updated. | 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 <i>(Employer must fill in information)</i> | 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) | 02/2023 | ✓ |
| 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 | ✓ |
| Paid Sick Leave | All employers | 820 ILCS 192/20 (d) | 01/2024 | ✓ |

Electronic Posting

Effective January 1, 2024, employers with remote employees must make the Your Rights Under Illinois Employment Laws posting available via email or by posting on the employer’s website or intranet site. This is required only if the employer regularly uses the site to communicate work-related information to employees and the site can be regularly accessed by all employees.

Electronically displaying the Your Rights Under Illinois Employment Laws posting fulfills the requirement under HB 3733 to electronically display information related to these laws:

- Minimum Wage & Overtime
- Equal Pay
- Wage Payment and Collection Act
- Child Labor

Employers covered by the Day and Temporary Labor Services Act must also display the Required Posting for Day and Temporary Services Agencies posting electronically.

An employer with our electronic posting service would be covered, as the Your Rights Under Illinois Employment Laws posting is part of our Illinois Labor Law poster. They would need to make sure that the electronic posting is easily accessible via email, or on their company website or intranet.

In addition, customers with our electronic service also have access to the Day and Temporary Labor Services Act specialty posting, and can make it available if it applies to their workers.

Chicago Employment Laws

Compliance Date 07/2023

| 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 | 07/01/2023 | ✓ |
| Paid Sick Leave | Employers with a business facility in Chicago or those required to obtain a business license to operate in the city. | | | ✓ |

| Posting Title | Who must post? | Regulation | Revision Date | Included with Update Service if required |
|-------------------|---------------------------|------------|---------------|--|
| Sexual Harassment | All employers in Chicago. | | N/A | ✓ |

Chicago Fair Workweek Compliance Date 07/2023

| 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 | 07/01/2023 |

Cook County Employment Laws Compliance Date 07/2023

| 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 | 07/01/2023 | ✓ |
| 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 Must be posted if the company has workers who are not classified as employees. | (820 ILCS 185/) Employee Classification Act | 09/2023 |
| 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 | 01/2023 |
| 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 http://www.jjkeller.com/signs</i> | Private and public employers and facilities Signs shall be clearly and conspicuously posted in each public place and place of employment where smoking is prohibited by this Act by the owner, operator, manager, or other person in control of that place. Each public place and place of employment where smoking is prohibited by this Act shall have posted at every entrance a conspicuous sign clearly stating that smoking is prohibited. | 410 ILCS 82/20, as amended by S.B. 2757, L. 2007 | N/A |
| Concealed Weapons/Firearms (State-specific) <i>Available from http://www.jjkeller.com/signs</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

[Return to Table of Contents](#)

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) Available from http://www.jjkeller.com/signs | 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) Available from http://www.jjkeller.com/signs | 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 1/2024

[Return to Table of Contents](#)

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

| Type of Change | Posting Title | Revision Details | Effective Date |
|----------------|------------------------|---|----------------|
| Minor | Unemployment Insurance | Contact information updated. | N/A |
| 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"> Removes references to AccessPoint. In 2017, the state stopped offering unemployment insurance filing at the computer kiosks. 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. Directs people to a new website for filing a claim. | 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 Iowa WORKS 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 http://www.jjkeller.com/signs | 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

[Return to Table of Contents](#)

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) <i>Available from http://www.jjkeller.com/signs</i> | 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) <i>Available from http://www.jjkeller.com/signs</i> | 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 06/2023

English shipped 08/18/2023

Spanish shipped 09/12/2023

List pull date: 06/15/2023

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

[Return to Table of Contents](#)

| Type of Change | Posting Title | Revision Details | Effective Date |
|----------------|---|---|----------------|
| Mandatory | Wage and Hour | Kentucky has updated its Wage and Hour poster with a mandatory change to update information about tip pools. Please note that although the posting has a revision date of 09/2022, the updated posting was released in June 2023. | 06/01/2023 |
| 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 | 09/2022 | ✓ |
| 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 http://www.jjkeller.com/signs</i> | Businesses wishing to prohibit firearms | Rev Stat Ann, Sec. 237.110(17) | N/A |

LOUISIANA

State Poster Compliance Date 08/2023

Shipped 09/12/2023

[Return to Table of Contents](#)

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 | Genetic Discrimination | Louisiana has updated its Genetic Discrimination posting to add information about employee leave for genetic testing. | 08/01/2023 |
| Mandatory | Earned Income Credit (EIC) | The Louisiana Workforce Commission has updated the Earned Income Credit posting with a mandatory change to reflect new earnings information. If employees earn less than \$57,000, their employer should notify them of the potential availability of Earned Income Tax Credits. | 01/1/2023 |
| Mandatory | Earned Income Credit (EIC) | The Louisiana Workforce Commission has updated the Earned Income Credit posting with a mandatory change to reflect new earnings information. If employees earn less than \$57,000, their employer should notify them of the potential availability of Earned Income Tax Credits. | 01/01/2023 (posting released on 05/02/2023) |
| 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 | 08/2023 | ✓ |
| 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 | 05/2023 | ✓ |
| 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) Available from http://www.jjkeller.com/signs | 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

State Poster Compliance Date 01/2023

[Return to Table of Contents](#)

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 |
|----------------|--|--|----------------|
| Potential | Minimum Wage | An increase in the minimum wage will bring a mandatory posting update. | 01/01/2024 |
| Potential | Veterans' Benefits and Services | Employers with 50 or more employees must display a Veterans' Benefits and Services posting, as required by L.D. 1762 which was signed on June 1, 2023, by Gov. Janet Mills. | 09/19/2023 |
| 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 | ✓ |
| Veterans' Benefits and Services | Employers with more than 50 employees | MRS , 42-D (3) | TBD | ✓ |

*Portland Employment Laws
Compliance Date 01/2023*

| 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 http://www.jjkeller.com/signs</i> | Persons in charge of private and public workplaces and facilities. | Maine Code Title 22 Chapter 262 §1543 | N/A |

MARYLAND

State Poster Compliance Date 01/2023

[Return to Table of Contents](#)

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 |
|----------------|---|---|----------------|
| Potential | Minimum Wage | An increase in the minimum wage rate will bring a mandatory posting change. | 01/01/2024 |
| Minor | Earned Sick and Safe Leave, Tipped Employees, Child Labor | New address for Department of Labor. | N/A |
| Minor | Minimum Wage and Overtime Laws | The state has updated the 2024 minimum wage rate. It will update the poster again at the end of the year. | N/A |
| 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 |
| Minor | Minimum Wage and Overtime Laws | Notation added indicating that posting is a summary of state laws. | 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 |
| Mandatory 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 | 0 | ✓ |
| 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 01/2023*

| 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 | 01/2023 | ✓ |

*Montgomery County Employment Laws
Compliance Date 07/2023*

| 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 | 06/2023 | ✓ |
| 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 http://www.jjkeller.com/signs</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

State Poster Compliance Date 01/2023

[Return to Table of Contents](#)

2023 state minimum wage: \$15 per hour; \$6.75 per hour for tipped employees.

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 |
|----------------|-------------------------------|---|--|
| Potential | Paid Family and Medical Leave | The poster is expected to be updated with a mandatory change to show new benefit amounts. | 01/01/2024 |
| Minor | Paid Family and Medical Leave | Health insurance summary clarification. | N/A |
| Minor | Fair Employment | Contact information update | N/A |
| Minor | Workers' Compensation | First Report of Injury notification removed. | N/A |
| 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"> • A worker is covered by the law and may be eligible for leave if he or she is eligible for unemployment in Massachusetts. • 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. • The law's job protections do not apply to contractors performing contract services or to self-employed individuals. <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 | 02/2023 | ✓ |
| 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 | 05/2023 | ✓ |
| 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 http://www.jjkeller.com/signs</i> | Private and public employers and facilities | Mass Gen Laws Chapter 270, Section 22 | N/A |

MICHIGAN

State Poster Compliance Date 1/2022

[Return to Table of Contents](#)

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

| Type of Change | Posting Title | Revision Details | Effective Date |
|----------------|---|--|----------------|
| Potential | Minimum Wage | Michigan's Department of Labor and Economic Opportunity indicates that the minimum wage will increase to \$10.33 per hour on January 1, 2024. | 01/01/2024 |
| 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 |

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 (19) | 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 04/2023*

| Posting Title | Who must post? | Regulation | Revision Date |
|---------------|----------------|------------|---------------|
|---------------|----------------|------------|---------------|

| | | | |
|------------------------------------|--|--|-----------|
| 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 http://www.jjkeller.com/signs | 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

State Poster Compliance Date 01/2024

Estimated ship date: 01/15/2024

List run date: 12/08/2023

2024 rates: \$10.85 per hour (large employer), \$8.85 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 Veterans' Benefits and Services | The Minnesota Department of Labor and Industry has made a mandatory change to the state's minimum wage posting to show the new minimum wage rates taking effect on January 1, 2024. The poster also includes information about the state's new Sick and Safe Time Law. The new Veterans Benefits and Services posting has also been released and must be displayed by employers with more than 50 full-time employees. | 01/01/2024 |
| 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"> \$10.08 per hour for an enterprise with gross revenues of \$500,000 or more. \$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"> \$10.08 per hour for an enterprise with gross revenues of \$500,000 or more. \$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 |

Required Postings

| Posting Title | Who must post? | Regulation | Revision Date | On J. J. Keller Minnesota Poster |
|--|---|---------------------|---------------|----------------------------------|
| Minimum Wage | All employers | Minn. Stat. 177.24 | N/A | ✓ |
| Unemployment Insurance | All employers | Minn. Stat. 268.068 | 03/2022 | ✓ |
| Safety & Health Protection on the Job (MNOSHA) | All employers | Minn. Stat. 182.658 | 08/2017 | ✓ |
| Workers' Compensation – Employee Rights and Responsibilities | All employers | Minn. Stat. 176.139 | 08/2017 | ✓ |
| Know Your Rights (Age Discrimination) | All employers | Minn. Stat. 181.81 | 09/2017 | ✓ |
| Veterans Benefits and Services | Employers with more than 50 full-time employees | Minn. Stat. 181.536 | N/A | ✓ |

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>Minimum Wage: Employers whose employees work in Minneapolis for at least 2 hours in a week.</p> <p>Paid Sick Time: 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>Wage Theft: 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 07/2023

| 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) | <p>Minimum Wage: Employers in St. Paul with employees who work in the city limits for at least two hours in one week.</p> <p>Earned Sick and Safe Time: All St. Paul employers whose employees work in St. Paul at least 80 hours a year.</p> <p>Both include the city of St. Paul, but not other government employers.</p> | St. Paul Code of Ordinances, Sections 224.08 and 233.07 | N/A | ✓ |

Bloomington Employment Laws

Poster Compliance Date 07/2023

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

| | | | | |
|---------------------------|--|------------------------------|-----|---|
| Earned Sick and Safe Time | Employers with employees who work in Bloomington for at least 80 hours in a year, except government employers. | Bloomington City Code, 23.09 | 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 |
| 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 http://www.jjkeller.com/signs | 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 |

| Posting Title | Who must post? | Regulation | Revision Date |
|--|---|------------------------------------|---------------|
| Concealed Weapons/Firearms (Sign must indicate identity of business operator) See http://www.jjkeller.com/signs | Businesses wishing to prohibit firearms | Sec. 624.714, Subd. 17 9(1)(i); 18 | N/A |

MISSISSIPPI

State Poster Compliance Date 05/2020

[Return to Table of Contents](#)

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) Available from http://www.jjkeller.com/signs | Businesses wishing to prohibit firearms | Miss. Code Ann. Section 45-9-101 (13) | N/A |

MISSOURI

State Poster Compliance Date 01/2023

[Return to Table of Contents](#)

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. Posting does not fulfill this notice requirement. The notice is not part of the Missouri Labor Law Posters because posting does not fulfill the requirement. The notice can be emailed to employees and must also be given to new hires.

| Type of Change | Posting Title | Revision Details | Effective Date |
|----------------|-----------------------|---|----------------|
| Potential | Minimum Wage | An update to the state's minimum wage will bring a mandatory posting change. | 01/01/2024 |
| 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 http://www.jjkeller.com/signs</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 http://www.jjkeller.com/signs</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

State Poster Compliance Date 1/2024

Shipped 12/11/2023

2024 state minimum wage: \$10.30 per hour. Tipped minimum wage \$10.30 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 | Minimum Wage | The Montana Department of Labor and Industry has updated the state's minimum wage posting to show the 2024 minimum wage rate of \$10.30 per hour. | 01/01/2024 |
| Potential | Minimum Wage | A rate increase will bring a minimum wage posting update. The posting is optional, but it is a best practice to make employees aware of the new rate. | 01/01/2024 |
| 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> | 01/01/2024 | ✓ |
| 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 & 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 http://www.jjkeller.com/signs | The proprietor or manager of an establishment containing enclosed public places. | Mont Code Ann, Sec. 50-40-104. | N/A |

NEBRASKA

State Poster Compliance Date 1/2023

[Return to Table of Contents](#)

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 http://www.jjkeller.com/signs | 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 http://www.jjkeller.com/signs | 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 07/2023

Shipped 08/18/2023

[Return to Table of Contents](#)

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 |
|----------------|---|---|----------------|
| Minor | Domestic Violence Victim's Bulletin Domestic Worker's Rights Annual Minimum Wage Bulletin Annual Daily Overtime Bulletin AB 190 Required Posting AB 307 Required Posting SB 209 Required Posting | Updated to correct the dollar amount. | N/A |
| Potential | Domestic Violence Bulletin | Under A.B. 163, victims of sexual assault can take domestic violence leave. | 01/01/2024 |

| | | | |
|-----------|---|---|------------|
| Mandatory | <p>Minimum Wage</p> <p>Overtime</p> <p>Job Safety and Health Protection</p> <p>AB307</p> <p>Rules to be Observed by Employers</p> | <p>Nevada has made a mandatory change to its minimum wage poster to show the rates of \$11.25 and \$10.25 per hour that took effect on July 1, 2023. Minimum wage: As of July 1, 2023, employers who offer qualifying health benefits may pay the lower tier minimum wage of \$10.25 per hour. Employers who do not offer qualifying health benefits must pay the higher tier minimum wage of \$11.25 per hour.</p> <p>Overtime: Employees who earn less than \$15.375 per hour (and are offered qualifying health benefits) or less than \$16.875 per hour (and are not offered qualifying health benefits) are eligible for overtime at 1 ½ times their regular rate of pay for more than eight hours of work in a 24-hour period or more than 40 hours of work in a week.</p> <p>Job Safety and Health Protection: Penalty levels have been updated. Employers face mandatory penalties of up to \$15,625 for each serious violation and optional penalties of up to \$15,625 for each nonserious violation. Penalties of up to \$15,625 per day may be proposed for failure to correct violations. Any employer who willfully or repeatedly violates the Act may be assessed penalties of up to \$156,259 for each violation.</p> <p>AB 307 Required Posting: Updated with new contact information for employment and training programs and services.</p> <p>Rules to be Observed by Employers: The 2023 minimum wage rates have been added to the poster.</p> | 07/01/2023 |
| Minor | Annual Daily Overtime Bulletin | Updated to correct the dollar amount. | N/A |

| | | | |
|-----------|---|---|--------------------------|
| 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 | Minimum Wage Overtime Rules to be Observed AB 190 SB209 AB307 Job Safety and Health | <p>Mandatory changes have been made to these postings:</p> <p>Rules to be Observed by Employers: 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>Minimum wage: Annual bulletin updated with rate information for 2021.</p> <p>Overtime: 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>Safety and Health Protection on the Job: Updated with revised penalty levels.</p> <p>The state has added these mandatory postings:</p> <p>AB 190 Required Posting: 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>SB 209 Required Posting: 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>AB 307 Required Posting: 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> | 07/01/2021 10/01/2021 |

| | | | |
|-----------|-----------------------------------|---|------------|
| Mandatory | Workers' Compensation | 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 | |
| Mandatory | Overtime | 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. | 10/29/2020 |
| Mandatory | Rules to be Observed by Employers | 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. | 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 |

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 | ✓ |

| Posting Title | Who must post? | Regulation | Revision Date | On J. J. Keller Nevada Poster |
|--|---|---------------------------------|---------------|-------------------------------|
| 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 | ✓ |
| 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 §613.4377 | 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 | 01/2023 | ✓ |
| 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 |

| Posting Title | Who must post? | Regulation | Revision Date |
|--|---|---|---------------|
| 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 http://www.jjkeller.com/signs</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 http://www.jjkeller.com/signs</i> | Public buildings wishing to prohibit firearms | Nevada Revised Statutes 202.3673 (3)(b) | N/A |

NEW HAMPSHIRE

State Poster Compliance Date 8/2019

[Return to Table of Contents](#)

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

| Type of Change | Posting Title | Revision Details | Effective Date |
|----------------|---|--|----------------|
| 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) <i>Available from http://www.jjkeller.com/signs</i> | Private and public employers and facilities | Indoor Smoking Act, Senate Bill 42; RSA 155:64-77 | N/A |

NEW JERSEY

State Poster "A" Compliance Date 07/2023

State Poster "B" Compliance Date 03/2023

Shipped: 07/05/2023

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.

[Return to Table of Contents](#)

| Type of Change | Posting Title | Revision Details | Effective Date |
|----------------|--------------------------|--|--|
| Potential | Minimum Wage | A minimum wage increase will bring a mandatory posting change. | 01/01/2024 |
| Mandatory | SAFE Act | New Jersey has updated its SAFE Act posting with a mandatory change to revise information about covered reasons for leave. Please note that although this law took effect in February 2019, the posting has a revision date of 04/2022. The state updated the posting online in 2023. | 02/19/2019 (Posting update published in 2023) |
| Mandatory | Child Labor Law Abstract | Under A4222, working hours for minors have been expanded. During summer vacation, employees who are 16 or 17 years old may not work more than 10 hours per day or 50 hours per week. Previously, they could not work more than 8 hours per day or 40 hours per week. In addition, employees who are 16 or 17 years old may not work before 6 a.m. or after 11 p.m. in street trades. Previously, they could not work before 7 a.m. or after 7 p.m. This change took effect on July 5, 2022, under Bill A4222. However, the poster was not updated until February 2023. Please note that this will bring a mandatory change only to the New Jersey "B" poster. The New Jersey "B" poster will be updated with a new compliance date of MAR2023. The New Jersey "A" poster will not change. It will remain complaint | 07/05/2022 (Law took effect in July 2022; Posting updated by state in late February 2023) |

| | | | |
|--|--|---------------------------------------|--|
| | | with a compliance date of JAN2023. | |
|--|--|---------------------------------------|--|

| | | | |
|-----------|--|---|------------|
| 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"> • The minimum wage for seasonal and small employers is \$12.93 per hour. • The minimum wage for agricultural employers is \$12.01 per hour. • The minimum cash wage for tipped workers is \$5.26 per hour. • The minimum wage for long-term care facility direct care staff members is \$17.13 per hour. | 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"> • 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. • 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. | 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 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.J.A.C. 13:8-1.2 | 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 | ✓ |

| Posting Title | Who must post? | Regulation | Revision Date | On J. J. Keller New Jersey Poster |
|---|---|---|---------------|-----------------------------------|
| 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 | 04/2022 | ✓ |
| 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 | 02/2023 | ✓ |
| 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 07/2022</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 |
| 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 01/2023</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 http://www.jjkeller.com/signs | 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

State Poster Compliance Date 07/2023

[Return to Table of Contents](#)

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

| Type of Change | Posting Title | Revision Details | Effective Date |
|----------------|---|--|----------------|
| Mandatory | Discrimination | New Mexico has made a mandatory change to its Discrimination poster to add gender to the list of prohibited discriminatory bases. | 07/01/2023 |
| 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 |
|---|--|--|---------------|-----------------------------------|
| Discrimination is Against the Law <i>(Bilingual)</i> | All employers | N. Mex. Stat. Ann §28-1-14 | 07/2023 | ✓ |
| Minimum Wage | All employers | N. Mex. Stat. Ann. §50-4-25 | N/A | ✓ |
| Safety & Health Protection on the Job (NMOSH) <i>(Bilingual)</i> | All employers | N. Mex. Stat. Ann. §50-9-5 | N/A | ✓ |
| 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 posted 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>Should 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 01/2023

| 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 | ✓ |

| Posting Title | Who must post? | Regulation | Revision Date | Included with Update Service |
|--|---|---|---------------|------------------------------|
| Bernalillo Count 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 03/2023*

| 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 | 3/2023 | ✓ |

*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 |

| Posting Title | Who must post? | Regulation | Revision Date |
|--|--|------------------------------|---------------|
| No Smoking (State-specific) <i>Available from http://www.jjkeller.com/signs</i> | Each indoor workplace and each public place. | Chapter 24, Section 16 | N/A |
| Concealed Weapons/Firearms (General Notice) <i>Available from http://www.jjkeller.com/signs</i> | 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

State Poster Compliance Date 01/2023

[Return to Table of Contents](#)

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

Annual increases based on inflation.

| Type of Change | Posting Title | Revision Details | Effective Date |
|----------------|--|---|--|
| Minor | Permitted Working Hours Chart | Contact information updated. | N/A |
| Potential | Minimum Wage | A minimum wage increase will bring a mandatory posting change. | 01/01/2024 |
| Minor | Public Work Project | Contact information change. | N/A |
| Mandatory | Minimum Wage Veterans Benefits and Services | <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> <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"> • Mental health and substance abuse resources • Legal services • Tax benefits • Education, workforce, and training resources <p>Additional resources</p> | <p>12/31/2022 (Minimum Wage)</p> <p>01/01/2023 (Veterans Benefits)</p> |

| | | | |
|---|-------------------------------------|--|------------|
| 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 | Updated to show the following rates: <ul style="list-style-type: none"> • Large and small employers in New York City: \$15 per hour • Long Island and Westchester employers: \$13 per hour • Employers in the remainder of New York State: \$11.80 per hour The poster also shows overtime rates and rates for tipped workers. | 12/31/2019 |
| Mandatory | Discrimination | Updated to reflect new laws: <ul style="list-style-type: none"> • Prohibiting discrimination against individuals based on religious garb and facial hair (effective 10/08/2019); • Expanding protections to domestic workers and independent contractors (effective 10/11/2019); • Prohibiting discrimination based on reproductive choices, (effective 11/08/2019); • Protecting victims of domestic violence from employment discrimination, (effective 11/18/2019); and Expanding the state's human rights law to cover all employers in the state (effective 02/08/2020). | Various (see details) |

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 | ✓ |
| HERO Act – A company’s airborne infectious disease exposure prevention plan only needs to 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 | |

| Posting Title | Who must post? | Regulation | Revision Date | On J. J. Keller New York Poster |
|--|--|----------------------------------|---------------|---------------------------------|
| 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 |
|---|---|--|---------------|--|
| <p>Written notice of Electronic Monitoring</p> <p><i>Additional information on the Electronic Monitoring notice requirement</i></p> | <p>Employers who monitor or intercept employee telephone or email communications or internet usage.</p> | <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 for 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> | | <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></p> |

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.

Electronic Posting

New York employers must make labor law posters and other posted documents available electronically. In addition, employers must continue to display physical labor law posters.

The electronic posting requirement may be met through posting on the employer’s website or by email. Employers must notify employees that the postings are available electronically.

New York Labor Code § 201 states:

Laws and orders to be posted. Wherever persons are employed who are affected by the provisions of this chapter or of the industrial code, the commissioner shall furnish to the employer copies or abstracts of such provisions, rules and orders as he may deem necessary affecting such persons. The copies or abstracts shall be in such language as the commissioner may require and shall be kept posted by the employer in a conspicuous place on each floor of the premises. Digital versions of such copies and abstracts shall also be made available through the employer’s website or by email. Employers shall provide notice that documents required for physical posting are also available electronically. All other documents required to be physically posted at a worksite pursuant to state or federal law or regulation shall also be made electronically available in the manner described pursuant to this section.

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> | Employers in the agricultural industry. This includes those involved in 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 the handling, planting, drying, packing, packaging, processing, freezing, grading, storing or delivering to market or to a carrier for transportation to market, of any agricultural or horticultural commodity raised on the employer's farm. | 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 01/2023</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 |
| Wage Deductions Tip Appropriation <i>Compliance Date 01/2023</i> | Employers engaged in the sale or service of food or beverages | Sec. 196.d of the NY State Labor Laws Sec. 193 of the NY State Labor Laws | 09/2022 08/2020 |
| Workplace Safety & Health for Public Employees Right to Know <i>Compliance Date 07/2017</i> | Public sector employers | General Business Law, Sec. 393-c, as added by A. 11009 | 07/2017 04/2020 |
| Construction Industry Fair Play Act <i>Compliance Date 11/2011</i> | Construction industry employers | S5847F Cal. No. 782 | 06/2022 |
| Commercial Goods Transportation Industry Fair Play Act <i>Compliance Date 03/2014</i> | 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 http://www.jjkeller.com/signs</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

[Return to Table of Contents](#)

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

| Type of Change | Posting Title | Revision Details | Effective Date |
|----------------|--|---|--|
| Mandatory | 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) <i>(Employer must fill in information.)</i> | 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) Available from http://www.jjkeller.com/signs | 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) Available from http://www.jjkeller.com/signs | Property owners wishing to ban weapons | N.C. Gen. Stat. 14-415-11 | N/A |

NORTH DAKOTA

State Poster Compliance Date 8/2015

[Return to Table of Contents](#)

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"> 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. <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 http://www.jjkeller.com/signs | 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

State Poster Compliance Date 01/2023

[Return to Table of Contents](#)

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 |
|----------------|------------------------------|---|----------------|
| Potential | Minimum Wage | A minimum wage increase will bring a mandatory posting change. | 01/01/2024 |
| Minor | Equal Employment Opportunity | Revision date has been updated. | N/A |
| 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 | N/A | ✓ |
| Minor Labor Laws | All employers | Ohio Revised Code §4109.08 | 09/13/2016 | ✓ |
| Unemployment Compensation (optional) | Optional posting | N/A | 04/2017 | ✓ |
| Workers' Compensation – <i>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 http://www.jjkeller.com/signs</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 http://www.jjkeller.com/signs</i> | Businesses and other entities wishing to prohibit firearms | Ohio Revised Code 2923.126C | N/A |

OKLAHOMA

State Poster Compliance Date 3/2022

[Return to Table of Contents](#)

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. §44-4334 | 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 http://www.jjkeller.com/signs</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 http://www.jjkeller.com/signs</i> | Property owner or employer wishing to prohibit firearms | Title 21 Oklahoma Statutes Sec. 1290.22 | N/A |

OREGON

State Poster Compliance Date 7/2023

Shipped 07/20/2023

[Return to Table of Contents](#)

State minimum wage: \$13.20 per hour (nonurban counties), \$14.20 (standard), \$15.45 (Portland metro).

Tipped employees must be paid full state minimum wage. Annual CPI (inflation) adjustment.

| Type of Change | Posting Title | Revision Details | Effective Date |
|----------------|---|---|----------------|
| Mandatory | Minimum Wage | The minimum wage posting was updated with new rates: \$14.20 per hour (standard rate); \$15.45 per hour (Portland metro area); \$13.20 per hour (nonurban counties). | 07/01/2023 |
| Mandatory | Workplace Accommodations | Information added to indicate that a reasonable period of leave is a possible accommodation. | 02/01/2023 |
| 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 | Minimum Wage Equal Pay Family Leave Sick Time | <p>The Oregon Bureau of Labor and Industries has made mandatory changes to the following postings:</p> <p>Minimum Wage: 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>Equal Pay: 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>Family Leave: 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>Sick Time: Coverage for bereavement, parental leave, and child care leave has been added.</p> | 07/01/2021 |
| Minor | Breaks and Overtime Sexual Harassment | 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 | Updated with new rates for 2020/2021: <ul style="list-style-type: none"> Portland Metro Area: \$13.25 Standard Rate: \$12 Nonurban counties: \$11.50 | 07/01/2020 |
| Minor | Breaks and Overtime, Sexual Harassment, Equal Pay, Family Leave, Sick Time | 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"> Portland Metro: \$12.50 per hour Nonurban Counties: \$11 per hour Standard: \$11.25 per hour | 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 | ✓ |

| Posting Title | Who must post? | Regulation | Revision Date | On J. J. Keller Oregon Poster |
|---|---|---|---------------|-------------------------------|
| 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 | 12/2021 | ✓ |
| Sick Time Law | All employers (May be posted or a written notice may be distributed to each employee or included in a handbook.) | 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 | ✓ |
| Workplace Accommodations Notice <i>Employer must fill in information</i> | Employers with six or more employees | Or. Rev. Stat. §659A.885. | 02/2023 | ✓ |
| 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 www.oregon.gov/employ/tax.</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 07/2023</i> | Agricultural Industry | Oregon Minimum Wage Law and Child Labor Law | 07/2022 |

| Posting Title | Who must post? | Regulation | Revision Date |
|--|--|--|---------------|
| 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 http://www.jjkeller.com/signs</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 8/2022

[Return to Table of Contents](#)

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"> • An employer may pay a reduced minimum wage to an employee who makes \$135 per month in tips, • Executive, administrative, and professional employees, as defined by the department, are exempt from the minimum wage and overtime rates, • Bona fide outside salespeople are exempt from minimum wage and overtime rates, • Employees engaged in the processing of maple sap are exempt from overtime, • Motion picture employees are exempt from overtime, and • Air carrier employees may be subject to the provisions of the Railway Labor Act. | 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

This temporary poster is available here: [2021 COVID-19 Pandemic Paid Sick Leave NOTICE POSTER \(phila.gov\)](https://www.phila.gov/2021/04/23/covid-19-pandemic-paid-sick-leave-notice-poster)

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 http://www.jjkeller.com/signs</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

[Return to Table of Contents](#)

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 SDRico 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 (SINOT) | 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

State Poster Compliance Date 01/2023

[Return to Table of Contents](#)

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 |
|----------------|----------------------------|--|----------------|
| Potential | Minimum Wage | Penalties for wage payment violations will change under HB 5902. A separate offense occurs for each period when an employer does not wages in a timely manner. | 01/01/2024 |
| Mandatory | Minimum Wage Pay Equity | 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 department has also released a new mandatory Pay Equity Act posting that must be displayed by all employers. | 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 http://www.jjkeller.com/signs</i> | Private and public employers and facilities | RI GenLaws, Sec. 23-20.10-7 | N/A |

SOUTH CAROLINA

State Poster Compliance Date 1/2023

[Return to Table of Contents](#)

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 | Employment Discrimination | Website update. | N/A |
| 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 | ✓ |
| Unemployment Insurance | All employers | S.C. Regs.Rule 47-11 | 05/2016 | ✓ |

| Posting Title | Who must post? | Regulation | Revision Date | On J. J. Keller South Carolina Poster |
|--|----------------|--------------------------|---------------|---------------------------------------|
| 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) Available from http://www.jjkeller.com/signs | Businesses wishing to prohibit firearms | South Carolina Statutes Sec. 23-31-235 | N/A |

SOUTH DAKOTA

State Poster Compliance Date 1/2024

Shipped 12/11/2023

2024 state minimum wage: \$11.20 per hour; \$5.60 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 2024 minimum wage rate of \$11.20 per hour. | 01/01/2024 |
| Potential | Minimum Wage | A rate increase will bring a minimum wage posting update. The posting is optional, but it is a best practice to make employees aware of the new rate. | 01/01/2024 |
| Minor | Workers' Compensation | Rate updates. | 07/2023 |
| 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 |
| 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 | ✓ |

| Posting Title | Who must post? | Regulation | Revision Date | On J. J. Keller South Dakota Poster |
|---|-------------------------------|------------|---------------|-------------------------------------|
| 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 http://www.jjkeller.com/signs | 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

[Return to Table of Contents](#)

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 | Unemployment Insurance | Contact information updated. | N/A |
| 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 (d); §50-5-111(3) | 08/2017 | ✓ |
| Unemployment Insurance | All employers | Rule 0800-10-03.09; Tenn. Code Ann. §50-7-106 | 02/2023 | ✓ |
| 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 | ✓ |

| Posting Title | Who must post? | Regulation | Latest Rev. Date | On J. J. Keller Tennessee Poster |
|---|--|--|------------------|----------------------------------|
| Discrimination in Employment <i>(Bilingual)</i> | 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 http://www.jjkeller.com/signs</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 http://www.jjkeller.com/signs</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)

[Return to Table of Contents](#)

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

| Type of Change | Posting Title | Revision Details | Effective Date |
|----------------|------------------------------|---|--|
| Potential | Workplace violence reporting | HB 915 requires all Texas employers to post a notice with contact information for reporting instances of workplace violence or suspicious activity. The law amends Title 3 of the Labor Code to add Chapter 104A, Reporting Workplace Violence. The notice needs to be provided in English and Spanish, as appropriate. The law takes effect on September 1, 2023, but the Texas Workforce Commission is directed to adopt rules by March 1, 2024. The poster may not be released until after the commission has adopted rules. | 09/01/2023; Poster due to be released by 03/01/2024 |
| Minor | EEO | Updated with pregnancy accommodation information. This posting is optional, so the update is minor | N/A |
| 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 | ✓ |
| Workers' Compensation (Notice 6) <i>(Employer must fill in information)</i> <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 <i>(Employer must fill in information)</i> 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 <i>(Bilingual)</i> | 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) <i>(Employer must fill in information) Notices in English, Spanish, and any other language common to the employer's employee population must be posted.</i> | 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 <i>(Employer must fill in information)</i> 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 <i>(Bilingual)</i> | 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> <i>Compliance Date 01/2013</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> <i>Compliance Date 12/2015</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> <i>Compliance Date 12/2015</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> <i>Compliance Date 01/2013</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 http://www.jjkeller.com/signs | 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"> • Gun dealers • Hospitals and nursing homes • Businesses where unlicensed carry is prohibited | 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

[Return to Table of Contents](#)

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 & 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 http://www.jjkeller.com/signs</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 http://www.jjkeller.com/signs</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

State Poster Compliance Date 08/2023

[Return to Table of Contents](#)

Shipped 09/01/2023

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 |
|----------------|---|---|----------------|
| Potential | Minimum Wage | A minimum wage rate increase will bring a mandatory posting change. | 01/01/2024 |
| Mandatory | Sexual Harassment is Illegal | The Vermont Department of Labor has made a mandatory change to its Sexual Harassment is Illegal poster to note that sexual harassment does not need to be severe or pervasive to be unlawful. | 07/01/2023 |
| 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) | 07/2023 | ✓ |
| 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 V.S.A. §691a | 09/2014 | ✓ |
| Earned Sick Time Act | All employers | 21 V.S.A. §483 (j) | N/A | ✓ |
| Accommodations for Pregnant Employees | All employers | 21 V.S.A. §495k (c) | 11/2017 | ✓ |
| Employment Protections for Victims of Crime | All employers | 21 V.S.A. §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 |

| Posting Title | Who must post? | Regulation | Revision Date |
|--|--|---|---------------|
| No Smoking (General notice) <i>Available from http://www.jjkeller.com/signs</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

State Poster Compliance Date 08/2023

[Return to Table of Contents](#)

Shipped 09/12/2023

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 | Job Safety and Health | The Virginia Department of Labor and Industry has made a mandatory change to its Job Safety and Health Information posting to update penalty information. | 08/01/2023 |
| 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 | 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 | 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 accommodation 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"> • Mandatory penalties of up to \$13,277 for each serious violation, • Optional penalties of up to \$13,277 for each other-than-serious violation, • A penalty of up to \$13,277 per day for failure to correct violations, and Penalties of up to \$132,764 for each willful or repeated violation. | OSHA: 08/01/2020 |
| | Human Rights Act | <p>It has also added new human rights and non-compete posting requirements: 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 | 08/2023 | ✓ |
| 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 | ✓ |

Specialty 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 http://www.jjkeller.com/signs</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

State Poster Compliance Date 01/2024

Estimated ship date: 01/04/2024

List run date: 12/01/2023

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.

[Return to Table of Contents](#)

| Type of Change | Posting Title | Revision Details | Effective Date |
|----------------|--|--|----------------|
| 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 \$1,456 per week. | 01/01/2023 |
| Potential | Paid Family Leave Minimum Wage | A change to the wage replacement cap is expected to bring a mandatory posting change. A minimum wage rate increase will bring a change to the minimum wage poster. | 01/01/2024 |
| 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 | 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 | 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"> • Leave for victims of domestic violence, sexual assault or stalking (posting update required effective Dec. 31, 2019; willful posting violation carries a \$100 fine); • Paid Family and Medical Leave (effective January 1, 2020); • Equal Pay Opportunity Act (effective June 6, 2018); • Meal and rest break information for agricultural workers (reflects a 2015 state Supreme Court decision). <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 | 10/2023 | ✓ |

*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 & 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 http://www.jjkeller.com/signs | 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

[Return to Table of Contents](#)

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 | | |
| <i>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.</i> | 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 http://www.jjkeller.com/signs | 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

[Return to Table of Contents](#)

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 http://www.jjkeller.com/signs</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 http://www.jjkeller.com/signs</i> | Businesses wishing to ban firearms | Wisconsin Statutes 943.13 (2)(bm)(2)(b) | N/A |

WYOMING

State Poster Compliance Date 10/2023

Posters shipped 11/10/2023

[Return to Table of Contents](#)

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

| Type of Change | Posting Title | Revision Details | Effective Date |
|----------------|---|--|----------------|
| Mandatory | Health and Safety Protection on the Job | Penalty information updated. | 09/06/2023 |
| 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 | ✓ |
| Safety & Health Protection on the Job (WYOSH) | All employers | Wyo. Stat. §27-11-101 et seq. | 04/18/2018 | ✓ |

| Posting Title | Who must post? | Regulation | Revision Date | On J. J. Keller Wyoming Poster |
|--|----------------|------------|---------------|--------------------------------|
| Attention Employees: Your Rights are Protected | All employers | N/A | N/A | ✓ |

POSTING NEWS and REGULATORY ALERTS

[Return to Table of Contents](#)

DOL, EEOC make mandatory posting changes

Posted June 14, 2023

The Department of Labor (DOL) and Equal Employment Opportunity Commission (EEOC) have made mandatory changes to workplace postings:

- The Employee Rights Under the Fair Labor Standards Act (FLSA) posting from the DOL has been updated with information relating to the Providing Urgent Maternal Protections (PUMP) for Nursing Mothers Act. Employers must post the **April 2023 version**.
- The Know Your Rights: Workplace Discrimination is Illegal posting from the EEOC has been updated with information about employee rights under the Pregnant Workers Fairness Act (PWFA). When the law takes effect, employers must post the **June 27, 2023, version**.

FLSA pdate: The updated posting includes information about the PUMP Act. . This law was signed in December 2022 and enforcement provisions took effect in April.

The section of the FLSA poster previously called Nursing Mothers is now called Pump at Work.

The poster notes that the law requires employers to provide reasonable break time for a nursing mother to express breast milk and must provide a place, other than a bathroom, that is shielded from view which may be used by the employee.

Previously, the poster stated that this right to break time only applied to employees subject to the FLSA's overtime requirements (i.e., nonexempt "hourly" workers).

The poster has an April 2023 revision date in the lower right corner.

Know Your Rights update: The revised Know Your Rights poster contains new information about employee rights under the PWFA. The poster has a revision date of June 27, 2023, the date the new law takes effect.

The updated poster notes that:

- Employers may not discriminate against employees on the basis of pregnancy, childbirth, or related medical conditions.
- Failure to provide reasonable accommodations for pregnancy, childbirth, or related medical conditions can be discriminatory.

The EEOC has also added information about threatening workplace conduct. The updated poster lets employees know that:

- Discriminatory conduct can include behaviors that coerce, intimidate, threaten, or interfere with someone exercising their rights, or someone assisting or encouraging someone else to exercise their rights regarding disability discrimination or pregnancy accommodation.
- Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation is an illegal type of employment discrimination.

EEOC increases posting fine

Posted March 24, 2023

The Equal Employment Opportunity Commission (EEOC) has increased the penalty for failing to post the “Know Your Rights: Workplace Discrimination is Illegal” posting to \$659 for each separate offense.

Employers with 15 or more employees must display the poster, which describes employee rights under anti-discrimination laws such as Title VII of the Civil Rights Act of 1964, the Genetic Information Non-Discrimination Act (GINA), and the Americans with Disabilities Act (ADA).

EEOC posting updated in October

The EEOC released the “Know Your Rights” posting in October 2022 as a replacement for the “Equal Employment Opportunity is the Law” posting.

The updated posting clarifies that sex discrimination includes discrimination based on pregnancy and related conditions, sexual orientation, or gender identity and notes that harassment is a prohibited form of discrimination.

In addition, the “Know Your Rights” poster includes a quick response (QR) code that links to a webpage with information on how to file a charge of discrimination.

Mandatory posting change expected in June

Covered employers are currently required to display the version of the poster with an October 2022 revision date.

An updated version of the “Know Your Rights” poster is expected to be released by June 27, 2023, when the Pregnant Workers’ Fairness Act takes effect.

The Act was signed in December as part of a spending bill and will provide protections relating to pregnancy, childbirth, or related medical conditions. Information about these protections will be added to the poster, and employers will be required to display the updated version.

Annual increase required under law

Each year, the penalty for failing to post the EEOC’s mandatory poster increases. The adjustment for inflation is required under the Federal Civil Penalties Inflation Adjustment Act Improvements Act of 2015.

Other federal agencies are required to increase penalties under the law as well, and the Department of Labor (DOL) announced its posting penalty increases in January. The DOL’s maximum penalties 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

Effective dates for updated penalties

The updated fine amounts apply to violations assessed after the effective date of the adjustment.

The EEOC’s updated penalty applies to violations assessed after March 23, 2023, and the DOL’s updated penalties apply to penalties assessed after January 15, 2023.

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

To avoid penalties, post as required

Employers can avoid posting penalties by properly displaying all required labor law posters. To do this:

- Display all postings required under federal, state, and local laws
- Prominently place posters in an area that is easily accessible to employees
- Keep posters up-to-date; make sure the October 2022 version of the “Know Your Rights” poster is on the wall
- Make sure posters are readable and not defaced

If employees work remotely from their home, it is a best practice to make the posters electronically available.

Post for applicants as well

The “Know Your Rights” posting must be visible to applicants as well as employees.

If a workplace’s labor law posters are not displayed in an area where applicants are likely to view them, a copy the “Know Your Rights” posting should be placed in an interview room or another location where it is likely to be seen by job applicants.

Key to remember: Employers face greater penalties for failing to properly display labor law posters.

| Posting Penalty Summary | | |
|--------------------------------|------------------|------------------|
| Posting Name | 2022 fine | 2023 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 | \$659 |
| Total | \$38,314 | \$41,281 |

[Return to Table of Contents](#)