

# LATEST UPDATES

## Labor Law Updates By State

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### FEDERAL CHANGES

#### **1/31/20 - Mandatory FEDERAL Labor Law Change!**

The United States Department of Labor (DOL) has made a mandatory change to the federal contractor minimum wage posting to show the 2020 rate of \$10.80 per hour.

The “Worker Rights Under Executive Order 13658” posting applies to employers with new and replacement contracts covered by the executive order. The posting shows the federal minimum wage for contractors, which is adjusted annually for inflation.

**This poster will be available to ship on January 31, 2020.**

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### ALASKA

#### **1/22/20 - Mandatory Alaska Labor Law Change!**

The Alaska Department of Labor and Workforce Development has updated its minimum wage poster to show the 2020 rate of \$10.19 per hour.

**This poster will be available to ship on January 22, 2020.**

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### ARKANSAS

#### **08/15/19 - Mandatory Arkansas Labor Law Change!**

The Arkansas Department of Labor and Licensing has made a mandatory change to its Notice to Employer and Employee to update a child labor law.

**This poster will be available to ship on 8/07/2019**

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### CALIFORNIA

## **2/03/20 - Mandatory California Posting Changes**

Employment law revisions are bringing two mandatory posting changes to California:

- The state's discrimination poster has been updated to clarify that race discrimination includes discrimination based on hair texture and protective hairstyles, such as braids, locks, and twists.
- The state's discrimination and transgender rights posters now state that complaints must be filed within three years of the last act of discrimination, rather than one year.

The state has also updated its Family Care & Medical Leave & Pregnancy Disability Leave with minor changes.

**This poster will be available to ship on February 3, 2020.**

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## **CONNECTICUT**

### **10/31/19 - Mandatory Connecticut Labor Law Change!**

The Connecticut Commission on Human Rights and Opportunities has made a mandatory change to its sexual harassment poster.

**This poster will be available to ship on 10/31/2019**

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## **FLORIDA**

### **11/27/19 - Two Florida agencies have made mandatory posting changes:**

The Florida Department of Economic Opportunity has updated the state's minimum wage posting to show the 2020 rate of \$8.56 per hour. Tipped employees must receive a minimum wage of \$5.54 per hour, in addition to tips.

- The Florida Department of Revenue has updated the state's unemployment insurance posting with new instructions for filing a claim.
- The state's Workers' Compensation posting was also updated with a minor change. It notes that the fraud reporting link was updated in February 2019.

**This poster will be available to ship on 11/27/2019**

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## **GEORGIA**

### **07/01/19 - Mandatory Georgia Labor Law Change!**

There is a mandatory state changes to the GA labor law posters. The Georgia State Board of Workers Comp has updated the Bill of Rights for Injured Workers Posting to show updated benefit amounts.

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## ILLINOIS

### **1/23/20 - Mandatory Illinois Labor Law Change!**

The Illinois Department of Labor has made a mandatory change to its minimum wage posting to show the 2020 rate of \$9.25 per hour.

The poster also shows a schedule of increases that will take effect each January 1 through 2025.

**This poster will be available to ship on January 23, 2020.**

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## INDIANA

### **08/07/19 - Mandatory Indiana Labor Law Change!**

The Indiana Occupational Safety and Health Act posting has been updated with mandatory changes to add information on penalties that could be imposed in connection with a worker fatality.

**This poster will be available to ship on 8/07/2019**

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## MARYLAND

### **10/22/19 - Mandatory state change to the Maryland labor law posters**

The Maryland Department of Labor has updated its child labor poster with a new website for special work permits and the state indicates that this is a mandatory change.

**This poster will be available to ship on 10/31/2019**

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### **10/01/19 - Mandatory state change to the Maryland labor law posters**

The Equal Pay for Equal Work posting has been updated with new penalty information. The law's penalties were expanded as of October 1 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.

**This poster will be available to ship on 11/26/2019**

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### **07/01/19 - Mandatory Maryland posting changes**

The Maryland Division of Labor and Industries has updated the state's Minimum wage poster to

show new rates that take effect on July 1, 2019.

**This poster will be available to ship on 6/27/2019**

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## **MASSACHUSETTS**

### **07/11/19 - Mandatory Massachusetts posting changes**

The Massachusetts Department of Family and Medical Leave has made a mandatory change to the Paid Family and Medical leave Poster to change the contribution date to October 1<sup>st</sup>.

**This poster will be available to ship on 7/11/2019**

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## **MINNESOTA**

### **12/02/19 - Mandatory Minnesota posting changes**

The Minnesota Department of Labor and Industry has made a mandatory change to its minimum wage posting to show the 2020 rate of \$10 per hour. The posting also shows the \$8.15 per hour rate which applies to small employers, trainees ages 18 and 19, employees age 17 and younger, and those who hold J-1 Visas.

**This poster will be available to ship on 12/02/2019**

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## **MONTANA**

### **12/09/19 - Mandatory Montana posting changes**

The Montana Department of Labor and Industry has updated its minimum wage posting to show the 2020 rate of \$8.65 per hour.

**This poster will be available to ship on 12/09/2019**

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## **NEVADA**

### **12/9/19 - Mandatory Nevada posting changes**

The Nevada Division of Industrial Relations has updated two labor law postings with mandatory changes:

- **Definitions of employee, employer, and independent contractor have been added to the workers' compensation posting.**

- **Penalty amounts have been updated on the Safety and Health Protection on the Job (OSHA) poster.**

Nevada has been extremely active posting updates and additions this year. In 2019, the state has **made six mandatory posting changes** and has added **four new required postings**.

**This poster will be available to ship on 12/16/2019**

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## **NEW JERSEY**

### **08/15/19 - Mandatory New Jersey posting changes**

The New Jersey Unemployment and Temporary Disability Benefits Laws has updated information on how to apply for disability benefits and includes new contact information for the program.

**This poster will be available to ship on 9/04/2019**

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### **07/01/19 - Mandatory New Jersey posting changes**

The New Jersey Department of Labor has made mandatory changes to the state's minimum wage posting. The change is effective July 1<sup>st</sup>, 2019

**This poster will be available to ship on 7/26/2019**

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## **NEW MEXICO**

### **1/30/20 - Mandatory New Mexico posting changes**

The New Mexico Department of Workforce Solutions has updated its minimum wage poster to show the 2020 rate of \$9.00 per hour. The poster also shows the 2020 tipped employee minimum wage of \$2.35 per hour.

**This poster will be available to ship on January 30, 2020.**

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## **NEW YORK**

### **12/31/19 - New York posting changes - Updated wage orders**

The New York Department of Labor has updated wage orders for the apparel, agricultural, building service, and hospitality industries to show the rates in effect from December 31, 2019, to December 31, 2020.

The wage orders **must be posted** by employers in these industries. They show the separate

minimum wage and overtime rates for New York City, Long Island and Westchester County, and the remainder of the state.

The Wage Orders from J. J. Keller & Associates will be updated with the minimum wage changes. Update Service subscribers will automatically receive a new Wage Order poster if it applies to their industry.

**This poster will be available to ship on February 11, 2020.**

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## **OHIO**

### **11/27/19 - Mandatory Ohio posting changes**

The Ohio Department of Commerce has made a mandatory change to its minimum wage posting to show the 2020 rate of \$8.70 per hour. The posting also shows the new tipped employee rate of \$4.35 per hour. It notes that employers who gross less than \$319,000 may pay employees at least the federal minimum wage rate.

**This poster will be available to ship on 11/27/2019**

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## **OKLAHOMA**

### **1/30/20 - Mandatory Oklahoma posting changes**

The state of Oklahoma has updated its workers' compensation poster to show changes made to the state's workers' compensation system.

Text barring claims for additional compensation was deleted from the poster and replaced with text explaining that an injured worker can file within one year of the date of injury or six months from the date of their last issuance of WC benefits.

The Oklahoma Employment Law Posters from J. J. Keller & Associates, Inc., will be updated with the mandatory change. Subscribers to the Update Service will automatically receive a revised poster

**This poster will be available to ship on January 30, 2020**

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## **OREGON**

### **07/01/19 - Mandatory Oregon posting changes**

The Oregon Bureau of Labor and Industries has updated the state's Minimum wage poster to show new rates that take effect on July 1, 2019.

**This poster will be available to ship on 6/26/2019**

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## **SOUTH DAKOTA**

### **12/03/19 - Mandatory South Dakota posting changes**

The South Dakota Department of Labor and Regulation has updated its minimum wage posting to show the 2020 rate of \$9.30 per hour. The posting also shows the new tipped employee rate of \$4.65 per hour

**This poster will be available to ship on 12/03/2019**

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## **VERMONT**

### **07/01/19 - Mandatory Vermont posting changes**

The Vermont Department of Labor has made a mandatory change to its minimum wage posting to show the 2020 rate of \$10.96 per hour. The posting also shows the new maximum tip credit of \$5.48 per hour.

**This poster will be available to ship on 12/06/2019**

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## **VIRGINIA**

### **08/01/19 - Mandatory Virginia posting change**

The Virginia Department of Labor and Industry has made a mandatory change to its Job Safety and Health Protection posting showing new penalties in effect August, 1<sup>st</sup>.

**This poster will be available to ship on 9/18/2019**

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## **WASHINGTON**

### **1/30/20 - Mandatory Washington posting changes**

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.

The new mandatory Paid Family and Medical Leave Posting describes which workers are eligible for leave and explains employee rights under the law.

In addition to showing the 2020 rate, the minimum wage posting also shows the new minimum wage

of \$11.48 per hour for 14 and 15-year-olds.

**This poster will be available to ship on January 30, 2020.**

### **07/28/19 - Mandatory Washington posting changes**

The Washington Employment Security Department released new mandatory domestic violence resources posting that must be displayed by all employers, effective July 28<sup>th</sup>.

**This poster will be available to ship on 9/18/2019**

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## **WISCONSIN**

### **09/26/19 - Mandatory Wisconsin posting changes**

The Wisconsin Department of Workforce Development has made mandatory changes to its unemployment insurance posting. New posters will be required.

**This poster will be available to ship on 10/16/2019**

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**Check out our article on Labor Laws in Construction**

<https://news.whitecap.com/labor-law-posters/>