




Keep up with the latest developments in employment law postings. States highlighted in **red** have mandatory changes that **RECENTLY WENT INTO EFFECT** or are **COMING SOON**.

 **Mandatory changes** require employers to display a new poster. Subscribers to the J. J. Keller & Associates, Inc.® Employment Law Update Service automatically receive the new version.

 **Minor changes** are not substantial. A new poster does not need to be displayed, as the existing posting remains in compliance.

 **Pending changes** are being monitored by J. J. Keller and Associates, Inc.® A change is expected; we do not yet know if the change will be mandatory or minor.

Click on the links below to view recent and potential poster changes.

FEDERAL
FEDERAL CONTRACTOR
ALABAMA
ALASKA
ARIZONA
ARKANSAS
CALIFORNIA
CALIFORNIA/Other
COLORADO
CONNECTICUT
DELAWARE
DISTRICT OF COLUMBIA
FLORIDA
GEORGIA
Georgia/Specialty
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

FEDERAL

Poster Compliance Date 8/2016

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Potential	Minimum Wage	<p>Congress is considering COVID-19 relief legislation that could impact include a minimum wage increase. This would impact the FLSA poster.</p> <p>Two other minimum wage bills have also been introduced:</p> <ul style="list-style-type: none"> Higher Wages for American Workers Act Raise the Wage Act 2021 	TBD	TBD	TBD	TBD
Potential	FMLA	<p>The FAMILY Act has been re-introduced in congress. It would create a permanent paid family and medical leave program.</p> <p>In addition, the Department of Labor has collected information relating to forms. Any update to the FMLA regulations or poster would be unlikely to occur before late 2021.</p>	TBD	TBD	TBD	TBD
<p><i>Expired as of January 1, 2021</i></p> <p>Mandatory for employers subject to the FFCRA</p>	Employee Rights under the FFCRA	<p>The Department of Labor (DOL) has released a new mandatory poster for employers covered by the Families First Coronavirus Response Act (FFCRA). The poster, called Employee Rights: Paid Sick Leave and Expanded Family and Medical Leave Under the Families First Coronavirus Response Act, is required to be posted by employers with fewer than 500 employees and some public agencies (such as public schools and state agencies).</p> <p>There is a separate poster that must be displayed by federal employers and agencies (such as the DOL or U.S. Postal Service). The federal employee FFCRA poster is available as a specialty poster.</p>	03/2020	04/01/2020	03/25/2020	04/13/2020

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	OSHA	Information about injury reporting and employer assistance has been reworded. The OSHA posting website indicates that this is a minor change.	04/2019	N/A	04/26/2019	N/A
Minor	USERRA	The poster has a new revision date and several words are now normal font rather than bold. The Department of Labor indicates that the July 2008 and October 2008 versions remain acceptable.	04/2017	N/A	05/01/2017	N/A
Mandatory	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.	07/2016	08/01/2016	07/26/2016 (English) 08/10/2016 (Spanish)	English completed 08/24/2016 Spanish completed 8/31/2016
Minor	FMLA	Website change, two Eligibility Requirements bullet points condensed, posting number changed to WH1420.	04/2016	N/A	05/31/2016	N/A
Minor	FMLA	Revised to put employee rights and employer obligations into plain language. The DOL indicates that the 2013 version remains in compliance.	04/2016	N/A	04/26/2016	N/A
Minor	EPPA	Website and phone number update.	01/2016	N/A	01/12/2016	N/A
Minor	OSHA	Reporting requirements and employee rights added. Employers do not need to replace previous versions.	04/2015	N/A	04/29/2015	N/A
N/A	Employee Rights Under the National Labor Relations Act (NLRA)	On 01/06/14, the National Labor Relations Board announced that it will not seek Supreme Court review of two Appeals Court decisions that struck down the Board's ability to require employers to post a notice of employee rights. Employers will not be required to post the notice.	N/A	N/A	N/A	N/A
Mandatory	Family Medical Leave Act	Updated to include statutory provisions of the National Defense Authorization Act (NDAA) and	2/2013	3/8/13	N/A	N/A

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		Airline Flight Crew Technical Corrections Act (AFCTCA).				
Minor	OSHA	New version. Employers do not need to replace previous versions of the poster.	3/2012	3/1/12	N/A	N/A

FEDERAL CONTRACTOR

Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Worker Rights Under Executive Order 13658 (minimum wage)	Updated with the 2021 rate of \$10.95 per hour.	11/2020	01/01/2021	01/01/2021	02/03/2021
Mandatory for certain federal contractors	Worker Rights Under Executive Order 13658 (minimum wage)	The Department of Labor has updated the Worker Rights Under Executive Order 13658 poster to show the 2020 minimum wage of \$10.80 per hour.	01/2020	01/01/2020	01/02/2020	English 01/31/2020 Spanish 02/27/2020
Mandatory for federal contractors	Employee Rights under the National Labor Relations Act	Updated with a new phone number for the National Labor Relations Board and new contact information for hearing impaired callers.	N/A	05/28/2019	05/28/2019	06/21/2019
Mandatory for certain federal contractors	Worker Rights Under Executive Order 13658 (minimum wage)	The Department of Labor has updated the worker Rights Under Executive Order 13658 poster to show the 2019 minimum wage of \$10.60 per hour and update the list of exclusions. The rate is updated annually for inflation.	01/2019	01/01/2019	09/25/2018	12/03/2018
Minor	Davis-Bacon	Contact information change.	10/2017	N/A	05/09/2018	N/A
Mandatory for certain federal contractors	Worker Rights Under Executive	The United States Department of Labor has updated poster to show the 2018 rate of \$10.35 per hour.	01/2018	01/01/2018	12/04/2017	English and Spanish 01/25/2018

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
	Order 13658 (minimum wage)					
Mandatory for certain federal contractors	Worker Rights Under Executive Order 13658 (minimum wage)	The Department of Labor has published a rule in the Federal Register that requires federal contractors to provide employees with a notice of the 2017 federal contractor minimum wage rate of \$10.20 per hour.	09/2016	01/01/2017	09/20/2016 (Federal Register)	01/26/2017
Mandatory for certain federal contractors	Worker Rights Under Executive Order 13706 (paid sick leave)	Covered federal contractors will be required to display a Paid Sick Leave posting under a final rule published September 30, 2016, in the <i>Federal Register</i> . The requirement would apply to new contracts that are: <ul style="list-style-type: none"> • A procurement contract for construction covered by the Davis-Bacon Act • A contract for services covered by the Service Contract Act • A contract for concessions • A contract in connection with federal property or lands and related to offering services for federal employees, their dependents, or the general public. 	09/2016	01/01/2017	09/29/2016	
Mandatory for certain federal contractors	Worker Rights Under Executive Order 13658 (minimum wage)	The Department of Labor has released an updated federal minimum wage for covered contractors posting showing the 2016 rate of \$10.15 per hour. The rate is adjusted annually based on inflation.	09/2015	01/01/2016	09/16/2015	12/31/2015 (English) 01/15/2016 (Spanish)
Mandatory for certain federal contractors	Pay Transparency Policy Statement	The text of the Pay Transparency Policy Statement from the Department of Labor may be posted to meet the notification requirements of the pay transparency final rule. Under Executive Order 13665, employers must disseminate a nondiscrimination provision to employees and applicants. The statement may be posted physically or electronically.	N/A	01/11/2016	09/08/2015	
Minor for highway contractors	NOTICE Federal-Aid Project	The notice indicates that violations should be reported to the State Transportation Agency listed and notes that the DOT hotline phone number can be used to report fraud, waste, and abuse. A DOT representative has indicated	05/2015	05/2015	06/22/2015	10/13/2015

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		that, as a rule of thumb, contractors should use the most recent form in effect when they receive the notice to proceed. This specialty poster is not part of the Update Service, however, it is part of the Federal-Aid Highway Project Poster from J. J. Keller & Associates.				
Mandatory for federal contractors	"EEO is the Law" Poster Supplement	The OFCCP has released a mandatory "EEO is the Law" Poster Supplement that federal contractors must display in addition to the Equal Employment Opportunity is the Law posting. The supplement must be displayed until a revised EEO is the Law posting is released by the OFCCP and EEOC.	N/A	09/10/2015	09/10/2015	10/05/2015
Mandatory for certain federal contractors	Worker Rights Under Executive Order 13658	Contractors covered by Executive Order 13658 with workers whose wages are governed by the Fair Labor Standards Act must post "Worker Rights Under Executive Order 13658," which lists the federal minimum wage for contractors of \$10.10 per hour. This specialty posting is only required for covered federal contractors.	09/2014	01/01/2015	12/01/2014	English 12/23/2014 Spanish 05/11/2015

OTHER FEDERAL POSTERS

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory for federal employers	Federal Employee Rights under the FFCRA	The Department of Labor (DOL) has released a new mandatory poster for employers covered by the Families First Coronavirus Response Act (FFCRA). The poster, called Federal Employee Rights: Paid Sick Leave and Expanded Family and Medical Leave Under the Families First Coronavirus Response Act, is required to be posted by federal employers. This poster is available from J. J. Keller as a specialty poster.	03/2020	04/01/2020	03/25/2020	April, 2020
Mandatory	Employee Rights for	The Department of Labor has added information about the Workforce Innovation and Opportunity Act and	01/2018	07/01/2015	06/21/2018	07/20/2018

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
	Workers with Disabilities Paid at Subminimum Wages	Executive Order 13658. The poster must be displayed by employers who have a certificate authorizing them to pay a subminimum wage to workers with disabilities. It must be posted where employees and parents and guardians of workers with disabilities can readily see it. This specialty poster is not part of the Update Service but may be purchased by covered employers.				

ALABAMA

State Poster Compliance Date 8/2009

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Your Job Insurance (Unemployment)		10/2012	N/A	N/A	N/A
Minor	Child Labor		10/2012	N/A	N/A	N/A
Minor	Your Job Insurance (Unemployment)		9/2012	N/A	N/A	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.	8/2009	8/4/2009	N/A	N/A

ALASKA

State Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated with 2021 rate of \$10.34 per hour.	01/2021	01/01/2021	12/30/2020	English 02/01/2021 Spanish 01/29/2021
Mandatory	Minimum Wage	Shows the 2020 rate of \$10.19 per hour.	01/2020	01/01/2020	12/18/2019	01/14/2020 01/16/2020
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.	11/2018	10/20/2018	11/6/2018	01/04/2019
Mandatory	Minimum Wage	The updated posting shows the 2019 rate of \$9.89 per hour.	10/2018	01/01/2019	11/20/2018	
Minor	Sexual Harassment	Contact information change, wording revised.	N/A	N/A	04/27/2018	N/A
Minor	Child Labor	Marijuana and cannabis industry information added.	02/2018	N/A	02/22/2018	N/A
Minor	Emergency Contact Information	Address change	02/2018	N/A	02/23/2018	N/A
Minor	Unemployment Insurance	Revision date updated.	01/2018	N/A	01/19/2018	N/A
Mandatory	Summary of Alaska Wage and Hour Act (minimum wage)	The posting shows the new minimum wage rate of \$9.84 per hour, which takes effect on January 1, 2018.	01/2018	01/01/2018	12/13/2017	01/08/2018, 01/10/2018 English Spanish 01/09/2018, 01/10/2018
Mandatory	Safety and Health Protection on the Job (OSHA)	Injury reporting information has been updated to add amputation and loss of an eye. Discrimination complaint information has been revised.	N/A	05/23/2016	12/12/2017	
Mandatory	Minimum Wage	The Alaska Division of Labor Standards and Safety has made a mandatory change to the state's Wage and Hour	01/2017	01/01/2017	12/08/2016	01/17/2017 01/24/2017

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		Act posting to show the 2017 minimum wage rate of \$9.80 per hour.				
Minor	Minimum Wage	Old rate removed.	01/2016	N/A	01/13/2016	N/A
Mandatory	Minimum Wage	The Alaska Department of Labor of Workforce Development has released an updated Summary of Alaska Wage and Hour Act posting showing the new minimum wage rate of \$8.75 per hour, which takes effect on February 24, 2015. It also shows the rate of \$9.75 per hour which takes effect on January 1, 2016.	12/2014	02/24/2015	01/07/2015	English Basic and Combo 02/04/2015 Spanish Basic 02/03/2015
Mandatory	Safety and Health Protection on the Job	The update indicates that the U.S. Department of Labor, Occupational Safety and Health Administration, has jurisdiction only with respect to private employment. Discrimination complaints by public employees will not be accepted by the federal agency. The address of the Region 10 OSHA office was also updated.	N/A	N/A	5/2014	6/18/2014
Minor	Unemployment Insurance		05/2012	N/A	N/A	N/A
Minor	Wage and Hour		05/2011	N/A	N/A	N/A
Minor	Unemployment Insurance		05/2010	N/A	N/A	N/A
Mandatory	Unemployment Insurance	The agency changed payment percentages for unemployment premiums (taxes) and updated contact information.	11/2009	11/01/2009	N/A	N/A
Mandatory	Wage and Hour Act	Wage rate increase to \$7.25 per hour effective July 24, 2009, then to \$7.75 per hour effective January 1, 2010.	7/2009	09/24/2009	N/A	N/A

ARIZONA

State Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated with 2021 rate of \$12.15 per hour.	N/A	01/01/2021	09/16/2020	12/29/2020
Mandatory	Minimum Wage	Updated with the 2020 rate.	N/A	01/01/2020	11/19/2019	12/17/2019 12/19/2019
Minor	Unemployment Insurance	New name for benefits guide (A Guide to Arizona Benefits).	08/2019	N/A	09/06/2019	
Mandatory	Minimum Wage	Updated with the 2019 rate of \$11 per hour.	N/A	01/01/2019	12/20/2018	01/29/2019 02/01/2019
Mandatory	Minimum Wage	The minimum wage posting shows the 2018 rate of \$10.50 per hour.	N/A	01/01/2018	12/14/2017	01/08/2018
Mandatory	Paid Sick Leave	Beginning July 1, 2017, employees will earn one hour of paid sick time for every 30 hours worked. An employer must give employees written notice of their rights to earned paid sick time by July 1, 2017. The employer must post a notice informing employees of their rights. <i>A proposed rule would exempt employers grossing less than \$500,000 from the posting requirement. More information will be provided after the final rule is published.</i>	N/A	07/01/2017	01/10/2017	English and Spanish 06/16/2017
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 2017 rate of \$10 per hour. The new rate takes effect on January 1 under the Fair Wages and Healthy Families Act. Voters approved the Act in November.	N/A	01/01/2017	12/15/2016	English 01/17/2017 Spanish 01/23/2017
Mandatory	Minimum Wage	The Industrial Commission of Arizona has released an updated minimum wage posting listing the 2015 minimum wage rate of \$8.05 per hour.	01/2015	01/01/2015	12/09/2015	English 12/30/2014 01/02/2015 Spanish 12/30/2014 01/02/2015
Mandatory	Unemployment Insurance	New instructions direct employees to use the state's unemployment insurance website and register for work	03/2014	03/2014	03/12/2014	04/02/2014

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		with Arizona Job Connection. Agency EEO text was also updated.				
Mandatory	Minimum Wage	The minimum wage rate increased to \$7.90 per hour for non-tipped employees. It is \$4.80 per hour for tipped employees. The minimum wage is subject to cost of living adjustments each year based on the CPI.	01/2014	01/01/2014	N/A	English 12/20/2013 Spanish 1/17/2014
Minor	ADOSH		10/2011	N/A	N/A	N/A
Mandatory	Work Exposure to MRSA, Spinal Meningitis, or TB	The number of days allowed for an employee to report exposure to MRSA, spinal meningitis, or TB was changed.	07/2011	NA	N/A	N/A
Minor	Work Exposure to Bodily Fluids		07/2011	N/A	N/A	N/A
Mandatory	Employment Discrimination	Genetic discrimination was added as a protective category.	N/A	01/01/2010	N/A	N/A

Flagstaff

Poster Compliance Date 1/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	The posting shows the 2020 rate of \$15 per hour and the tipped employee rate of \$12 per hour.	10/27/2020	01/01/2021	10/27/2020	12/21/2020
Mandatory	Minimum Wage	The posting shows the 2020 rate of \$13 per hour.	10/13/2019	01/01/2020	10/24/2019	12/18/2019
Mandatory	Minimum Wage	The posting shows the 2019 rate of \$12 per hour.	11/13/2018	01/01/2019	12/06/2019	01/02/2019
Mandatory	Minimum Wage	The posting shows the 2018 rate of \$11 per hour.	N/A	01/01/2018	12/19/2017	01/10/2018
Mandatory	Minimum Wage	Employers in the city must display the new minimum wage notice.	N/A	07/01/2017	05/30/2017	06/27/2017

ARKANSAS

State Poster Compliance Date 08/2019

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
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.	08/2019	08/01/2019	08/01/2019	09/05/2019
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	01/01/2019	11/16/2018	English 12/28/2018 Spanish 01/04/2019
Minor	UI	Language information updated.	05/15/2018	N/A	05/15/2018	N/A
Minor	UI	Changed list of local claim offices.	04/2017	N/A	05/01/2017	N/A
Mandatory	Minimum Wage	The poster was updated with additional information relating to the removal of work restrictions for 17-year-olds.	04/06/2015	04/06/2015	06/17/2015	English 07/29/2015 Spanish Basic 07/30/2015 Combo 07/28/2015
Mandatory	Minimum Wage	Act 152 removed work hour restrictions for 17-year-olds. The child labor law section of the minimum wage posting was updated to reflect that change.	2/26/2015	02/23/2015	03/03/2015	All English 03/20/2015 Spanish Basic 03/20/2015 Combo 03/18/2015
Mandatory	Minimum Wage	The state's minimum wage will rise to \$7.50 per hour on 01/01/2015, to \$8 per hour on 01/01/2016, and to \$8.50 per hour on 01/01/2017. The state has updated its Minimum Wage posting to reflect the new rates.	11/2014	01/01/2015	11/18/2014	12/11/2014
Minor	Unemployment Insurance		03/2010	N/A	N/A	N/A

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Mandatory text changed throughout the notice. Change to allowance for gratuities and specific exemptions were updated.	06/2007	06/01/2007	N/A	N/A

CALIFORNIA

State Poster Compliance Date 1/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
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. 	<p>Minimum Wage: N/A</p> <p>Workplace Discrimination and Harassment, Family Care & Medical Leave & Pregnancy Disability Leave, and Your Rights and Obligations as Pregnant Employee: 01/06/2020</p> <p>Notice to Employees: 12/2020</p>	01/01/2021	<p>Minimum Wage: 11/25/2020</p> <p>Workplace Discrimination and Harassment Family Care & Medical Leave & Pregnancy Disability Leave, and Your Rights and Obligations as Pregnant Employee: 01/06/2020</p> <p>Notice to Employees: 01/06/2021</p>	<p>English 02/01/2021 02/08/2021</p> <p>Spanish 02/12/2021</p>
Mandatory	<p>Discrimination and Harassment</p> <p>Transgender Rights</p>	<p>Discrimination: Updated to note that the definition of race includes hair texture and protective hairstyles, including braids, locks, and twists.</p> <p>Discrimination and Transgender Rights: The time period for filing a complaint is extended from one year to three years.</p>	12/2019	01/01/2020	12/27/2019	<p>English 02/07/2020 Spanish 04/14/2020</p>

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
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.	12/2019	N/A	12/27/2019	
Minor	Cal/OSHA	One address change (Santa Ana).	08/2019	N/A	08/16/2019	N/A
Mandatory	Family Care and Medical Leave and Pregnancy Disability Leave	Updated to include information on the New Parent Leave Act.	03/2019	04/01/2019	03/21/2019	04/23/2019 04/30/2019
Mandatory	Minimum Wage	The state has updated its minimum wage poster to show the 2019 rates of \$12 per hour for employers with 26 or more employees and \$11 per hour for employer with 25 or fewer employees, and the 2020 rates of \$13 and \$12 per hour. The meal and lodging credits table has also been updated.	N/A	01/01/2019	12/07/2018	01/17/2019 01/18/2019
Mandatory	Discrimination and Harassment	The poster has been updated to reflect new training requirements. Employers with 5 or more employees and all public must provide training for all employees regarding the prevention of sexual harassment.	12/2018	01/01/2019	12/12/2018	
Mandatory	Notice to Employees	Claim filing information updated. The Employment Development Department confirms that the change is mandatory.	05/2018	05/01/2018	07/10/2018	08/16/2018 08/22/2018 08/24/201
Minor	Unemployment Insurance	Contact information and style changes.	07/2018	N/A	06/29/2018	N/A
Minor	Discrimination	Form description change.	06/2018	N/A	06/01/2018	N/A
Mandatory	Discrimination	California Senate Bill 396 requires the Department of Fair Employment and Housing to amend the discrimination	11/2017	01/01/2018	01/02/2018	01/19/2018 01/24/2018

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		poster to include information relating to the illegality of sexual harassment.				01/18/2018 01/19/2018
Mandatory	Transgender Rights in the Workplace	SB 396 requires employers to post the Transgender Rights in the Workplace posting.	11/2017	01/01/2018	11/22/2017	
Minor	Cal-OSHA	Some details have been removed from penalty information and addresses have been updated. CAL/OSHA indicates that this change is not mandatory.	10/2017	N/A	11/15/2017	N/A
Minor	Workplace Discrimination, CFRA/Pregnancy Disability Leave, Rights and Obligations as Pregnant Employee	Design changes. The state indicates that previous versions remain in compliance as follows: Discrimination: 12/2014 version remains in compliance; CFRA/Pregnancy Disability Leave: 07/2015 version remains in compliance; Your Rights and Obligations as a Pregnant Employee: 04/2016 version remains in compliance	Discrimination: 05/2017; CFRA/Pregnancy Disability Leave: 05/2017; Your Rights and Obligations as a Pregnant Employee: 06/2017	N/A	N/A	N/A
Mandatory	Minimum Wage	The California Department of Industrial Relations has updated the posting to show 2017 minimum wage rates of \$10.50 per hour for employers with 26 or more employees and \$10 per hour for employers with 25 or fewer employees. It also shows the 2018 rates of \$11 per hour for employers with 26 or more employees and \$10.50 per hour for employers with 25 or fewer employees. In addition, the posting lists updated credits for meals and lodging	N/A	01/01/2017	12/08/2016	01/06/2017
Mandatory	Your Rights and Obligations as a Pregnant Employee (formerly Notice A); Family Care and Medical Leave (CFRA Leave) and	Amendments to California's Fair Employment and Housing Act Regulations (FEHA) change the wording of the suggested pregnancy disability leave posting text (formerly called Notice A) and remove the text of Notice B, which explained employee rights under the California Family Rights Act. Employers may now post "Your Rights and Obligations as a Pregnant Employee" to fulfill the requirement to display a notice explaining the FEHA	04/2016 (PDL) 07/2015 (CFRA) <i>Note: CFRA poster was optional until 04/01/2016, when Notice B was removed</i>	04/01/2016 (PDL) 07/01/2015 (CFRA)	04/22/2016 (PDL) 06/05/2015 (CFRA)	04/11/2016 04/13/2016 05/03/2016

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
	Pregnancy Disability Leave (formerly Notice B)	pregnancy disability leave provisions. Employers covered by the CFRA may post “Family Care and Medical Leave (CFRA Leave) and Pregnancy Disability Leave” to take the place of Notice B. The Department of Fair Employment and Housing has stated that employers will not be penalized for failure to display the new pregnancy disability leave posting by April 1, and has not set an end date for the grace period. However, the agency encourages employers to strive to keep posters up-to-date.	<i>from the regulations</i>			
Minor	OSHA	Address change.	01/2016	N/A	01/28/2016	N/A
Mandatory	Workers’ Compensation: Notice to Employees – Injuries Caused by Work	The Department of Industrial Relations has made mandatory changes to the notice. Information about benefits and the treating physician have been revised.	01/2016	01/01/2016	01/04/2016	01/11/2016 01/06/2016 01/14/2016 01/14/2016
Mandatory	Whistleblowers are Protected	Under Assembly Bill 1509, the whistleblower section of the California Labor Code is amended to add protections for employees who are a family member of a person who engaged in protected conduct.	N/A	01/01/2016	N/A	
Mandatory	Discrimination and Harassment	The California Department of Fair Employment and Housing has released an updated anti-discrimination posting adding unpaid interns to the list of protected classes. In addition, the poster notes that employment discrimination against a person who obtains a driver’s license under special provisions relating to immigration status is prohibited.	12/2014	01/01/2015	12/09/2014	01/08/2015 01/28/2015 1/27/2015 1/28/2015
Mandatory	Paid Sick Leave	Employers are required to post a notice telling employees of their right to paid sick leave under the Healthy Workplaces, Healthy Families Act of 2014, which was signed by Gov. Edmund Brown on 9/10/14. An employer who willfully violates the posting requirement is subject to a civil penalty of up to \$100 per offense.	11/2014	01/01/2015	English 12/02/2014 Spanish 01/06/2015	
Mandatory	Minimum Wage	The state's minimum wage increased to \$9 per hour on 07/01/14 and will increase to \$10 per hour on 01/01/16.	N/A	07/01/2014	12/2013	6/24/2014

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Cal-OSHA		02/2014	N/A	N/A	N/A
Mandatory	Discrimination and Harassment	AB 556 amended the California Fair Housing and Employment Act (FEHA) to include military and veteran status as a class protected from employment discrimination.	11/2013	01/01/2014	N/A	1/8/2014 1/27/2014
Minor	Unemployment Insurance		11/2013	N/A	N/A	N/A
Minor	Cal-OSHA		07/2013	N/A	N/A	N/A
Mandatory	Notice A (PDL)	Verbiage changes made throughout the notice to reflect Fair Employment and Housing Act (FEHA) amendments effective January 1, 2013.	11/2012	01/2013	N/A	N/A
Mandatory	Notice B (CFRA and PDL)	Verbiage changes made throughout the notice to reflect Fair Employment and Housing Act (FEHA) amendments effective January 1, 2013.	11/2012	01/2013	N/A	N/A
Mandatory	Workers' Compensation	Information about a "Medical Provider Network" (MPN) was added to the notice. Employers using a MPN must display an official copy of the MPN notice from their insurance provider next to the poster.	6/2010	10/08/2010	N/A	N/A

CALIFORNIA/Wage Order Posters

Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Wage Orders 1-17	Updated with new minimum wage information.	11/2020	01/01/2021	11/25/2020	01/19/2021 to 02/16/2021
Mandatory	Wage Order 17	Updated with reference to the 2019 minimum wage.	01/2019	01/01/2019	05/30/2019	07/24/2019
Mandatory	Wage Order 14	Updated to indicate that agricultural workers are included under the state's wage and hour law and to	01/2019	01/01/2019	01/09/2019	English 03/01/2019

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		add the minimum wage rates for 2019 and 2020. The revised wage order also includes updated meal and lodging rates. Text was added to the Hours and Days of Work section to clarify the definitions of workday and workweek.				Spanish 05/14/2019
Mandatory	Wage Orders	Sections 4 and 10 of Wage Orders 1 to 13 and Wage Order 15 and Sections 4 and 9 of Wage Order 16 have been updated with new minimum wage and meal and lodging credits in keeping with the state's minimum wage increase.	11/2018	01/01/2019	12/21/2018	01/25/2019 2/05/2019 02/15/2019 03/01/2019
Mandatory	Wage Orders	The state has updated 15 of its 17 wage orders to show new rate information for 2017 and 2018. Employers must post the revised industry or occupation wage order that applies to their business. These specialty posters are not part of the Update Service from J. J. Keller & Associates, Inc., but can be purchased to remain in compliance with posting laws.	12/2016	01/01/2017	05/01/2017	06/28/2017 07/26/2017

CALIFORNIA/City-Specific

Alameda

Poster Compliance Date 7/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Shows minimum wage increase to \$15 per hour.	N/A	07/01/2020	05/28/2020	07/03/2020
Mandatory	Minimum Wage	Shows the new minimum wage rate of \$13.50 per hour.	N/A	07/01/2019	04/17/2019	06/28/2019

Belmont

Poster Compliance Date 1/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated to show the 2021 rate of \$15.90 per hour.	N/A	01/01/2021	11/23/2020	12/21/2020

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated to show the 2020 rate of \$15 per hour.	N/A	01/01/2020	10/28/2019	12/06/2019
Mandatory	Minimum Wage	Updated to show the 2019 rate of \$13.50 per hour.	N/A	01/01/2019	09/27/2018	01/15/2019
Mandatory	Minimum Wage	Belmont, California, has released a new mandatory minimum wage poster showing the city's rate of \$12.50 per hour.	N/A	07/01/2018	03/28/2018	05/17/2018

Berkeley

Poster Compliance Date 07/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Shows the 2020 rate of \$16.07 per hour.	N/A	07/01/2020	04/24/2020	06/10/2020
Mandatory	Minimum Wage	Shows the 2019 rate of \$15.59 per hour.	N/A	07/01/2019	04/30/2019	06/07/2019
Mandatory	Family Friendly and Environment Friendly Workplace Ordinance; Paid Sick Leave	The city has updated its Minimum Wage posting to include information about the city's Paid Sick Leave law and its Family Friendly and Environment Friendly Workplace Ordinance. This poster is not part Update Service, but can be ordered as a specialty poster .	N/A	03/16/2017 (Family Friendly Ordinance) 10/01/2017 (Paid Sick Leave Ordinance)	05/26/2017	N/A

Cupertino

Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated to show the 2021 rate of \$15.65 per hour.	N/A	01/01/2021	10/29/2020	01/19/2021
Mandatory	Minimum Wage	Updated to show the 2020 rate of \$15.35 per hour.	N/A	01/01/2020	10/17/2019	11/25/2019
Mandatory	Minimum Wage	The city has made a mandatory change to its minimum wage posting to show the 2019 rate of \$15 per hour.	N/A	01/01/2019	10/02/2018	12/03/2018
Mandatory	Minimum Wage	The city has made a mandatory change to its minimum wage poster to show the 2018 rate of \$13.50 per hour.	N/A	01/01/2018	10/03/2017	11/17/2017

Daly City*Poster Compliance Date 01/2021*[Order Your Posters Here](#)[Return to Table of Contents/Color Key](#)

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated to show the 2021 rate of \$15 per hour.	N/A	01/01/2021	09/29/2020	01/14/2021
Mandatory	Minimum Wage	Updated to show the 2020 rate of \$13.75 per hour.	N/A	01/01/2020	10/02/2019	12/18/2019
Mandatory	Minimum Wage	The city has established a new minimum wage ordinance. The rate for 2019 is \$12 per hour.	N/A	02/13/2019	01/22/2019	03/12/2019

El Cerrito*Compliance Date 01/2021*[Order Your Posters Here](#)[Return to Table of Contents/Color Key](#)

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated to show the 2021 rate of \$15.61 per hour.	N/A	01/01/2021	10/08/2020	12/04/2020
Mandatory	Minimum Wage	Updated to show the 2020 rate of \$15.37 per hour.	N/A	01/01/2020	10/14/2019	12/18/2019
Mandatory	Minimum Wage	The minimum wage rate is scheduled to increase on January 1.	10/2018	01/01/2019	10/04/2018	12/03/2018

Emeryville*Compliance Date 07/2020*[Order Your Posters Here](#)[Return to Table of Contents/Color Key](#)

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Shows new rate of \$16.84 per hour.	N/A	07/01/2020	05/21/2020	07/10/2020
Mandatory	Minimum Wage	Shows new rate of \$16.30 per hour.	N/A	07/01/2019	07/30/2019	10/08/2019
Mandatory	Minimum Wage	New rates of \$15.69 for large employers and \$15 for small employers.	N/A	07/01/2018	06/12/2018	06/29/2018
Mandatory for retail and fast food employers	Fair Workweek Ordinance	Retail firms with 56 or more employees globally, and fast food firms with 56 or more employees globally and 20 or more employees in Emeryville, must display the posting which outlines worker rights.	N/A	07/01/2017	12/19/2017	02/05/2018

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	The city's minimum wage will increase to \$14.00 per hour for small businesses and \$15.20 per hour for large businesses. Covered employers must display the updated poster. This poster is not part Update Service, but can be ordered as a specialty poster .	N/A	07/01/2017	06/29/2017	N/A

Fremont

Poster Compliance Date 7/2019

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Shows the new minimum wage of \$11 per hour for employers with 25 or fewer employees and \$13.50 per hour for employers with 26 or more employees.	N/A	07/01/2019	04/08/2019	06/28/2019

Hayward

Poster Compliance Date 1/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Shows the new minimum wage of \$14 per hour for small employers and \$15 per hour for large employers.	N/A	01/01/2021	10/30/2020	02/12/2021

Half Moon Bay

Poster Compliance Date 1/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Shows the 2021 minimum wage rate.	N/A	01/01/2021	10/30/2020	02/16/2021

Los Altos

Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated with 2021 rate of \$15.65 per hour.	N/A	01/01/2021	11/18/2020	12/21/2020
Mandatory	Minimum Wage	Updated with 2020 rate of \$15.40 per hour.	N/A	01/01/2020	09/27/2019	12/11/2019
Mandatory	Minimum Wage	The posting has been updated to show the 2019 rate of \$15 per hour.	N/A	01/01/2019	12/04/2018	01/11/2019

Los Angeles

City Poster Compliance Date 07/2020

City Contractor Poster Compliance Date 10/2017

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Shows rates taking effect on July 1, 2020.	N/A	07/01/2020	03/12/2020	06/09/2020
Mandatory	Minimum Wage	Shows rates taking effect on July 1, 2019.	N/A	07/01/2019	03/06/2019	05/10/2019
Mandatory	Minimum Wage	Shows rates taking effect on July 1, 2018.	N/A	07/01/2018	04/26/2018	05/30/2018
Mandatory for City Contractors	Living Wage	The posting now states that paid and unpaid time off must be available to employees after 90 days of employment. This requirement went into effect under amendments made to the ordinance in 2016.	10/2017	10/05/2016	10/03/2017	11/15/2017
Mandatory	Minimum Wage and Paid Sick Leave	All employers must display the new paid sick leave and the updated minimum wage notice, showing the new rates of \$10.50 per hour for employers with 25 or fewer employees and to \$12.00 per hour for employers with 26 or more employees.	N/A	07/01/2017	06/02/2017	06/28/2017
Mandatory for City Contractors	Living Wage	City contractors must display the updated notice, showing the rates in effect as of July 1, 2017.	N/A	07/01/2017	05/31/2017	N/A

Malibu

Poster Compliance Date 07/2016

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Shows the city's minimum wage rate through 2021.	N/A	07/01/2016	08/02/2016	12/19/2019

Menlo Park

Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated to show the 2021 rate of \$15.25 per hour.	N/A	01/01/2021	10/08/2020	12/04/2020
Mandatory	Minimum Wage	A new minimum wage poster is required. The poster shows the 2020 rate of \$15 per hour.	11/18/2019	01/01/2020	12/10/2019	01/31/2020

Milpitas

Poster Compliance Date 07/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	New rate of \$15.40 per hour	N/A	07/01/2020	05/27/2020	06/26/2020
Mandatory	Minimum Wage	New rate of \$15 per hour	N/A	07/01/2019	05/03/2019	06/07/2019
Mandatory	Minimum Wage	New rate of \$13.50 per hour	N/A	07/01/2018	06/12/2018	06/29/2018

Mountain View

Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Shows 2021 rate of \$16.30 per hour.	N/A	01/01/2021	11/13/2020	12/31/2020
Mandatory	Minimum Wage	Shows 2020 rate of \$16.05 per hour.	N/A	01/01/2020	10/21/2019	12/11/2019
Mandatory	Minimum Wage	The city has made a mandatory change to its minimum wage poster to show the 2019 rate of \$15.65 per hour.	N/A	01/01/2019	10/31/2018	12/03/2018
Mandatory	Minimum Wage	The city has made a mandatory change to its minimum wage poster to show the 2018 rate of \$15 per hour.	N/A	01/01/2018	09/26/2017	11/17/2017

Novato*Poster Compliance Date 01/2021*[Order Your Posters Here](#)[Return to Table of Contents/Color Key](#)

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated to show the 2021 rates of \$15.24, \$15 and \$14 per hour (based on business size).	N/A	01/01/2021	11/04/2020	12/04/2020
Mandatory	Minimum Wage	Shows rates for 2020.	N/A	01/01/2020	12/03/2019	01/16/2020

Oakland*Poster Compliance Date 01/2021*[Order Your Posters Here](#)[Return to Table of Contents/Color Key](#)

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	The posting shows the 2021 rate of \$14.36 per hour.	2020	01/01/2021	11/12/2020	12/21/2020
Mandatory	Minimum Wage	The posting shows the 2020 rate of \$14.14 per hour.	2019	01/01/2020	11/26/2019	12/18/2019
Mandatory	Minimum Wage	The posting shows the 2019 rate of \$13.80 per hour.	2018	01/01/2019	11/20/2018	01/02/2019
Minor	Sick Leave, Service Charge Law	Revision date change.	2018	N/A	11/20/2018	N/A
Mandatory	Minimum Wage	The city updated its minimum wage notice to show the 2018 rate of \$13.23 per hour. Employers must display the updated poster by Dec. 15, 2017.	2017	01/01/2018	11/29/2017	12/29/2017
Mandatory	Minimum Wage	The city of Oakland minimum wage will increase to \$12.86 per hour in 2017.	2016	01/01/2017	11/08/2016	N/A
Mandatory	Minimum Wage	The city of Oakland minimum wage will increase to \$12.55 per hour in 2016.	2015	01/01/2016	10/22/2015	N/A
Mandatory	Minimum Wage, Sick Leave, Service Charge Law	Employers in the city of Oakland must post minimum wage, paid sick leave, and service charge postings under ballot measures passed in November 2014.	2015	03/02/2015	01/30/2015	N/A

Palo Alto[Order Your Posters Here](#)

Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated with 2021 rate of \$15.65 per hour.	N/A	01/01/2021	10/09/2020	12/04/2020
Mandatory	Minimum Wage	Updated with 2020 rate of \$15.40 per hour.	N/A	01/01/2020	12/02/2019	12/23/2019
Mandatory	Minimum Wage	Updated with 2019 rate.	N/A	01/01/2019	11/29/2018	01/08/2019
Mandatory	Minimum Wage	Shows new rate of \$13.50 per hour.	N/A	01/01/2018	11/29/2017	12/29/2017

Pasadena

Poster Compliance Date 07/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated to show new rates of \$15 per hour for large employers and \$14.25 for small employers.	N/A	07/01/2020	06/09/2020	07/09/2020
Mandatory	Minimum Wage	The city has made a mandatory change to its minimum wage poster to show the rate of \$13.25 per hour for small employers (with 25 or fewer employees) and \$14.25 for large employers (with 26 or more employees).	N/A	07/01/2019	07/08/2019	08/05/2019
Minor	Minimum Wage	The city of Pasadena, California, provides a separate minimum wage poster for employers with 25 or fewer employees.	N/A	07/01/2017	4/12/2018	01/02/2019
Mandatory	Minimum Wage	The city has made a mandatory change to its minimum wage poster to show the rate of \$13.25 per hour.	N/A	07/01/2018	04/12/2018	05/29/2018

Petaluma

Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated to show the 2021 rate of \$15.20 per hour.	N/A	01/01/2021	10/21/2020	12/04/2020

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	The city has a new minimum wage of \$15 per hour (large employers) and \$14 per hour (small employers).	N/A	01/01/2020	12/09/2019	01/10/2020

Redwood City

Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated to show the 2021 rate of \$15.62 per hour.	N/A	01/01/2021	11/09/2020	12/29/2020
Mandatory	Minimum Wage	Updated to show the 2020 rate of \$15.38 per hour.	N/A	01/01/2020	10/11/2019	12/18/2019
Mandatory	Minimum Wage	The city has released a new mandatory minimum wage poster showing the 2019 rate of \$13.50 per hour.	N/A	01/01/2019	09/27/2018	12/03/2018

Richmond

Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated to show the 2021 rate of \$15.21 per hour.	N/A	01/01/2021	10/30/2020	12/04/2020
Mandatory	Minimum Wage	Updated with information for 2020. Rate stays at \$15 per hour.	N/A	01/01/2020	11/08/2019	12/11/2019
Mandatory	Minimum Wage	The city has updated its poster to show the 2019 rate of \$15 per hour.	N/A	01/01/2019	10/10/2018	12/03/2018
Mandatory	Minimum Wage	The city has made a mandatory change to its minimum wage poster to show the 2018 rate of \$13.41 per hour.	N/A	01/01/2018	10/24/2017	11/20/2017

San Carlos

Poster Compliance Date 1/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Shows the 2021 minimum wage rate of \$15.24 per hour.	N/A	01/01/2021	10/30/2020	02/16/2021

San Diego City Contractors

Poster Compliance Date 01/2018

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Equal Pay	The Equal Pay Ordinance, enacted on July 31, 2017, requires city contractors to ensure compliance with the California Equal Pay Act. City contractors must conspicuously post a notice informing employees of their rights.	12/05/2017	01/01/2018	01/28/2018	N/A

San Diego

Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated with 2021 rate of \$14 per hour.	09/2020	01/01/2020	09/21/2020	12/03/2020
Mandatory	Minimum Wage	Updated to show the 2020 rate.	N/A	01/01/2020	09/26/2019	12/19/2019
Mandatory	Minimum Wage	The city's minimum wage posting now shows the 2019 rate of \$12 per hour.	N/A	01/01/2019	10/01/2018	12/03/2018

San Francisco

Poster Compliance Date 03/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	COVID-Related Employment Protections	A new city ordinance prohibits employment discrimination on the basis of COVID-19 status. The COVID posting must be displayed through March 7, 2023.	N/A	03/07/2021	03/04/2021	04/05/2021

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Health Care Security Ordinance	Shows 2021 rates. Employers with 20 to 99 workers must spend at least \$2.12 for each hour for each covered employee. Employers with 100 or more workers must spend at least \$3.18.	N/A	01/01/2021	11/09/2020	12/21/2020
Mandatory	Minimum Wage	Updated with 2020 rates of \$16.07 per hour.	N/A	07/01/2020	07/01/2020	07/21/2020
Mandatory	Paid Parental Leave	New duration for leave (8 weeks).	N/A	07/01/2020	07/01/2020	
Mandatory	Health Care Security Ordinance	Shows 2020 rates. Employers with 20 to 99 workers must spend at least \$2.05 per hour on health care benefits. Employers with more than 100 workers must spend at least \$3.08 per hour.	N/A	01/01/20	12/03/2019	01/13/2019
Mandatory	Minimum Wage	The minimum wage will increase to \$15.59 per hour.	N/A	07/01/2019	02/22/2019	05/02/2019
Mandatory	Health Care Security	The posting shows an increase for 2019.	N/A	01/01/2019	12/04/2018	01/07/2019
Mandatory	Fair Chance Ordinance	The city has amended the ordinance to apply to employers with 5 or more employees worldwide. It prohibits employers from inquiring about conviction of a crime that has been decriminalized.	10/01/2018	10/01/2018	08/02/2018	08/29/2018
Mandatory	Consideration of Salary History	Employers must display a poster outlining employee rights under the Parity in Pay Ordinance.	N/A	07/01/2018	05/10/2017	05/30/2018
Mandatory	Minimum Wage	The city's minimum wage will increase to \$15 on July 1.	N/A	07/01/2018	05/10/2017	
Mandatory	Health Care Security	The posting shows the new rates for 2018.	N/A	01/01/2018	12/14/2017	01/12/2018
Mandatory	Paid Parental Leave Ordinance	Now states that employers with 20 or more employees are covered by the law. Updates the amount of benefits paid by the city.	N/A	01/01/2018	12/06/2017	
Mandatory	Minimum Wage	The city's minimum wage will increase to \$14 per hour on July 1, 2017.	N/A	07/01/2017	06/15/2017	07/10/2017
Mandatory	Paid Parental Leave Ordinance	Covered employers must display this poster which describes compensation for parental leave. Employers with 50 or more employees must comply with the ordinance as of January 1, 2017. Employers with 35 or more workers must comply beginning July 1, 2017, and	N/A	01/01/2017	01/01/2017	N/A

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		those with 20 or more employees are covered by the law on January 1, 2018.				
Minor	Paid Sick Leave	Formatting change.	N/A	N/A	12/12/2016	N/A
Mandatory	Health Care Security	The posting has been updated with the 2017 rates.	N/A	01/01/2017	11/30/2016	N/A
Mandatory	Minimum Wage	The city's minimum wage will increase to \$13 per hour on July 1, 2016.	07/01/2016	07/01/2016	06/09/2016	N/A
Mandatory	Health Care Security	The posting has been updated with the 2016 rates.	N/A	01/01/2016	12/08/2015	N/A
Mandatory	Minimum Wage	The city's minimum wage will increase to \$12.25 per hour on May 1, 2015.	05/01/2015	05/01/2015	03/30/2015	N/A
Mandatory	Minimum Wage	The city's minimum wage increased to \$11.05 per hour on 01/01/2015.	01/2015	01/01/2015	10/30/2014	N/A
Mandatory	Fair Chance Ordinance	San Francisco employers with 20 or more employees must post the Fair Chance Ordinance in English, Spanish, Chinese and any other language spoken by at least 5 percent of their workforce.	N/A	08/13/2014	7/24/2014	
Mandatory	Minimum Wage	The city's minimum wage increased to \$10.74 per hour.	N/A	01/1/2014	N/A	N/A
Mandatory	Family Friendly Workplace Ordinance	The Family Friendly Workplace Ordinance gives certain employees the right to request a flexible work arrangement.	N/A	01/01/2014	N/A	

San Jose

Poster Compliance Date 1/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage, Know Your Rights, Ordinance Basics	Updated with the 2021 rate of \$15.45 per hour.	N/A	01/01/2021	11/23/2020	01/07/2021
Mandatory	Minimum Wage	Updated to show the 2020 rate of \$15.25 per hour.	N/A	01/01/2020	12/05/2019	01/13/2020

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Know Your Rights Ordinance Basics and Responsibilities	The city of San Jose, California, has published two additional postings about the city's minimum wage ordinance that employers must display.	N/A	01/01/2019	01/18/2019	04/09/2019
Mandatory	Minimum Wage	The minimum wage rate will increase to \$15 per hour.	N/A	01/01/2019	12/03/2018	01/07/2019
Mandatory	Minimum Wage	The city of San Jose, California, has made a mandatory change to its minimum wage poster to show the new rate of \$13.50 per hour.	N/A	01/01/2018	11/07/2017	11/30/2017
Mandatory	Minimum Wage	The city has updated its minimum wage to \$12.00 per hour.	N/A	07/01/2017	06/06/2017	06/28/2017
Mandatory	Opportunity to Work	Employers must offer additional work hours to existing qualified part-time employees before hiring new staff and post a notice of employee rights.	N/A	03/13/2017	01/24/2017	N/A
Mandatory	Minimum Wage	The city has updated its minimum wage to \$10.50 per hour.	01/01/2017	01/01/2016	11/18/2015	N/A
Mandatory	Minimum Wage	The city has released a minimum wage posting with a 2016 effective date. The rate remains \$10.30 per hour.	01/01/2016	01/01/2016	11/18/2015	N/A
Mandatory	Minimum Wage	The city has released an updated minimum wage posting listing the 2015 rate of \$10.30 per hour.	01/01/2015	01/01/2015	12/02/2014	12/12/2014
Mandatory	Minimum Wage	The city's minimum wage increased to \$10.15 per hour.	N/A	01/1/2014	N/A	12/27/2013

San Leandro

Poster Compliance Date 07/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Shows the new rate of \$15 per hour.	N/A	07/01/2020	05/11/2019	06/26/2020
Mandatory	Minimum Wage	Highlights the new rate of \$14 per hour.	N/A	07/01/2019	05/08/2019	06/07/2019
Mandatory	Minimum Wage	Employers with workers in the city must display an updated minimum wage notice highlighting the new rate of \$13 per hour.	N/A	07/01/2018	05/21/2018	06/08/2018

San Mateo*Poster Compliance Date 01/2021*[Order Your Posters Here](#)[Return to Table of Contents/Color Key](#)

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated to show the 2021 rate of \$15.62 per hour.	N/A	01/01/2021	10/05/2020	12/04/2020
Mandatory	Minimum Wage	Updated to show the 2020 rate of \$15.38 per hour.	N/A	01/01/2020	09/26/2019	12/02/2019
Mandatory	Minimum Wage	The posting now shows the 2019 rate of \$15 per hour citywide, and \$13.50 per hour for non-profit organizations.	N/A	01/01/2019	09/20/2018	12/03/2018
Mandatory	Minimum Wage	The city has made a mandatory change to its minimum wage poster to show the 2018 rate of \$13.50 per hour. The city minimum wage for non-profit organizations in 2018 is \$12 per hour. This poster is not part Update Service, but can be ordered as a specialty poster .	N/A	01/01/2018	10/03/2017	11/17/2017

Santa Clara*Poster Compliance Date 01/2021*[Order Your Posters Here](#)[Return to Table of Contents/Color Key](#)

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated to show the 2021 rate of \$15.65 per hour.	N/A	01/01/2021	12/02/2020	01/29/2021
Mandatory	Minimum Wage	Updated to show the 2020 rate of \$15.40 per hour.	N/A	01/01/2020	12/03/2019	01/10/2020
Mandatory	Minimum Wage	The City of Santa Clara has made a mandatory change to the city's minimum wage poster to show the 2019 minimum wage rate of \$15 per hour.	N/A	01/01/2019	12/14/2018	01/08/2019
Mandatory	Minimum Wage	The city has made a mandatory change to its minimum wage poster to show the 2018 rate of \$13 per hour.	N/A	01/01/2018	10/10/2017	11/17/2017

Santa Rosa*Poster Compliance Date 01/2021*[Order Your Posters Here](#)[Return to Table of Contents/Color Key](#)

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated to show the 2021 rate of \$15.20 per hour.	N/A	01/01/2021	09/20/2020	12/04/2020

Santa Monica

Poster Compliance Date 7/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	The poster shows the new rates of \$15 per hour for large businesses and \$14.25 per hour for small businesses. The Santa Monica Hospitality Worker poster, which applies to employers with service charge workers, will also be updated with this information.	N/A	07/01/2020	06/17/2020	07/22/2020
Mandatory	Hotel Worker Living Wage	The new rate of \$17.13 per hour is shown. Hotels may order the Hotel Worker specialty poster from J. J. Keller to stay in compliance with employment laws.	N/A	07/01/2020	06/17/2020	07/22/2020
Mandatory	Minimum Wage	The poster shows the new rates of \$14.25 per hour for large businesses and \$13.25 per hour for small businesses.	N/A	07/01/2019	03/18/2019	05/14/2019
Mandatory	Hotel Worker Living Wage	The new rate of \$16.63 per hour is shown. Hotels may order the Hotel Worker specialty poster from J. J. Keller to stay in compliance with employment laws.	N/A	07/01/2019	03/18/2019	05/17/2019
Mandatory	Hospitality poster (For employers with service charge workers)	The city has updated minimum wage poster to show the rate of \$14.25 per hour for large employers and \$13.25 per hour for small employers. Hospitality employers with service charge workers must display the updated poster. It may be ordered from J. J. Keller & Associates as a specialty poster.	N/A	07/01/2019	03/18/2019	05/17/2019

Sonoma

Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated to show the 2021 rates of \$14 and \$15 per hour.	N/A	01/01/2021	12/02/2020	12/31/2020
Mandatory	Minimum Wage	Shows 2020 rates of \$13.50 per hour for large employers and \$12.50 per hour for small employers.	N/A	01/01/2020	11/13/2019	12/18/2019

South San Francisco

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Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated to show the 2021 rate of \$15.24 per hour.	N/A	01/01/2021	10/30/2020	12/04/2020
Mandatory	Minimum Wage	The city has a new minimum wage poster showing the 2020 rate of \$15 per hour.	N/A	01/01/2020	11/06/2019	01/10/2020

Sunnyvale

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Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated to show the 2021 rate of \$16.30 per hour.	N/A	01/01/2021	11/18/2020	12/16/2020
Mandatory	Minimum Wage	Updated to show the 2020 rate of \$16.05 per hour.	N/A	01/01/2020	10/28/2019	12/11/2019
Mandatory	Minimum Wage	The city has made a mandatory change to its minimum wage poster to show the 2019 rate of \$15.65 per hour.	N/A	01/01/2019	11/09/2018	12/20/2018
Mandatory	Minimum Wage	The city has made a mandatory change to its minimum wage poster to show the 2018 rate of \$15 per hour.	N/A	01/01/2018	11/22/2017	12/15/2017

CALIFORNIA/Specialty

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	CA COVID-19 Paid Sick Leave	The state has released required posters for employers with more than 500 employees. There are separate posters for food sector employers and non-food sector employers. The poster needs to be displayed through December 31. Employers with the Update Service may download the posters from the J. J. Keller Employment Law Poster Management Center and print the posters for free. Updated posters were not shipped to customers because the posting requirement is temporary and only applies to a subset of California employers. The posters may also be purchased as standalone posters.	N/A	09/19/2020	09/19/2020	10/14/2020
Mandatory	Human Trafficking	Updated under A.B. 2023 to include information about how to text a report of human trafficking.	N/A	01/01/2019	12/31/2018	02/04/2019
Mandatory for businesses with industrial trucks (forklifts)	Operating Rules for Industrial Trucks (GISO 3650)	The poster, which must be displayed wherever an industrial truck (or forklift) is owned, operated or maintained, was updated to show an amendment to General Industry Safety Order 3650 t (17). Under the amended rule, the operator is required to remain in the seat of the industrial truck except when the operator is actively loading or unloading materials.	11/2018	10/01/2017	11/28/2018	01/04/2019
Mandatory	Required Workplace Posting for All California Barbering and Cosmetology Licensees	The Department of Industrial Relations updated the poster with the 2018 minimum wage rate of \$11 per hour for employers with 26 or more employees and to \$10.50 per hour for employers with 25 or fewer employees.	N/A	01/01/2018	01/25/2018	02/09/2018
Mandatory for employers using	Access to Medical and Exposure Records	The California Division of Occupational Safety and Health has updated the poster to remove the outdated term Material Safety Data Sheets and replace it with the term Safety Data Sheets. Employers can purchase this	01/2015	01/01/2015	01/14/2015	02/18/2015

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
hazardous substances		specialty poster to remain in compliance with state posting requirements.				

COLORADO

State Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	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.	N/A	01/01/2021	12/08/2020	English 01/18/2021 01/20/2021 Spanish 02/08/2021 02/12/2021
	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 	N/A	01/01/2021	12/01/2020	
Mandatory	Employment Discrimination	Updated with a mandatory change to add hairstyle commonly associated with race as a protected class. Under the Crown Act of 2020, employers cannot discriminate based on hair texture, hair type, or a protective hairstyle commonly associated with race, such as braids, locs, twists, Afros, and headwraps.	08/2020	09/13/2020	08/24/2020	09/24/2020 09/29/2020
Mandatory	Paid Sick Leave, Whistleblowing, and Personal Protective Equipment	The poster describes: <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. 	N/A	07/15/2020	08/07/2020	English 08/19/2020 08/24/2020

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		<p>It must be displayed by all employers except federal employers.</p> <p>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>				
Mandatory	Colorado Overtime & Minimum Pay Standards Order: COMPS Order (Minimum Wage)	<p>Colorado employers must replace their minimum wage poster with the Colorado Overtime & Minimum Pay Standards Order (COMPS Order) No. 36.</p> <p>The updated posting:</p> <ul style="list-style-type: none"> • Outlines employee rights under the state's revised wage and hour law. It provides information on overtime pay, meal periods, rest periods, deductions from wages, exemptions, and anti-retaliation rights. • States that employers must display the poster in Spanish if employees have limited English ability and speak Spanish. • Notes that a copy of the posting must be included with any written handbook or policies. In addition, if physical posting of the poster is impractical, employers must provide copies of the poster or the COMPS Order to each employee in the first month of work. <p>The law applies to private employers in Colorado. It does not apply to public employers, school districts, or irrigation districts.</p>	03/16/2020	03/16/2020	02/20/2020	<p>English 03/31/2020 Spanish 04/02/2020</p>

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	The updated Minimum Wage Order 35 poster shows the new rate of \$12 per hour.	N/A	01/01/2020	12/19/2019	English 01/16/2020 Spanish 02/21/2020
Minor	Discrimination	Pregnancy accommodation information has been added and formatting has been revised. The state indicates that a separate Pregnant Workers Fairness Act posting is no longer required.	N/A	N/A	08/02/2019	N/A
Mandatory	Employment Security Act (Worker classification, unemployment insurance)	Text and formatting updated. Includes new websites where employees can find information about classification and payment practices. Also lists new websites for filing a misclassification complaint and applying for unemployment insurance benefits.	N/A	04/29/2019	04/29/2019	06/05/2019
Mandatory	Minimum Wage	Wage Order 35 shows the 2019 minimum wage rate of \$11.10 per hour.	N/A	01/01/2019	12/21/2019	01/22/2019
Mandatory	Minimum Wage	The Colorado Department of Labor and Employment has released an updated minimum wage posting showing the 2018 rate of \$10.20 per hour.	N/A	01/01/2018	12/29/2017	01/18/2018
Mandatory	Minimum Wage	The Colorado Department of Labor and Employment has released the Minimum Wage Order 33 Poster showing the 2017 rate of \$9.30 per hour.	N/A	01/01/2017	12/08/2016	01/04/2017
Minor	Minimum Wage	Name change: Division of Labor Standards and Statistics.	N/A	N/A	08/24/2016	N/A
Mandatory	Discrimination	Pregnancy added to list of protected classes.	08/2016	08/10/2016	08/09/2016	English 08/19/2016 Spanish 08/30/2016
Mandatory	Pregnant Workers Fairness Act	Under HB-1438, employers must post notice of an employee's right to be free from discriminatory or unfair employment practices related to reasonable accommodations for pregnancy, childbirth, or related conditions.	N/A	08/10/2016	08/10/2016	English 08/19/2016 Spanish 08/30/2016 N/A
Minor	Discrimination	Interim director name change.	04/2016	N/A	04/19/2016	

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	The Colorado Department of Labor and Employment has released the Minimum Wage Order 32 Poster, listing the 2016 minimum wage of \$8.31 per hour and the tipped wage of \$5.29 per hour.	01/2016	01/01/2016	12/24/2015	E-State only 01/28/2016 E-Combo 01/22/2016 Spanish 01/22/2016
Mandatory	Minimum Wage	The Minimum Wage Order 31 Poster from the Colorado Department of Labor and Employment indicates the new rate of \$8.23 per hour, effective January 1, 2015.	01/2015	01/01/2015	English 12/19/2014 Spanish 01/02/2015	English 01/19/2015 Spanish 01/22/2015
Mandatory	Minimum Wage	The wage rate increased to \$8 per hour and \$4.98 per hour for tipped employees.	N/A	01/01/2014	N/A	E-1/3/2014 S- 1/21/2014
Minor	Discrimination		12/2012	N/A	N/A	N/A
Minor	CESA		05/2011	N/A	N/A	N/A
Mandatory	Discrimination	"Transgender" was added as a protected category.	01/2011	01/2011	03/2011	N/A
Mandatory	Colorado Employment Security Act (CESA)	Due to passage of HB 1310, the agency added a complaint process for reporting misclassified employees. A fine of up to \$5,000 per misclassified employee for the first misclassification was also been added.	09/2009	07/01/2009	N/A	N/A

Denver

Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated with 2021 rate of \$14.77 per hour.	N/A	01/01/2021	12/01/2020	02/01/2021
Mandatory	Minimum Wage	A new minimum wage and posting requirement have taken effect.	N/A	01/01/2020	12/31/2019	02/14/2020

CONNECTICUT

State Poster Compliance Date 09/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage/Wage and Hour Laws	Updated to show the new rates taking effect through June 2023.	02/2020	09/01/2020	07/13/2020	English 08/10/2020 Spanish 09/23/2020
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.	N/A	10/01/2019	10/03/2019	11/05/2019
Mandatory	Discrimination is Illegal	Public Act No. 17-127 amends the state's Human Rights law to add status as a veteran to the list of protected classes.	N/A	10/01/2017	10/16/2017	English 10/31/2017 Spanish 11/03/2017
Mandatory	Workers' Compensation	The Connecticut Workers' Compensation Commission has made a mandatory change to the state's workers' compensation notice for employers who choose to post an employee claim filing location. The posting now includes an area for a claim filing location.	10/01/2017	10/01/2017	10/02/2017	
Mandatory	Pregnancy Discrimination and Accommodation in the Workplace	Employers must display the new posting under Public Act No. 17-118. It is unlawful for employers to refuse to provide a reasonable accommodation to a pregnant employee or applicant, or to discriminate against an employee or job applicant because of her pregnancy, childbirth, or related conditions. The law takes effect on Oct. 1, 2017, but the posting requirement takes effect on Jan. 28, 2018.	N/A	01/28/2018	09/19/2017	
Minor	Discrimination	Contact information updated.	09/2016	N/A	09/13/2016	N/A
Mandatory	Paid Sick Leave	The Connecticut Department of Labor has released an updated Paid Sick Leave poster. Under amendments to	01/2015	01/01/2015	12/16/2014	E -State-only 1/19/15

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		the state's Paid Sick Leave Law, employers can now choose any 365-day period to calculate employee benefits. Additionally, an employer is required to provide paid sick leave based on the number of employees on its payroll for the week containing October 1.				Combo 01/06/2015 S- State-only 1/22/2015 Combo 01/06/2015
Mandatory	Minimum Wage	The Connecticut Department of Labor has published an updated minimum wage poster listing minimum wage changes through January 1, 2017. A section on board and lodging deductions, which has been repealed, has been removed.	05/2014	05/2014	05/15/2014	6/12/14
Mandatory	Minimum Wage	Under a new law, the state's minimum wage increased from \$8.25 per hour to \$8.70 per hour on 01/01/2014.	01/01/2014	01/01/2014	N/A	English 1/22/2014 Spanish 1/24/2014
Mandatory	Paid Sick Leave	Notice issued under Connecticut Public Act No. 11-52 mandates that employers provide paid sick leave to employees. Employers must post the new notice that contains the required information in both English and Spanish in a conspicuous place, accessible to service workers, at the employer's place of business.	N/A	01/01/2012	N/A	N/A
Mandatory	Discrimination	Added "transgender status and gender identity or expression" to the list of protected categories. In addition, the terminology "mental retardation" was changed to "intellectual disability".	10/01/2011	10/01/2011	N/A	N/A
Minor	Health Care Advocate		N/A	N/A	N/A	N/A

DELAWARE

State Poster Compliance Date 1/2019

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage, Discrimination	The postings now show new minimum wage rates and sexual harassment training requirements.	09/28/2018	01/01/2019	09/28/2018	12/03/2018
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.	1/11/2017	12/30/2016	1/18/2017	02/16/2017 (English) 04/05/2017 (Spanish)
Mandatory	Discrimination	Updated to state that employees have 300 days to file a charge of discrimination. The change took effect under Senate Bill 214.	N/A	09/17/2016	09/22/2016	10/19/2016
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.	N/A	01/31/2015	10/22/2014	11/24/2014
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.	N/A	09/09/2014	10/22/2014	
Mandatory	Whistleblower Protection	Gov. Jack Markell signed House Bill 300 on July 22, 2014. It amends the Whistleblower Protection Act (Title 19, Chapter 17 Delaware Code) to add a section protecting employees who report noncompliance with campaign contributions.	N/A	07/22/2014	08/19/2014	9/05/14

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Discrimination	The state has published a revised discrimination posting, adding gender identity as a protected class. Gov. Jack Markell signed the Gender Identity Nondiscrimination Act in June 2013, and the poster was updated on May 13, 2014.	05/13/2014	05/13/2014	05/13/2014	6/12/14
Mandatory	Minimum Wage	The state minimum wage poster has been updated to reflect the new minimum wage of \$7.75 per hour, which goes into effect on June 1, 2014. The poster also lists the increase that will take place on June 1, 2015, when the state minimum wage will rise to \$8.25 per hour.	04/29/2014	06/01/2014	04/29/2014	5/19/14
Mandatory	Minimum Wage	The minimum wage rate increase to \$7.25 per hour.	07/2009	07/24/2009	N/A	N/A
Mandatory	Discrimination	Due to SB 121, "sexual orientation" added to the list of prohibited practices of discrimination.	07/2009	N/A	N/A	N/A

DISTRICT OF COLUMBIA

Poster Compliance Date 05/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Paid Family Leave	Updated to state that Employees taking paid family leave may be eligible for job protection under DC FMLA.	03/01/2020	04/01/2020	03/31/2020	06/12/2020
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.	12/2019	02/01/2020	12/20/2019	02/14/2020 Spanish 02/21/2020
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.	11/07/2018	07/03/2018	11/07/2018	English 12/10/2018 Spanish 02/05/2019
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.	N/A	10/08/2016	08/09/2017	English 09/12/2017 Spanish 09/18/2017
Minor	Accrued Sick and Safe Leave Act of 2008	Name of Office of Labor Law Enforcement changed to Office of Wage Hour	N/A	N/A	06/13/2017	N/A
Minor	Minimum Wage	New website for quarterly wage reports.	N/A	N/A	07/11/2017	N/A
Mandatory	Minimum Wage	The district's minimum wage will increase to \$12.50 per hour on 07/01/2017 and to \$15 per hour by July 1, 2020. The posting also shows the current rate of \$11.50 per hour.	N/A	07/01/2017	10/26/2016	12/07/2016 and 12/08/2016

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Adult learner minimum wage exception was removed. (Effective Feb. 26, 2015, under the Wage Theft Prevention Amendment Act of 2014.) Overtime exception for companions of the aged or infirm was removed. (The Department of Labor's Home Care Rule, effective Nov. 12, 2015, applies to direct care workers such as companions.) Provides details on which contactors or recipients of government assistance shall pay the Living Wage rate.	N/A	04/18/2016	04/18/2016	English 05/20/2016 Spanish B 05/20/2016 C 05/19/2016
Mandatory	Accrued Sick and Safe Leave Act of 2008	Updated to clarify that paid leave must be provided to employees of staffing firms, and tipped employees on leave are paid at the full D.C. minimum wage.	2016	04/18/2016	04/18/2016	
Minor	DC FMLA	Removed information relating to weeks of leave in a 24-month period under "Medical Leave" subhead.	N/A	N/A	03/08/2016	N/A
Mandatory	Protecting Pregnant Workers Fairness Act	This new posting outlines the Protecting Pregnant Workers Fairness Act of 2014, which requires employers to provide accommodations for employees whose ability to perform job duties is limited because of pregnancy, childbirth, breastfeeding, or a related medical condition. Must be posted in English and Spanish.	N/A	03/03/2015	06/01/2015	English 06/22/2015 Spanish 6/22/2015 6/23/2015
Mandatory	Wage Theft Prevention Act	The "Wage Theft Prevention Amendment Act of 2014" took effect on February 26, 2015. Employers must post a summary of the act, which requires employers to provide workers with a written notice of the terms of their employment.	N/A	02/26/2015	02/26/2015	English 05/5/2015 04/29/2015; Spanish 05/20/2015 5/21/2015
Minor	FMLA, Parental Leave, UI, Right to Breastfeed, EEO	New formatting and clarified wording.	N/A	N/A	N/A	N/A
Mandatory	Accrued Sick and Safe Leave Act of 2008	The Accrued Sick and Safe Leave Act posting has been updated in line with the Earned Sick and Safe Leave Amendment Act of 2013. Workers now begin accruing leave on their date of hire and are eligible to take paid leave after 90 days of employment.	02/22/2014	02/22/2014	06/23/2014	English and Spanish 7/10/2014

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	The posting lists the new minimum wage of \$9.50 per hour, effective 7/1/2014. The minimum wage will increase to \$10.50 per hour on July 1, 2015 and to \$11.50 per hour on July 1, 2016. Beginning July 1, 2017, annual increases will be tied to the Consumer Price Index.	N/A	07/01/2014	06/24/014	English and Spanish 7/10/2014
Minor	Wage and Hour		03/2013	N/A	N/A	N/A
Minor	Unemployment		07/2012	N/A	N/A	N/A
Minor	EEO		07/2012	N/A	N/A	N/A
Minor	FMLA, Parental Leave, Breastfeeding		12/2011	N/A	N/A	N/A
Mandatory	DC FMLA, Parental Leave Act, Breastfeeding	Three new required workplace notices were released by the District of Columbia Office of Human Rights.	02/2011	N/A	02/2011	N/A

District of Columbia/Specialty

Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory for District of Columbia contractors	Living Wage Act of 2006	The updated poster shows the 2021 living wage rate of \$15 per hour.	N/A	01/01/2021	12/16/2020	02/02/2021
Mandatory for District of Columbia contractors	Living Wage Act of 2006	Updated to show the rate of \$14.65 in effect through June 30 and the rate of \$15 per hour that is effective on July 1, 2020. Details about contracts for electricity, telephone, water, and sewer have been added to the list of exemptions.	N/A	03/19/2020	03/19/2020	05/26/2020
Mandatory for District of Columbia contractors	Living Wage Act of 2006	The revised poster lists the 2019 rate of \$14.50 per hour. The list of exemptions now includes existing and future collective bargaining agreements, provided that the future agreements result in	N/A	01/01/2019	01/18/2019	02/18/2019

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		employees being paid no less than the current living wage.				
Mandatory for District of Columbia contractors	Living Wage Act of 2006	The revised poster lists the 2018 rate of \$14.20 per hour. It also merges the lists of exemptions and exceptions into a single section on the poster.	N/A	01/01/2018	01/09/2018	02/05/2018
Mandatory for District of Columbia contractors	Living Wage Act of 2006	The Department of Employment Services has updated the poster with the 2017 rate of \$13.95 per hour. The list of exceptions has been revised and information on the Home Care Final Rule has been added.	01/01/2017	01/01/2017	01/05/2017	N/A
Mandatory for District of Columbia contractors	Living Wage Act of 2006	The Department of Employment Services has updated the poster with the 2016 rate of \$13.84 per hour.	01/01/2016	01/01/2016	12/15/2015	N/A

FLORIDA

State Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
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.	N/A	01/01/2021	10/01/2020	12/09/2020 12/14/2020
Mandatory	Minimum Wage	The posting shows the 2020 rate of \$8.56 per hour.	N/A	01/01/2020	09/30/2019	12/10/2019
Mandatory	Unemployment Insurance	Updated with new instructions for filing a claim.	07/01/2019	09/23/2019	09/23/2019	
Mandatory	Workers' Compensation	The poster lists a new website for reporting workers' compensation fraud.	02/2019	03/07/2019	03/07/2019	04/12/2019
Mandatory	Minimum Wage	The posting shows the 2019 rate of \$8.46 per hour.	N/A	01/01/2019	10/15/2018	12/5/2018
Mandatory	Minimum Wage	The Florida Department of Economic Opportunity has made a mandatory change to the state's minimum wage posting to show the 2018 rate of \$8.25 per hour.	N/A	01/01/2018	10/04/2017	English 11/28/2017 11/29/2017 Spanish 11/29/2017
Mandatory	Minimum Wage	The state has updated its minimum wage posting with the 2017 rate of \$8.10 per hour and the tipped minimum wage of \$5.08 per hour.	N/A	01/01/2017	10/11/2016	12/02/2016 12/06/2016
Mandatory	Minimum Wage	The state has updated its minimum wage poster for 2016.	01/2016	01/01/2016	10/15/2015	12/07/2015 12/08/2015
Mandatory	Discrimination	The Florida Civil Rights Act has been amended to prohibit discrimination on the basis of pregnancy in employment. Pregnancy is now listed on the poster as a protected class.	07/2015	07/1/2015	07/27/2015	English and Spanish 08/26/2015
Minor	Unemployment Insurance	The term "reemployment assistance" was changed to "unemployment insurance" in one section.	N/A	N/A	N/A	N/A
Mandatory	Minimum Wage	The minimum wage increased to \$8.05 per hour and \$5.03 for tipped employees on 01/01/15.	N/A	01/01/2015	10/15/2014	12/08/2014 12/05/2014
Mandatory	Minimum Wage	The minimum wage rate increased to \$7.93 per hour for non-tipped employees and \$4.91 per hour for tipped employees.	01/01/2011	01/01/2014	N/A	1/2/2014 1/17/2014

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Unemployment Insurance		10/2011	N/A	N/A	N/A
Mandatory	Workers' Compensation	Workers' Compensation notice (commonly referred to as the "Broken Arm Poster") updated with information regarding workers' compensation benefits.	03/2010	1/30/2011	N/A	N/A

Pinellas County

Poster Compliance Date 02/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Wage Theft	A new minimum wage and posting requirement have taken effect.	N/A	02/07/2020	02/07/2020	04/16/2020

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory for Broward County Contractors <i>Compliance Date 01/2021</i>	Living Wage	Shows new rates in effect for 2021.	01/01/2021	01/01/2021	11/25/2020	01/11/2021
Mandatory for covered industries	Human Trafficking	The Florida Department of Health has released a new human trafficking poster. It must be posted by airports, weigh stations, welcome centers, emergency rooms, and other covered businesses. Starting in January, the poster must also be displayed in the offices of healthcare professionals.	N/A	06/28/2019	06/28/2019	06/05/2020
Mandatory for Broward County Contractors <i>Compliance Date 01/2020</i>	Living Wage	Shows new rates in effect for 2020.	01/01/2020	01/01/2020	12/27/2019	02/12/2020
Mandatory for Miami-Dade County Contractors <i>Compliance Date 10/2019</i>	Living Wage for Service Contractors	Shows the new rates effective from October 1, 2019 to September 30, 2020.	N/A	10/01/2019	06/12/2019	08/09/2019
Mandatory for Broward County Contractors <i>Compliance Date 01/2019</i>	Living Wage	Shows new rates in effect for 2019.	01/01/2019	01/01/2019	12/28/2018	02/06/2019

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory for Miami-Dade County <i>Compliance Date 10/2018</i>	Living Wage for Service Contractors	Shows the new rates effective from October 1, 2018 to September 30, 2019.	N/A	10/01/2018	07/10/2018	08/22/2018
Mandatory for Broward County Contractors	Living Wage	The poster has been updated to show the rates for 2018.	N/A	01/01/2018	12/15/2017	01/10/2018
Mandatory for Miami-Dade County	Living Wage for Service Contractors	Shows the new rates that are effective from through September 30, 2018.	N/A	10/01/2017	12/06/2017	01/09/2018
Mandatory for recipients of federal financial assistance	Equal Opportunity is the Law	The name of an outdated law was replaced with a reference to the Workforce Innovation and Opportunity Act.	N/A	07/01/2016	06/02/2017	11/15/2017

GEORGIA

State Poster Compliance Date 07/2019

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Workers' Compensation	The Bill of Rights for the Injured Worker shows new benefit amounts.	07/2019	07/01/2019	06/28/2019	07/30/2019
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	06/01/2018	05/31/2018	06/26/2018 and 06/27/2018

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
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.	07/2016	07/01/2016	07/11/2016	08/08/2016 and 08/31/2016
Mandatory	Workers' Compensation	The poster was updated with new rates for temporary and total disability compensation, as well as surviving spouse benefits.	07/01/2015	07/01/2015	06/30/2015	English 07/30/2015 and 07/31/2015
Mandatory	Workers' Compensation	The poster was changed to update the amounts employees and their dependents are eligible to receive.	7/2013	07/01/2013	N/A	N/A
Mandatory	Unemployment Insurance	The form was redesigned to include new information for employees regarding eligibility and how to claim unemployment insurance.	03/29/2013	03/29/2013	N/A	N/A

Georgia/Specialty

Compliance Date 02/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Human Trafficking	Provides a new phone number for the Georgia Hotline for Human Trafficking. Hotline name has been changed from Georgia Hotline for Domestic Minor Trafficking to Georgia Hotline for Human Trafficking.	N/A	02/02/2021	02/02/2021	03/03/2021
Minor	Human Trafficking	The poster was updated to include government agencies under the who must post section. It was also updated to include the telephone number for the Statewide Georgia Hotline for Domestic Minor Trafficking in addition to the National Human Trafficking Resource Center.	07/2017	09/15/2013	07/14/2017	09/15/2017

HAWAII

State Poster Compliance Date 09/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
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.	09/21/2020	09/15/2020	09/21/2020	English 10/14/2020 Spanish 10/28/2020
Minor	HIOSH, Dislocated Workers, UI, Wage and Hour, Workers' Compensation	New agency director name.	09/21/2020	N/A	09/21/2020	
Minor	Disability, Discrimination, HIOSH, Dislocated Workers, UI, Wage and Hour	New agency director name.	05/30/2019	N/A	05/30/2019	N/A
Mandatory	Safe and Healthful Workplace	Penalty information has been removed, and details about injury reporting have been added.	01/09/2018	01/09/2018	01/09/2018	English 01/31/2018 Spanish 02/08/2018
Minor	Disability compensation, unemployment insurance, dislocated workers, discrimination	Changes to contact information, acting director name, and revision date.	01/09/2018	N/A	01/09/2018	N/A
Mandatory	Wage and Hour Laws	The Family Leave Law section was updated. Under Act 128, employees can take leave to care for a sibling.	12/15/2017	07/11/2017	12/18/2017	1/18/2018
Mandatory	Wage and Hour Laws	The posting lists the new state minimum wage of \$7.75 per hour. It also lists future rate increases: to \$8.50 per	N/A	01/01/2015	08/05/2014	English State-Only 11/17/2014

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		hour on 01/01/2016; \$9.25 per hour on 01/01/2017; and \$10.10 per hour on 01/01/2018.				Spanish State-Only 11/21/2014 English and Spanish Combo 11/12/2014
Minor	Unemployment Insurance	Filing information updated	09/26/2014	N/A	N/A	N/A
Minor	Discrimination	Website change	N/A	N/A	N/A	N/A
Minor	Dislocated Workers	Website change	N/A	N/A	N/A	N/A
Minor	OSHA	Website change	N/A	N/A	N/A	N/A
Minor	Workers' Compensation	Website change	08/2014	N/A	N/A	N/A
Mandatory	Breastfeeding in the Workplace	Hawaii has added a mandatory posting relating to breastfeeding in the workplace to its required postings.	07/2013	07/01/2013	N/A	12/13/2013 2/07/2014
Minor	Unemployment Insurance		03/2012	N/A	N/A	N/A
Mandatory	HIOSH	The maximum penalty for violations increased to \$77,000 and the maximum penalty for failure to correct a violation on time increased to \$7,700 per day.	02/03/2012	02/13/2012	02/03/2012	N/A
Mandatory	Discrimination	The Hawaii Civil Rights Commission updated the Discrimination posting by adding gender identity or expression, civil union status, and domestic or sexual violence victim status to the list of protected categories.	01/2012	01/01/2012	01/09/2012	N/A

IDAHO

State Poster Compliance Date 7/2007

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Unemployment Insurance	Phone number change.	05/2017	N/A	N/A	N/A
Minor	Discrimination	Details added.	03/01/2017	N/A	N/A	N/A
Minor	Minimum Wage	Contact information updated.	03/2014	N/A	N/A	N/A
Minor	Unemployment Insurance	Employees must apply for benefits online.	05/2016	N/A	N/A	N/A
Minor	Minimum Wage		02/2011	N/A	N/A	N/A
Minor	Discrimination in Employment		11/2010	N/A	N/A	N/A
Mandatory	Minimum Wage	The minimum wage increased to \$5.85 per hour effective July 24, 2007, then to \$6.55 per hour effective July 24, 2008, and to \$7.25 per hour effective July 24, 2009.	07/2007	07/24/2007	N/A	N/A

IDAHO/Specialty

Poster Compliance Date 1/2019

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Equal Opportunity is the Law	The list of protected classes was expanded. This poster is required for recipients of federal financial assistance in Idaho.	01/22/2019	01/22/2019	01/22/2019	03/05/2019

ILLINOIS

State Poster Compliance Date 03/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	VESSA	Information about gender violence added.	01/2021	01/01/2020	03/03/2021	Anticipated 04/06/2021
Minor	Minimum Wage	Outdated information removed.	12/2020	N/A	03/12/2020	N/A
Minor	ISERRA	Minor wording changes.	11/2020	N/A	11/19/2020	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.	07/2020	01/01/2020	08/12/2020	English 09/23/2020 Spanish 09/29/2020
Minor	Minimum Wage	Outdated wage information removed.	07/2020	N/A	07/17/2020	N/A
Minor	ISERRA	Minor wording changes.	02/2020	N/A	03/05/2020	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.	12/01/2019	01/01/2020	12/16/2019	01/23/2020
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.	10/2018	01/01/2019	10/22/2018	English 01/04/2019 Spanish 01/14/2019
Mandatory	You Have the Right to be Free from Job Discrimination and Sexual Harassment	The Illinois Department of Human Rights has overhauled the posting to include information required by Public Act 100-0588. The discrimination notice must include the right to be free from sexual harassment. Materials must also include a phone number for the Illinois Sexual Harassment and Discrimination Helpline, which is on the posting.	09/2018	06/08/2018	09/14/2018	10/22/2018 11/05/2018
Mandatory	Employment Rights	The Illinois Department of Human Rights has prepared an Employment Rights poster that employers who do not have an employee handbook must use to make	02/2017	10/04/2017	02/14/2017	11/2/2017 (English)

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		workers aware of their rights under the state's Human Rights Act.				11/03/2017 (Spanish)
Minor	Pregnancy Accommodation	Contact information updated.	02/2017	N/A	03/22/2017	N/A
Minor	Payday Notice	Employers are required to post a payday notice, however, the state does not provide poster text. We have added space for payday information to our Illinois poster to give employers the option of providing this information on their employment law poster.	N/A	N/A	N/A	N/A
Mandatory	Pregnancy Accommodation	The Illinois Department of Human Rights has released a required posting summarizing required accommodations for pregnant workers. The Illinois Human Rights Act was amended by House Bill 8 (P.A. 98-1050) to include the requirement.	N/A	01/01/2015	12/15/2014	1/21/2015
Minor	Unemployment Insurance		10/2012	N/A	N/A	N/A
Minor	Workers' Compensation		10/2011	N/A	N/A	N/A
Mandatory	Minimum Wage	Text changes were made to existing sections. Added sections: Equal Pay for Equal Work, Domestic or Sexual Violence Leave, Meal & Rest Periods.	06/2008	N/A	09/2008	N/A

ILLINOIS/Municipal

Chicago

Poster Compliance Date 7/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	The poster has been updated with 2020 rates. The poster now has a minimum size requirement of 11x17.	N/A	07/01/2020	06/029/2020	07/30/2020

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	The 2018 rate has been removed and the 2019 tipped rate has been added. The 2019 rate is \$13 per hour for non-tipped workers and \$6.40 per hour for tipped workers.	N/A	07/01/2019	06/03/2018	07/02/2018
Mandatory	Minimum Wage	Shows the new minimum wage rate of \$12 and the new tipped employee rate of \$6.25.	N/A	07/01/2018	06/18/2018	07/11/2018
Mandatory for Chicago employers	Minimum Wage and Paid Sick Leave	Paid sick leave provisions have been added to the Minimum Wage Ordinance. Employers in the city must post a notice advising employees of paid sick leave rights. The city has also updated the tipped minimum wage on its minimum wage poster.	N/A	07/01/2017	06/09/2017	N/A
Mandatory for Chicago employers	Minimum Wage	The Minimum Wage Ordinance lists the minimum wage rate of \$10 per hour, effective 07/01/2015. It also lists rate increases through 2019.	07/01/2015	07/01/2015	06/10/2015	N/A

Cook County

Poster Compliance Date 7/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	A new minimum wage takes effect in on July 1, and employers there will need to display the county's updated minimum wage poster. The 2020-21 tipped rate has been added.	N/A	07/01/2020	06/30/2020	08/13/2020
Mandatory	Minimum Wage	The 2017-18 rate has been removed from the poster and the 2019-20 tipped rate has been added.	N/A	07/01/2019	06/03/2018	07/02/2018
Mandatory	Minimum Wage	The poster shows the new tipped minimum wage rate of \$5.10 per hour. The tipped rate is adjusted annually based on inflation.	N/A	07/01/2018	06/04/2018	07/03/2018
Mandatory	Minimum Wage Ordinance; Earned Sick Leave Ordinance	Covered employers must display minimum wage and earned sick leave ordinance postings. The minimum wage notice must be posted by employers in the county subject to county business	N/A	07/01/2017	05/31/2017	06/27/2017

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		license requirements. The county's Minimum Wage Ordinance applies to businesses with four or more employees. Employers in the county with one or more employee must post the paid sick leave notice. However, this does not include employers in the 35 communities in the county that have opted out of the law.				

ILLINOIS/Specialty

Chicago Fair Workweek Ordinance

Poster Compliance Date 7/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory for covered employers	Fair Workweek Ordinance	Employers in the following industries need to display a poster relating to the requirement to give employees advance notice of their schedule: Building services, healthcare, hotel, manufacturing, restaurant, retail and warehouse services.	07/2020	07/01/2020	06/30/2020	03/02/2021

Sexual Harassment Poster for Public Education Institutions

Poster Compliance Date 8/2018

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Sexual Harassment in Higher Education	Minor wording revisions.	03/2019	N/A	03/06/2019	N/A
Mandatory	Sexual Harassment in Higher Education	A charge of sexual harassment may be filed within 300 days of the incident. The law previously required a charge to be filed within 180 days.	N/A	08/24/2018	10/24/2018	11/16/2018

Required Posting for Day and Temporary Service Agencies

Poster Compliance Date 7/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Required Posting for Day and Temporary Service Agencies	Information about online registration and the posting requirement added.	07/2020	07/01/2020	07/23/2020	Anticipated 03/08/2021

Job Safety and Health posting for state and local government employers

Poster Compliance Date 7/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Job Safety and Health	Poster text and design now more closely resembles the federal OSHA poster.	07/2020	07/01/2020	08/11/2020	09/18/2020

INDIANA

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State Poster Compliance Date 4/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship 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.	N/A	04/01/2020	04/09/2020	English 5/05/2020 Spanish 05/22/2020
Mandatory	IOSHA	Updated to add information about penalties that could be imposed in connection with a worker fatality.	N/A	07/01/2019	06/24/2019	English 07/31/2019 Spanish 09/05/2019
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,	N/A	07/01/2018	03/07/2019	English 04/09/2019 Spanish 05/14/2019 05/16/2019
Minor	Unemployment Insurance	Agency logo change.	07/2018	N/A	07/24/2018	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.	N/A	07/01/2014	08/11/2015	English 09/22/2015 Spanish 10/05/2015
Mandatory	EEO	Under House Enrolled Act 1242, Veteran Status has been added as a protected class.	N/A	07/01/2014	08/08/2014	08/28/2014
Minor	IOSHA		09/2013	N/A	N/A	N/A
Minor	Minimum Wage		06/2013	N/A	N/A	N/A
Minor	Child Labor		10/2012	N/A	N/A	N/A
Minor	Fair Employment		11/2011	N/A	N/A	N/A

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Unemployment Insurance	Contact information update. The agency encourages employees who are eligible for insurance benefits to go online or call the 800 number.	02/2007	04/09/2010	N/A	N/A

IOWA

State Poster Compliance Date 8/2018

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
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. 	08/2018	08/20/2018	08/20/2018	11/23/2018
Mandatory	Job Safety and Health	Injury reporting information has been updated. Language describing employee rights and employer responsibilities has been modified.	09/2015	09/2015	09/01/2015 (agency)	E-05/12/2016 S-05/20/2016
Minor	Unemployment Insurance	Information updated relating to IowaWORKS Center locations.	05/2015	N/A	05/18/2015	N/A
Minor	Minimum Wage	New contact information.	07/22/2015	N/A	07/22/2015	N/A
Minor	Unemployment Insurance		09/2012	N/A	N/A	N/A
Minor	Iowa OSHA		02/2011	N/A	N/A	N/A
Mandatory	IOSHA	Text changes throughout the notice and added a phone number to report fatalities and catastrophes.	01/2009	01/12/2009	N/A	N/A
Mandatory	Minimum Wage	Tipped employee wage increase from \$3.72 per hour to \$4.35 per hour effective January 1, 2008.	09/2007	01/01/2008	N/A	N/A

KANSAS

State Poster Compliance Date 4/2013

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
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.	04/2013	04/25/2013	N/A	N/A
Minor	Unemployment Insurance		01/2013	N/A	N/A	N/A
Minor	Child Labor		05/2012	N/A	N/A	N/A

KENTUCKY

State Poster Compliance Date 02/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Job Safety and Health	The Occupational Safety and Health Standards Board has been reinstated under an executive order issued by Gov. Andy Beshear.	02/2020	01/08/2020	02/21/2020	04/03/2020
Minor	Minimum Wage Child Labor Discrimination	Contact information changes.	02/2020	N/A	02/21/2020	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.	N/A	06/27/2019	04/30/2019	English 05/29/2019 Spanish 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.	02/2019	07/16/2018	02/18/2019	English 03/18/2019 Spanish 03/20/2019
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.	02/08/2019 (Wage and Hour) 02/11/2019 (Child Labor, Wage Discrimination)	N/A	02/18/2019	N/A
Mandatory	Child Labor	The Kentucky Labor Cabinet has updated its Child Labor Laws posting with a mandatory change to work hours for minors ages 16 and 17. The revision relates to changes made to the Kentucky Administrative Regulations, 803 KAR 1:100, Child labor. The changes were made in July 2017 by the Department of Workplace Standards.	05/2018	12/01/2017	05/25/2018	English 06/25/2018 Spanish 08/09/2018
Minor	OSHA	Information about an employee's right to report an injury without retaliation has been added. Kentucky has adopted the federal regulations, which state that an employer may use the poster or other methods to make	12/2016	N/A	12/2016	N/A

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		an employee aware of the right to report a workplace injury without fear of retaliation.				
Mandatory	OSHA	The poster includes new reporting requirements that take effect January 1, 2016. Employers must report incidents resulting in the loss of an eye within 72 hours from the time the incident is reported to the employer, the employer's agent, or another employee. The revised poster also includes additional information on employee requests of medical records.	11/2015	01/01/2016	12/05/2015	E - Basic 1/11/2016 Combo 1/11/2016; S - Basic 01/22/2016 S-Combo 01/21/2016
Minor	EEO	Format change	05/2014	N/A	N/A	N/A
Minor	Health and Safety Protection on the Job	Name and website change	05/2014	N/A	N/A	N/A
Mandatory	Unemployment Insurance	The "Fraud Statement" section of the posting was updated with verbiage to reflect a disqualification of up to 52 weeks for making a false statement in claiming benefits. "Medical restrictions" was removed from the "Reduced Work Hours" section of the posting.	11/2012	12/07/2012	N/A	N/A
Minor	Kentucky OSHA		06/2011	N/A	N/A	N/A
Mandatory	Minimum Wage	Minimum wage increased to \$5.85 per hour effective June 26, 2007, then to \$6.55 per hour effective July 1, 2008, and to \$7.25 per hour effective July 1, 2009.	N/A	06/26/2007	N/A	N/A

LOUISIANA

State Poster Compliance Date 3/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Potential	Earned Income Credit (EIC)	To be updated with 2021 tax year income limits.	TBD	01/01/2021	TBD	TBD
Mandatory	Earned Income Credit (EIC)	Updated with a mandatory change to include the 2020 tax year income limits.	01/2020	01/01/2020	02/07/2020	04/16/2020
Mandatory	Earned Income Credit (EIC)	Updated with a mandatory change to include the 2019 tax year income limits.	01/2020	01/01/2020	01/09/2020	02/21/2020
Mandatory	Earned Income Credit (EIC)	Updated with income limit information for 2018.	07/2018	01/01/2018	07/20/2018	08/09/2018
Mandatory	Earned Income Credit (EIC)	Updated with income limit information for 2017.	03/2017	01/01/2017	03/16/2017	English 04/11/2017 Spanish 04/28/2017
Mandatory	Earned Income Credit (EIC)	Updated with income limit information for 2016.	02/2016	01/01/2016	02/11/2016	All versions: 03/10/2016
Minor	Timely Payment of Wages	Name removed.	01/2016	N/A	01/26/2016	N/A
Mandatory	Earned Income Credit (EIC)	The Earned Income Credit posting has been updated with income limit information for 2015.	01/2015	01/01/2015	04/13/2015	E-05/18/2015 S - Combo 06/02/2015 Basic 06/04/2015
Mandatory	Earned Income Credit (EIC)	The Earned Income Credit posting has been updated with new income limit information. Employees who make \$47,000 or less should be notified at the time of hiring of the potential availability of Earned Income Tax Credits or Earned Income Credits. The previous income limit for eligibility was \$46,000.	01/2014	01/01/2014	02/2014	Shipped 03/03/2014
Mandatory	Independent Contractor or Employee?	Under the Unemployment Compensation Act 786, the state agency has issued a new required posting that explains the criteria for classifying workers as	08/2012	08/01/2012	08/31/2012	N/A

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		independent contractors, employee rights, and employer consequences for misclassification of a worker as an independent contractor.				
Mandatory	Minor Labor Law Placard	Updated to reflect permissible work hours from June 1 through Labor Day for minors under 16 years of age. Additional text changes were made throughout the notice.	08/2011	08/15/2011	N/A	N/A
Minor	Age Discrimination, Genetic Discrimination, Sickle Cell		06/2010	N/A	N/A	N/A

LOUISIANA/Specialty

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory for recipients of federal financial assistance	Equal Opportunity for All	Reference to Workforce Investment Act of 1998 removed. Reference to Workforce Innovation and Opportunity Act added.	03/2017	04/10/2017	04/10/2017	N/A

MAINE

State Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Regulation of Employment	Paid leave information has been added to the posting. This needs to be displayed as of January 1, 2021.	10/2020	01/01/2021	10/15/2020	12/21/2020
Mandatory	Minimum Wage	Shows the 2021 rate of \$12.15 per hour and the tipped rate of \$6.08 per hour.	09/2020	01/01/2021	09/23/2020	
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.	03/2020	01/01/2020	03/05/2020	English 05/05/2020 Spanish 05/22/2020
Mandatory	Workers' Compensation	Employees now have 60 days to notify their employer of an injury.	01/2020	01/2020	12/17/2019	02/14/2020 02/21/2020
Mandatory	Minimum Wage	Updated with 2020 rate.	11/2019	01/01/2020	11/20/2019	12/19/2019 12/23/2019
Minor	Whistleblower Protection	Website change.	11/2018	N/A	07/19/2019	
Mandatory	Minimum Wage	The posting shows the 2019 rate of \$11 per hour.	11/2018	01/01/2019	11/30/2018	English 01/07/2019 Spanish 01/03/2019
Mandatory	Minimum Wage	The Maine Department of Labor updated the poster to show the 2018 rate of \$10 per hour.	12/2017	01/01/2018	12/12/2017	English 01/08/2018 Spanish 01/09/2018
Minor	Child Labor	Reworded to take out details about restrictions for 14- and 15-year-olds.	07/2017	N/A	07/12/2017	N/A
Mandatory	Minimum Wage	The Maine Department of Labor has updated the state's minimum wage posting to show the 2017 rate of \$9 per hour, which voters approved in November.	12/2016	01/07/2017	12/15/2016	01/23/2017 01/24/2017

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Minimum Wage, Regulation of Employment, Safe Work for Computer Operators, Whistleblower	New email address.	11/2015	N/A	11/17/2015	N/A
Minor	Child Labor	Added information relating to recordkeeping.	03/2014	N/A	N/A	N/A
Mandatory	Workers' Compensation	The timeframe for employees to give notice of injury to their employer was reduced from 90 to 30 days.	01/2013	01/01/2013	N/A	N/A
Minor	Minimum Wage		10/2012	N/A	N/A	N/A
Minor	Sexual Harassment		09/2012	N/A	N/A	N/A
Minor	Unemployment Insurance		07/2012	N/A	N/A	N/A
Mandatory	Minimum Wage	Revisions to the notice reflected a change in law that service employees may be required to pool their tips to be divided evenly. The phone number contact for the federal US DOL Wage & Hour office was also updated.	07/2011	09/28/2011	N/A	N/A
Mandatory	Child Labor	The hours 16- and 17-year-old students are permitted to work during a school week and on a day preceding a school day were updated.	07/2011	09/28/2011	N/A	N/A

MAINE/Specialty

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Human Trafficking	Updated with new design and text describing tactics used by human traffickers.	N/A	01/01/2020	12/27/2017	06/30/2020
Mandatory	Human Trafficking	Under S.P. 639, a human trafficking poster must be displayed by: a hospital or facility providing emergency services, an eating and lodging place, an	N/A	08/02/2018	05/23/2018	06/27/2018

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		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.				
Mandatory for public sector employers	Occupational Safety and Health Regulations for Public Sector Workplaces	The poster now indicates that the state is providing job safety and health protection for public sector workers under a plan approved August 5, 2015, by the U.S. Department of Labor, Occupational Safety and Health Administration.	11/2015	08/05/2015	11/18/2015	N/A

Portland

Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	The poster shows the 2021 rate of \$12.15 per hour.	N/A	01/01/2021	12/10/2020	01/20/2021
Mandatory	Minimum Wage	The poster shows the 2020 rate of \$12 per hour.	N/A	01/01/2020	01/16/2020	02/14/2020
Mandatory	Minimum Wage	The poster shows the 2019 rate of \$11.11 per hour.	N/A	07/01/2019	02/18/2019	05/02/2019
Mandatory	Minimum Wage	The city has made a mandatory change to its minimum wage poster to show the 2018 rate of \$10.90 per hour.	N/A	01/01/2018	01/28/2018	03/05/2018

MARYLAND

State Poster Compliance Date 10/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
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.	09/2020	10/01/2020	09/30/2020	English 10/30/2020 Spanish 11/12/2020
Minor	Earned Sick and Safe Leave, Unemployment Insurance, Health Insurance Coverage	Department name change to Department of Labor.	ESSL: N/A UI: 03/2020 HIC: N/A	N/A	ESSL: 10/01/2020 UI: 09/03/2020 HIC: 08/21/2020	N/A
Minor	Minimum Wage	Old rate information removed.	12/2019	N/A	12/27/2019	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.	10/2019	10/01/2019	10/16/2019	11/20/2019
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.	09/2019	09/04/2019	09/04/2019	10/30/2019
Minor	Minimum Wage Earned Sick and Safe Leave Tipped Employee	MW: Margins adjusted to show seasonal amusement exemption. ESSL: New Spanish translation.	MW: 07/2019 ESSL: N/A TE: 09/2019 EPEW: 07/2019	N/A	MW: 08/14/2019 ESSL: 09/04/2019 TE: 07/30/2019	

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
	Equal Pay for Equal Work	TE: Department name change. EPEW: Department name change.			EPEW: 08/23/2019	
Mandatory	Minimum Wage	The Department of Labor, Licensing, and Regulation has updated the minimum wage and overtime law poster to add new rates that take effect on January 1, 2020, and January 1, 2021. It also shows Montgomery County minimum wage information that will change on July 1.	05/2019	07/01/2019	05/22/2019	06/27/2019
Minor	Employment of Minors (Minor Fact Sheet)	Revised to correct wording.	03/2019	N/A	03/27/2019	N/A
Mandatory	Earned Sick and Safe Leave Employee Notice	The Maryland Department of Labor, Licensing, and Regulation has released a Earned Sick and Safe Leave Employee Notice poster that employers can use to comply with the notice requirement of the Healthy Working Families Act.	N/A	02/11/2018	02/09/2018	English and Spanish 03/06/2018
Mandatory	Unemployment Insurance	Contact information updated, and information about Maryland Relay added.	09/2017	12/14/2017	10/03/2017	English and Spanish 01/31/2018
Minor	Child Labor	Spelling correction made.	10/2016	N/A	11/03/2017	N/A
Minor	Minimum Wage	Information about Montgomery and Prince George's counties updated.	07/2017	N/A	07/06/2017	N/A
Mandatory	Equal Pay for Equal Work	The Equal Pay for Equal Work law has been expanded to prohibit discrimination on the basis of gender identity and to require pay transparency.	09/2016	10/01/2016	09/30/2016	English 11/02/2016 Spanish 11/03/2016

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Minimum Wage	Outdated minimum wage rates have been removed. Information has been added about 2016 minimum wage rates for Montgomery and Prince George's counties.	08/2016	N/A	08/16/2016	N/A
Mandatory	Equal Pay for Equal Work	The requirement for an employer to keep records relating to an employee's race and gender has been removed from the posting.	11/2015	11/04/2015	11/04/2015	12/11/2015 12/15/2015 12/17/2015 01/04/2016
Minor	Minimum Wage	Updated agency and contact information.	11/2015	N/A	N/A	N/A
Minor	Allowable Tip Credit	Updated agency and contact information; Tip credit tables adjusted.	11/2015	N/A	N/A	N/A
Minor	Work Permit for Minors	Updated agency and contact information.	09/2015	N/A	N/A	N/A
Minor	Notice to Tipped Employees	Updated agency and contact information.	09/2015	N/A	N/A	N/A
Minor	Work Permit for Minors/Child Labor	Minor wording changes.	01/2015	N/A	N/A	N/A
Mandatory	Equal Pay for Equal Work	A section on Enforcement has been added to the posting, to reflect a change in law that took place in 2013.	04/2015	07/01/2013	04/15/2015	English and Spanish 05/21/2015
Mandatory	Allowable Tip Credits	The updated posting adds charts that outline tip credit calculations.	01/2015	01/2015	01/26/2015	English 02/12/2015; Spanish 5/21/2015
Minor	OSHA	Names removed.	N/A	N.A	02/10/2015	N/A
Minor	Equal Pay for Equal Work	Address change.	01/21/2015	N/A	N/A	N/A

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Employment Discrimination	Gov. Martin O'Malley has signed the Fairness for All Marylanders Act, which adds transgender status to the list of protected classes. The effective date is Oct. 1, 2014. Poster is recommended but not required.	N/A	10/01/2014	09/25/14	English 10/08/2014
Mandatory	Child Labor	Under House Bill 467, a parent or guardian of a minor may apply for a work permit online.	07/2014	10/01/2014	08/01/2014	Spanish 10/17/14
Mandatory	Minimum Wage	The state's minimum wage increased to \$8 per hour on January 1, 2015. The poster also lists future increases.	5/2014	01/01/2015	6/19/2014	
Minor	Employment Discrimination		12/2013			English 1/20/2014 Spanish 2/07/2014
Mandatory	Pregnancy Accommodation	Under amendments to State Government Article of the Maryland, Title 20, Section 20-602, pregnant employees have a statutory right to reasonable accommodation.	N/A	01/01/2013	N/A	
Mandatory	Notice to Tipped Employees	Under Section 3-713 of the Labor and Employment Article of Maryland Code, employers may not require employees to pay the bill if the customer does not pay.	10/01/2013	10/01/2013	N/A	
Minor	MOSH		09/2013	N/A	N/A	N/A
Minor	Health Insurance		02/2011	N/A	N/A	N/A

MARYLAND/County-Specific

Prince George's and Montgomery Counties

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Poster Compliance Dates Prince George's County: 07/2019 Montgomery County: 07/2019

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory for employers in Prince George's County	Minimum Wage	The Prince George's County minimum wage will expire on January 1, 2021, and the county's minimum wage poster has been updated with that information.	05/2019	05/22/2019	05/22/2019	06/27/2019

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory for employers in Montgomery County	Minimum Wage	A new minimum wage takes effect in Montgomery County on July 1, with varied rates based on employer size.	05/2019	07/01/2019	05/22/2019	06/27/2019
Mandatory for employers in Montgomery County	Minimum Wage	The Maryland Department of Labor, Licensing and Regulation has updated the poster to show the new rates that took effect July 1.	06/2018	07/01/2018	07/03/2018	08/09/2018
Mandatory for employers in Montgomery County	Minimum Wage	The Maryland Department of Labor, Licensing and Regulation has updated the Minimum Wage and Overtime Law in Montgomery County poster. The poster now lists the tipped employee amount of \$4 per hour. Employers can order this bilingual specialty poster to remain in compliance with county posting requirements.	07/2015	07/01/2015	07/02/2015	07/27/2015
Mandatory for employers in Montgomery County	Minimum Wage	The Maryland Department of Labor, Licensing, and Regulation has published an updated minimum wage poster for Montgomery County, showing new effective dates for rate increases in 2016 and 2017. Employers can order this bilingual specialty poster to remain in compliance with county posting requirements.	03/2015	07/01/2016	03/18/2015	04/23/2015
Mandatory for employers in Prince George's and Montgomery Counties	Minimum Wage	The Maryland Department of Labor, Licensing, and Regulation has published updated minimum wage posters for Montgomery and Prince George's counties. These posters are not part of the Maryland all-in-one or combo posters, and are not included in the Employment Law Poster Update Service. However, employers can order these bilingual specialty posters to remain in compliance with county posting requirements.	08/2014	10/01/2014	10/01/2014	03/09/2015

MASSACHUSETTS

State Poster Compliance Date 11/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
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>	11/17/2020	11/30/2020	11/30/2020	01/07/2021 01/21/2021
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.	N/A	06/14/2019	06/14/2019	07/11/2019
Mandatory	Paid Family Medical Leave	The state's Paid Family Medical Leave Law includes a posting requirement.	N/A	07/01/2019	03/22/2019 (English) 04/05/2019 (Spanish)	05/10/2019
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.	10/2018	01/01/2019	10/29/2018	English 12/18/2018 Spanish 01/14/2019
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	N/A	N/A	N/A

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Wage and Hour Laws	<p>The Office of the Massachusetts Attorney General updated the posting to emphasize the 2017 minimum wage rate of \$11 per hour. In addition, the poster now includes information about:</p> <ul style="list-style-type: none"> • Reporting pay • The rights of temporary workers • The rights of domestic workers • Public works and public construction workers • Domestic violence leave 	01/2017	01/01/2017	12/20/2016	01/23/2017
Mandatory	Wage and Hour Laws	<p>The Office of the Massachusetts Attorney General updated the posting to more prominently display the 2016 minimum wage of \$10 per hour. The poster includes information about:</p> <ul style="list-style-type: none"> • Earned sick time • Non-discrimination and equal pay. • Statutes under which employees have the right to sue. • A change in the number of the posting requirement statute to 454 CMR 27.07. 	12/2015	01/01/2016	12/28/2015	02/02/2016 01/28/2016
Mandatory	Paid Sick Leave	The Massachusetts Office of the Attorney General released an Earned Sick Time notice that all employers must post.	07/01/2015	07/01/2015	06/10/2015	E-07/07/2015 S-07/07/2015 & 7/02/2015
Mandatory	Parental Leave	An Act Relative to Parental Leave requires employers to post a summary of the law and information about a company's parental leave policy. This replaces the Maternity Leave Act posting.	03/10/2015	04/07/2015	03/30/2015	E-04/21/2015 S-5/15/2015 & 5/21/2015
Mandatory	Minimum Wage	The state Attorney General's Office has released an updated Wage and Hour Laws poster showing the rate of \$9 per hour, effective 01/01/15. It also includes future rate increases.	01/01/2015	01/01/2015	English 12/31/2014	E-1/21/2015 S-03/04/2015 & 3/09/2015
Mandatory	Fair Employment	Added gender identity as a protected class and reworded information in several sections.	08/2013	07/01/2013	N/A	N/A
Minor	Unemployment Insurance		06/2013	N/A	N/A	N/A

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Workers' Compensation		08/2010	N/A	N/A	N/A

MASSACHUSETTS/Specialty

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory for public employers	Workplace Safety and Health Protection	Updated with a new regulatory reference. All public sector employers are required to comply with OSHA regulations under 454 CMR 25.	10/15/2019	10/15/2019	10/15/2019	12/13/2019

MICHIGAN

State Poster Compliance Date 1/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated with 2021 minimum wage rate of \$9.65 per hour.	12/2020	01/01/2021	12/16/2020	English 01/20/2021 01/21/2021 Spanish 02/01/2021
Minor	Child Labor	Wording revisions.	12/2019	N/A	03/16/2019	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	12/2019	12/17/2019	12/17/2019	English 02/14/2020 02/21/2020 Spanish 03/20/2020

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		Investment Agency has been renamed the Unemployment Insurance Agency.				
Minor	Minimum Wage	New agency name.	09/2019	N/A	12/30/2019	N/A
Minor	Youth Employment	Governor's name remove.	N/A	N/A	07/12/2019	N/A
Mandatory	Minimum Wage	The Michigan Department of Licensing and Regulatory Affairs (LARA) has revised the posting to show the new rate of \$9.45 per hour, the new tipped employee rate of \$3.59 per hour, and the 85 percent hourly rate of \$8.03 per hour, which can be paid to minors who are 16 or 17 years old.	01/2019	03/29/2019	01/25/2019	English 03/08/2019 Spanish 03/29/2019
Mandatory	Paid Sick Leave Act	This new mandatory posting describes which employers and employees are covered by the act, how paid medical leave is accrued, and how it may be used. It also describes employee rights and penalties that an employer faces for noncompliance.	01/2019	03/29/2019	01/25/2019	
Mandatory	Discrimination	Information added on 182-day time limit for requesting an accommodation for a disability.	02/2017	03/09/2017	03/09/2017	04/18/2017
Mandatory	Minimum Wage	Lists the 2017 state minimum wage of \$8.90 per hour and \$3.38 per hour for tipped employees. The 2018 rates of \$9.25 and \$3.52 per hour are also shown.	09/2016	01/01/2017	10/26/2016	12/08/2016
Minor	SDS Location	Agency name change	08/2016	N/A	09/08/2016	N/A
Mandatory	Minimum Wage	Lists the new state minimum wage of \$8.50 per hour and \$3.23 per hour for tipped employees.	10/2015	01/01/2016	11/24/2015	01/04/2016 to 01/15/2016
Minor	OSHA	Address change.	09/2015	N/A	N/A	N/A
Mandatory	OSHA	Reporting requirements revised. Employers must notify the Michigan Department of Licensing and Regulatory Affairs within 24 hours of all work-related inpatient hospitalizations, amputations, and losses of an eye.	07/2015	09/01/2015	09/02/2015	10/01/2015
Minor	SDS Location, New or Revised SDS	Phone number update.	08/2015	N/A	N/A	N/A

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	UI	Talent Investment Agency added.	05/2015	N/A	N/A	N/A
Minor	Minimum Wage	Logo update.	10/2014	N/A	N/A	N/A
Mandatory	Minimum Wage	The Wage and Hour Program of the Michigan Department of Licensing and Regulatory Affairs has published an updated minimum wage notice which lists the minimum wage rate of \$8.15 per hour. The new rate took effect on September 1 under the Workforce Opportunity Act, Public Act 138 of 2014.	06/2014	09/2014	07/02/2014	English 08/01/2014 Spanish 09/10/2014
Minor	SDS Location, New or Revises SDS		12/2012	N/A	N/A	N/A
Minor	Discrimination in Employment		07/2012	N/A	N/A	N/A
Minor	YESA		04/2012	N/A	N/A	N/A
Minor	Minimum Wage		09/2011	N/A	N/A	N/A
Mandatory	Minimum Wage	85% of Minimum Hourly Wage Rate increase from \$6.55 per hour to \$7.25 per hour effective July 24, 2009.	01/2009	07/24/2009	N/A	N/A

MICHIGAN/City-Specific

Ann Arbor

Poster Compliance Date 4/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory for city contractors	Living Wage Ordinance	Updated to show the rates in effect from April 30, 2020, to April 29, 2021.	02/10/2020	04/30/2020	04/02/2020	05/27/2020
Mandatory for city contractors	Living Wage Ordinance	Updated to show the rates in effect from April 30, 2018, to April 29, 2019.	02/01/2018	04/30/2018	02/01/2018	05/30/2018

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory for city contractors	Non-Discrimination Ordinance	Revised complaint procedure section.	2017	09/13/017	09/13/2017	N/A
Mandatory for city contractors	Living Wage Ordinance	Updated to show the new rate effective between 04/30/2017 and 04/29/2018.	02/07/2017	04/30/2017	02/07/2017	N/A

MINNESOTA

State Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
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 	10/2020	01/01/2021	10/07/2020	12/09/2020 12/16/2020
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.	N/A	01/01/2020	09/20/2019	12/03/2019
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.	N/A	01/01/2019	10/15/2018	12/05/2018
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.	10/2017	01/01/2018	10/26/2017	English 12/05/2017 Spanish 01/31/2018
Mandatory	Minimum Wage	The posting lists new minimum wage rates effective August 1, 2016: \$9.50 per hour for large employers, and \$7.75 per hour for small employers. The training wage and youth wage is also \$7.75 per hour.	07/2016	08/01/2016	07/16/2016	English 08/08/2016 Spanish Basic 08/08/2016 Spanish combo 08/31/2016
Minor	Unemployment Insurance	Lines relating to "Information Handbook" and Social Security number removed.	09/2015	N/A	11/10/2015	N/A

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Safety and Health Protection on the Job	The state adopted new federal OSHA reporting requirement, effective 10/1/2015. Employers must report all amputations, eye loss, or hospitalizations within 24 hours rather than reporting only the hospitalization of three or more employees.	10/2015	10/1/2015	09/29/2015	English 10/22/2015 S-Combo 12/10/2015 S-Basic 12/11/2015
Mandatory	Minimum Wage	The poster lists the large employer minimum wage of \$9 per hour effective 08/01/2015. It also lists the small employer, training wage, and youth wage rate of \$7.25 per hour, and the J-1 Visa rate of \$7.50 per hour.	07/2015	08/01/2015	07/14/2015	English 08/03/2015 Spanish Basic 09/10/2015 Combo 09/08/2015
Mandatory	Minimum Wage	The Minnesota Department of Labor & Industry has published an updated minimum wage posting listing rates that go into effect on August 1, 2014. The minimum wage will increase to \$8 per hour for large employers and \$6.50 per hour for small employers. Youth under 20 years of age may be paid a training wage of at least \$6.50 per hour for the first 90 days of employment, and youth under 18 years of age may be paid a minimum wage of 6.50 per hour.	08/2014	08/01/2014	07/15/2014	English 7/29/2014 Spanish 8/6/2014
Minor	Minimum Wage/Sick Leave		08/2013	N/A	N/A	N/A
Mandatory			N/A	N/A	N/A	N/A

MINNESOTA/City-Specific

Duluth

Poster Compliance Date 01/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Safe and Sick Time	Covered employers must display the Earned Sick and Safe Time posting.	N/A	01/01/2020	08/07/2019	12/11/2019

Minneapolis

Poster Compliance Date 1/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Employment Rights	Updated with wage theft information.	N/A	01/01/2020	12/11/2019	01/13/2020
Mandatory	Employment Rights	The city has made a mandatory change to its Labor and Employment Rights notice to add city minimum wage rates.]	N/A	01/01/2018	10/24/2017	02/05/2018
Mandatory	Sick and Safe Time Ordinance	Covered employers must display the Sick and Safe Time Ordinance posting.	N/A	07/01/2017	03/16/2017	N/A

St. Paul

Poster Compliance Date 1/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Employee Rights	Employers must display a poster showing the city's minimum wage. The 2020 rate is \$12.50 per hour.	N/A	01/01/2020	12/27/2019	02/04/2020
Mandatory	Earned Sick and Safe Time	Covered employers must display the Earned Sick and Safe Time posting.	N/A	07/01/2017	03/28/2017	N/A

MISSISSIPPI

State Poster Compliance Date 05/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Unemployment Insurance	Updated with details about how to apply for unemployment insurance.	03/31/2020	03/31/2020	05/21/2020	06/25/2020 06/26/2020
Minor	Unemployment Insurance		10/2013	N/A	N/A	N/A
Mandatory			N/A	N/A	N/A	N/A

MISSOURI

State Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated with 2021 rate of \$10.30 per hour and tipped employee minimum wage of \$5.15 per hour.	12/2020	01/01/2021	11/23/2020	01/14/2021
Mandatory	Minimum Wage	The Missouri Division of Labor Standards updated the poster to show the 2020 rate of \$9.45 per hour.	12/2019	01/01/2020	12/02/2019	01/16/2020 01/17/2020 Spanish 01/13/2019
Minor	Workers' Compensation	Notification information reworded. The state indicates that the changes are unsubstantial and the 2017 version remains in compliance.	07/2019	N/A	08/01/2019	N/A
Mandatory	Minimum Wage	The posting shows the 2019 private employer minimum wage rate of \$8.60 per hour.	11/2018	01/01/2019	English 11/20/2018 Spanish	English 01/07/2019 Spanish 02/19/2019
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	03/2018	03/20/2018	03/20/2018	04/20/2018

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		workers should do if they think they may be misclassified.				
Mandatory	Minimum Wage	The posting shows the 2018 minimum wage rate of \$7.85 per hour.	12/2017	01/01/2018	12/15/2017	English 01/10/2018 Spanish 02/02/2018
Mandatory	Workers' Compensation	Fraud and noncompliance information updated to show new felony classes. Toxic exposure information added.	04/2017	01/01/2017	04/26/2017	05/26/2017 (English) 06/05/2017 (Spanish)
Mandatory	Minimum Wage	Updated with new rate of \$7.70 per hour.	01/2017	01/01/2017	11/15/2016	12/15/2016 12/16/2016
Minor	Discrimination	Contact information updated.	04/2016	N/A	N/A	N/A
Minor	Youth Employment List	Email address has been changed, a few other minor edits to text.	5/2016	N/A	N/A	N/A
Mandatory	Minimum Wage	Updated to indicate new effective year.	01/2016	01/2016	11/10/2015	12/10/2015 12/08/2015 12/11/2015
Mandatory	Minimum Wage	The minimum wage increased to \$7.65 per hour on 01/01/15. It is subject to an annual cost of living adjustment.	01/2015	01/01/2015	11/10/2014	12/08/2014 12/02/2014 11/26/2014
Minor	Unemployment Insurance	Additional text added explaining how to get information about a claim that has been filed.	12/2014	N/A	N/A	N/A
Minor	Unemployment Insurance	Includes new phone numbers and changes the term "certifications" to "request for payment."	5/2014	N/A	N/A	N/A
Minor	Workers' Compensation		02/2014	N/A	N/A	N/A
Mandatory	Minimum Wage	The state's minimum wage increased to \$7.50 per hour on 01/01/2014.	01/01/2014	01/01/2014	N/A	English 1/17/2014 Spanish 1/28/2014
Minor	Unemployment Insurance		07/2013	N/A	N/A	N/A

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Discrimination in Employment		11/2012	N/A	N/A	N/A
Minor	Workers' Compensation		09/2011	N/A	N/A	N/A

MONTANA

State Poster Compliance Date 1/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
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.	N/A	01/01/2021	10/14/2020	12/21/2020
Mandatory/Recommended	Minimum Wage	Updated to show the 2020 rate of \$8.65 per hour.	N/A	01/01/2020	10/29/2019	12/03/2019 12/11/2019
Mandatory/Recommended	Minimum Wage	Updated to show the 2019 rate of \$8.50 per hour.	N/A	01/01/2019	01/01/2019	01/29/2019 02/01/2019
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.	N/A	01/01/2018	09/29/2017	English 12/05/2017 Spanish 02/01/2018
Mandatory/Recommended	Minimum Wage	The state has released an updated minimum wage notice stating the 2017 minimum wage of \$8.15 per hour.	N/A	01/01/2017	10/203/2016	12/07/2016 and 12/08/2016
Minor	Discrimination	New contact information.	N/A	N/A	11/25/2016	N/A
Minor	Minimum Wage	Removed 2014 rate.	1/2015	N/A	N/A	N/A
Mandatory/Recommended	Minimum Wage	Shows 2015 minimum wage of \$8.05 per hour.	N/A	01/01/2015	09/25/2014	11/3/2014
Mandatory	Minimum Wage	The minimum wage increased to \$7.90 on 01/01/2014.	01/01/2014	01/01/2014	N/A	English 12/13/2013 Spanish 1/21/14

NEBRASKA

State Poster Compliance Date 1/2015

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Unemployment Insurance	New website information. The state indicates that the previous version remains in compliance.	09/21/2016	N/A	N/A	N/A
Minor	Job Safety and Health (workers' compensation)	The state no longer requires employers to display this poster.	N/A	N/A	N/A	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.	12/2014	01/01/2015	12/16/2014	English Combo 1/06/2015 State-only 01/09/2015 Spanish 02/16/2015
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	07/2014	07/16/2014	English 08/13/2014 Spanish 09/17/2014
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.	02/2013	11/24/2012	N/A	N/A
Minor	Minimum Wage		02/2013	N/A	N/A	N/A

NEVADA

State Poster Compliance Date 10/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
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	10/2020	10/29/2020	10/29/2020	12/09/2020 12/21/2020
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.	N/A	07/01/2020	06/15/2020	07/31/2020
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.	06/30/2020	07/01/2020	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.	11/2019	N/A	N/A	
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	04/01/2020	07/01/2020	04/03/2020	06/12/2020

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		<p>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.</p> <p>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.</p>				
Mandatory	OSHA	The Nevada Occupational Safety and Health Administration has made a mandatory change to the Nevada Occupational Safety and Health Act posting to show increased penalties for safety violations levied against employers who are not in compliance.	01/2020	01/15/2020	02/19/2020	03/23/2020
Mandatory	Workers' Compensation Job Safety and Health Protection (OSHA)	<p>The Nevada Division of Industrial Relations has updated two labor law postings with mandatory changes:</p> <ul style="list-style-type: none"> Definitions of employee, employer, and independent contractor have been added to the workers' compensation posting, and Penalty amounts have been updated on the Safety and Health Protection on the Job (OSHA) poster. 	<p>Workers' Compensation: 11/2019</p> <p>OSHA: 09/2019</p>	<p>Workers' Compensation: 11/07/2019</p> <p>OSHA: 10/01/2019</p>	<p>Workers' Compensation: 11/07/2019</p> <p>OSHA: 10/11/2019</p>	12/12/2019
Mandatory	Minimum Wage Notice of Sickness or Injury Paid Leave Domestic Workers' Bill of Rights	<p>Nevada's Office of the Labor Commissioner has added four new postings that employers must display:</p> <p>Minimum Wage: Lists annual rate increases taking effect through 2024. Required under AB 456.</p> <p>Notice to Employer that Employee is Sick or Sustained Injury: Relates to an employee's absence notification obligations. Required due to AB 181.</p> <p>Paid Leave: Outlines leave that must be provided to employees. Required under SB 312.</p>	<p>Minimum Wage: N/A</p> <p>Notice of Sickness or Injury: 06/11/2019</p> <p>Paid Leave: 06/11/2019</p>	<p>Minimum Wage: 07/01/2019</p> <p>Notice of Sickness or Injury: 05/19/2019</p>	<p>Minimum Wage: 06/24/2019</p> <p>Notice of Sickness or Injury: 06/28/2019</p> <p>Paid Leave: 06/28/2019</p>	08/28/2019

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
	Rules to be Observed by Employers	Domestic Workers' Bill of Rights: Contains excerpts of laws relating to domestic workers. Required under changes made under SB 468. It has also made a mandatory change to the Rules to be Observed by Employers posting to: <ul style="list-style-type: none"> State that a company violating the statutes is subject to penalties, Update meal and rest period information, Add details to recordkeeping information, and Add information about new paid leave and absence call-in laws. 	Domestic Workers' Bill of Rights: 08/03/2018 Rules to be Observed by Employers: 06/24/2019	Paid Leave: 01/01/2020 Domestic Workers' Bill of Rights: 01/01/2018 Rules to be Observed by Employers: 07/01/2019	Domestic Workers' Bill of Rights: 01/17/2019 Rules to be Observed by Employers: 06/24/2019	
Minor	Lie Detector Tests Domestic Violence Bulletin Nursing Mother's Accommodation Act Annual Minimum Wage Bulletin Annual Daily Overtime Bulletin	The state has made the following minor posting changes: Lie Detector Tests: New email address. Domestic Violence Bulletin: New contact information. Nursing Mother's Accommodation Act: New contact information. Annual Minimum Wage Bulletin: New contact information. Annual Daily Overtime Bulletin: New contact information.	Lie Detector: N/A Domestic Violence: 2019 Nursing Accommodation: N/A Annual Minimum Wage: N/A Annual Daily Overtime: N/A	N/A	Lie Detector: 06/20/2019 Domestic Violence: 06/25//2019 Nursing Accommodation: 06/24/2019 Annual Minimum Wage: 06/26/2019 Annual Daily Overtime: 06/26/2019	
Mandatory	Minimum Wage/Overtime	The state's minimum wage and overtime bulletins have been updated with information that will be in effect from 7/1/2019, to 6/30/2020. The rates will remain the same as the previous year.	N/A	07/01/2019	04/05/2019	05/02/2019

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Workers' Compensation	Address information updated; employers must display the poster as specified by the state.	06/2018	06/20/2018	06/20/2018	
Mandatory	Rules to be Observed by Employers	Information about wages for domestic workers has been added to reflect regulatory changes that took effect under Senate Bill 468.	08/03/2018	07/01/2017	08/13/2018	09/17/2018
Mandatory	Minimum Wage and Daily Overtime Bulletins	Employers are required to post the 2018 versions of the bulletins. The minimum wage and daily overtime threshold rates remain the same.	04/01/2018	07/01/2018	04/04/2018	04/27/2018
Mandatory	Pregnant Workers' Fairness Act	The Pregnant Workers' Fairness Act requires employers to provide reasonable accommodations for conditions relating to pregnancy, childbirth, or a related medical condition. Employers with 15 or more workers are required to post a notice of employee rights.	N/A	06/02/2017	07/18/2017	English 08/22/2017 Spanish: 09/18/2017
Mandatory	Nursing Mother's Accommodation Act	The Nursing Mother's Accommodation Act requires employers to provide a nursing mother with reasonable break time and a suitable place to express breast milk. The Act amends Chapter 608 of the Nevada Revised Statutes, which requires employers to post an abstract of the chapter.	N/A	07/01/2017	07/26/2017	
Mandatory	Domestic Violence Victims' Law	Senate Bill 361 requires employers to provide leave if an employee is a victim of domestic violence. The law includes a posting requirement.	N/A	01/01/2018	07/26/2017	
Mandatory	Minimum Wage and Daily Overtime Bulletins	Employers are required to post the 2017 versions of the bulletins. The minimum wage and daily overtime threshold rates remain the same.	04/01/2017	07/01/2017	03/31/2017	04/28/2017

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage, Daily Overtime	Employers are required to post the 2016 versions of the bulletins.	04/01/2016	07/01/2016	03/31/2016	04/29/2016 05/02/2016 05/02/2016
Minor	Lie Detector	Contact information updated.	12/2015	N/A	12/08/2015	N/A
Minor	Safety and Health Protection (OSHA)	Contact information updated.	05/2015	N/A	05/12/2015	N/A
Minor	Rules to be Observed by Employers	Contact information updated.	03/18/2016	N/A	03/18/2016	N/A
Mandatory	Minimum Wage and Overtime	Employers are required to post the 2015 versions of the bulletins.	04/2015	07/01/2015	03/31/2015	04/21/2015
Minor	Rules	The names of state officials were removed.	01/26/2015	N/A	01/26/2015	N/A
Minor	Discrimination	Address change.	1/2015	N/A	N/A	N/A
Minor	Unemployment Insurance	Information about UI fraud hotline added.	04/2014	N/A	N/A	N/A
Mandatory	Minimum Wage and Daily Overtime	On April 1, the Nevada Labor Commissioner Thoran Towler released the annual bulletins for the state's minimum wage and daily overtime requirements. Although the rates will not change for the coming year, the Office of the Labor Commissioner indicates that employers are required to post the 2014 Minimum Wage and Daily Overtime bulletins.	04/2014	07/01/2014	04/01/2014	English and Spanish 04/23/2014
Mandatory	Discrimination in Employment	The Nevada Equal Rights Commission (NERC) has updated its Discrimination posting to better reflect the protected categories listed in the state's Equal Opportunities for Employment statutes.	01/2014	01/2014	N/A	English 1/31/2014 Spanish 2/07/2014
Minor	Wage and Hour Laws		11/2012	N/A	N/A	N/A

NEVADA/Specialty

State Poster Compliance Date 8/2017

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Equal Employment Opportunity	Updated with reference to the Workforce Innovation and Opportunity Act.	N/A	08/22/2017	08/22/2017	09/19/2017

NEW HAMPSHIRE

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State Poster Compliance Date 8/2019

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship 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.	N/A	07/08/2018	08/26/2019	09/27/2019 (English) 10/24/2019 (Spanish)
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.	10/02/2017	N/A	10/17/2017	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.	07/13/2017	07/11/2017	07/13/2017	English 08/10/2017 Spanish 08/11/2017
Minor	Independent Contractor, Minimum Wage, Right to Know, Whistleblower Protection Act, Pay Equity	Deputy labor commissioner's name added.	07/13/2017	N/A	07/13/2017	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.	12/2014	01/01/2015	12/18/2014	E- Combo 1/08/2015 State-only 1/09/2015 S- 2/10/2015

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Minimum Wage, Whistleblower Protection Act, Protective Legislation, Right to Know, Independent Contractor	New deputy labor commissioner's name added.	04/22/2014	N/A	N/A	N/A
Mandatory	Whistleblower Protection Act	Adds protections for an employee who objects to or refuses to participate in any activity that the employee believes violates the law. Provides additional information relating to court action protections.	02/15/14	02/15/14	02/25/14	English and Spanish 03/26/14
Mandatory	Employee or Independent Contractor	A list of criteria must be met to be considered an independent contractor.	08/2012	08/06/2012	N/A	N/A

New Hampshire/Specialty

State Poster Compliance Date 8/2019

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory for employers in the housing and public accommodations industries	Discrimination	Discrimination postings for the public accommodations and housing industries were updated with a mandatory change to add gender identity as a protected class. These posters are available from J. J. Keller as specialty posters.	N/A	07/08/2018	08/26/2019	10/01/2019

NEW JERSEY

State Poster Compliance Date: 01/2021

Child Labor/Worker Misclassification Compliance Date: 06/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Potential	Minimum Wage	Shows new 2021 rate of \$12 per hour and the \$10.44 rate for agricultural employees.	01/2021	01/01/2021	10/15/2020	01/07/2021
Minor	Whistleblower	New logo.	10/2019	N/A	12/05/2019	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.	05/01/2020	04/01/2020	06/03/2020	English 07/09/2020 Spanish 08/24/2020
Minor	Child Labor	Formatting changes.	07/2019	N/A	08/16/2019	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.	06/2019	07/24/2019	07/24/2019	English 09/12/2019 Spanish 09/27/2019
Mandatory	Minimum Wage	The poster shows the minimum wage increase to \$10 per hour on July 1, 2019, and to \$11 per hour on January 1, 2020. The tipped rate will increase to \$2.63 per hour on July 1, 2019, and to \$3.13 per hour on January 1, 2020. There is also a training wage and rates for small employers and agricultural workers. The minimum wage is subject to annual increases under state law through 2024.	06/2019	07/01/2019	06/25/2019	07/24/2019
Mandatory	Family Leave Act, Family Leave Insurance	On the Family Leave Insurance posting, the definition of "family member" has been expanded to include a parent-in-law, sibling, grandparent, grandchild, or any other person related by blood or with whom the employee has a close association.	04/2019 (FLI) 04/05/2019 (FLA)	02/19/2019 (FLI) 06/30/2019 (FLA)	04/10/2019 (FLI) 04/05/2019 (FLA)	5/16/2019 (English) 06/11/2019 (Spanish)

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		The Family Leave Act posting notes that the Act will apply to employers with at least 30 employees. The poster also includes additional details about the Act.				
Minor	Paid Sick Leave	Employees can begin using sick leave on Feb. 26, 2019, or 120 days after beginning employment.	N/A	N/A	01/02/2019	N/A
Mandatory	Minimum Wage	Updated to show the new rate of \$8.85 per hour.	01/2019	01/01/2019	10/19/2018	12/18/2018
Mandatory	Paid Sick Leave	Employers must display the new mandatory posting describing an employee's rights under the Earned Sick Leave law.	09/2018	10/29/2018	10/03/2018	11/02/2018 11/08/2018
Mandatory	Discrimination	The New Jersey Division on Civil Rights has made a mandatory change to the state's discrimination posters to add breastfeeding to the state's civil rights protections. The protection was added under SB2709.	04/08/2018	01/01/2018	04/18/2018	05/23/2018
Mandatory	Minimum Wage	The New Jersey Department of Labor and Workforce Development has updated the state's minimum wage posting to show the new rate of \$8.60 per hour, which takes effect on January 1, 2018.	01/2018	01/01/2018	09/29/2017	12/05/2017
Mandatory	Minimum Wage	Updated to show the new rate of \$8.44 per hour.	01/2017	01/01/2017	11/17/2017	12/30/2016
Minor	Family Leave Act	Information about the Act has been reworded.	09/06/16	N/A	09/06/16	N/A
Minor	Family Leave Act, Discrimination	New contact information.	05/2015	N/A	N/A	N/A
Mandatory	Minimum Wage	The minimum wage increased to \$8.38 per hour 01/01/15 and the state has released a new minimum wage posting.	01/2015	01/01/2015	10/29/201	E:12/08/2014 S:12/05/2014
Minor	Family Leave Act	The posting has been updated to note that it is illegal to publish a discriminatory employment ad.	5/27/14	N/A	8/12/14	N/A
Mandatory	Discrimination in Employment	New Jersey Gov. Chris Christie signed S-2995/A-4486 on January 21, 2014, adding pregnancy to the list of protected classes. On May 27, 2014, New Jersey's Office of Civil Rights published an updated poster including pregnancy as a protected class.	05/27/14	01/01/014	05/27/2014	06/26/2014

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Child Labor Law Abstract	Information added noting that the minimum wage rate does not apply to minors.	12/13	N/A	4/24/14	N/A
Mandatory	Minimum Wage	The minimum wage increased to \$8.25 per hour on 01/01/14.	01/01/2014	01/01/2014	N/A	English 1/13/2014 Spanish 2/07/2014
Mandatory	Gender Equity in Employment	The New Jersey Department of Labor has published the Right to be Free of Gender Equity notice, which outlines worker rights relating to gender equity in pay. The posting requirement went into effect on January 6, 2014, for New Jersey employers with 50 or more employees (whether or not all 50 employees work in New Jersey).	01/01/2014	01/06/2014	N/A	
Minor	UI and Disability		01/2014	N/A	N/A	N/A
Minor	Payment of Wages		10/2013	N/A	N/A	N/A
Mandatory	New Jersey SAFE Act	The New Jersey Security and Financial Empowerment Act (SAFE) Act provides eligible employees with up to 20 days of unpaid leave in a 12-month period to address circumstances resulting from domestic violence.	09/2013	10/01/2013	N/A	N/A

NEW JERSEY/Wage Orders

Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Wage Orders	Updated to show 2021 minimum wage rate of \$12 per hour.	01/2021	01/01/2021	12/16/2020	01/19/2021
Mandatory <i>Compliance Date 01/2019</i>	Wage Orders	Updated to show the 2019 minimum wage rate of \$8.85 per hour.	01/2019	01/01/2019	01/01/2019	01/08/2019
Mandatory	Wage Orders	Updated with the 2018 minimum wage rate of \$8.60 per hour.	01/2018	01/2018	12/12/2017	01/05/2018
Mandatory	Wage Orders	Updated with the 2017 minimum wage.	01/2017	01/01/2017	12/08/2016	N/A

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Wage Orders	Updated with the new minimum wage.	01/2015	01/01/2015	01/14/2015	N/A

NEW JERSEY/Specialty

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory for public employers <i>Compliance Date 10/2017</i>	Public Employer Occupational Safety and Health (PEOSH)	New Jersey has added a public employer Occupational Safety and Health posting to its posting website. This posting is for public employers in New Jersey.	10/01/2017	10/01/2017	02/01/2019	07/22/2020
Mandatory <i>Compliance Date 04/2018</i>	Discrimination in Housing/ Public Accommodation	The New Jersey Division on Civil Rights has made a mandatory change to the state's discrimination posters to add breastfeeding to the state's civil rights protections.	04/08/2018	01/01/2018	04/18/2018	05/15/2018
Mandatory <i>Compliance Date 11/2017</i>	Discrimination in Housing/Public Accommodation	Protection for service in the U.S. Armed Forces. This protection was added under Senate Bill 726.	11/02/2017	08/07/2017	11/02/2017	Available 12/11/2017

NEW MEXICO

State Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	To be updated with 2021 rate information.	N/A	01/01/2021	12/30/2020	02/16/2021
Mandatory	Discrimination	The list of protected classes now includes pregnancy and conditions related to childbirth.	07/2020	05/20/2020	08/18/2020	09/15/2020
Mandatory	Minimum Wage	The poster shows the 2020 rate of \$9 per hour, and the tipped employee minimum wage of \$2.35 per hour	N/A	01/01/2020	12/31/2019	01/31/2020 02/04/2020

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Information referencing local minimum wages added.	N/A	08/28/2018	08/28/2018	09/21/2018
Minor	Workers' Compensation	Website change.	07/2018	N/A	07/26/2018	N/A
Minor	Workers' Compensation	Address change.	09/01/2017	N/A	09/06/2017	N/A
Mandatory	Discrimination	Indicates that sexual harassment and harassment based on other protected categories is prohibited by the act.	12/2015	12/15/2015	12/15/2015	03/10/2016
Minor	Minimum Wage	Brief summary of minimum wage law made available.	N/A	N/A	09/05/2014	N/A
Mandatory	Minimum Wage	Removes outdated information.	05/14	05/2014	05/19/2014	07/02/2014 07/10/2014
Mandatory	Notice on Human Trafficking	Under H.B. 191, employers subject to the Minimum Wage Act must post the notice.	N/A	07/01/2014	06/17/2014	
Mandatory	Minimum Wage	State agency added text under Section 50-4-21.	N/A	07/01/2008	N/A	N/A

NEW MEXICO/City-Specific

Albuquerque

Poster Compliance Date 02/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated to remove health care benefit rate.	N/A	01/01/2021	01/16/2021	02/16/2021
Mandatory	Minimum Wage	Updated to show the 2021 rates of \$10.50 per hour (\$9.50 per hour if qualifying healthcare or childcare benefits are provided).	N/A	01/01/2021	10/03/2020	12/03/2020
Mandatory	Minimum Wage	Updated to show the 2020 rate of \$9.35 per hour.	N/A	01/01/2020	10/31//2019	12/19/2019
Mandatory	Minimum Wage	Updated to show the 2019 rate of \$9.20 per hour.	N/A	01/01/2019	10/16//2018	02/05/2019
Mandatory	Minimum Wage	The posting shows the 2018 rate of \$8.95 per hour	N/A	01/01/2018	12/05/2018	12/29/2017

Bernalillo County

Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated to show the 2021 rate.	N/A	01/01/2021	11/19/2020	01/18/2021
Mandatory	Employee Wellness Act	Under the Employee Wellness Act, employers in Bernalillo County must permit employees to accrue paid time off to be used for any reason. Employers must provide notice of this in English and Spanish.	N/A	10/01/2020	10/01/2020	10/30/2020
Mandatory	Minimum Wage	Updated to show the 2020 rate of \$9.20 per hour.	N/A	01/01/2020	01/03/2020	02/07/2020
Mandatory	Minimum Wage	Updated to show the 2019 rate of \$9.05 per hour.	N/A	01/01/2019	01/02/2019	02/05/2019
Mandatory	Minimum Wage	Updated with the 2018 rate of \$8.85 per hour.	N/A	01/01/2018	03/20/2018	03/30/2018

Las Cruces Compliance Date 1/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated with the 2021 rates.	N/A	01/01/2021	01/06/2021	02/16/2020
Mandatory	Minimum Wage	Updated with the 2020 rate.	N/A	01/01/2020	11/19/2019	02/18/2020

Santa Fe Compliance Date 03/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Living Wage	Updated to show the new rate of \$12.32 per hour.	N/A	03/01/2021	02/16/2020	03/05/2021
Mandatory	Living Wage	Updated to show the new rate of \$12.10 per hour.	N/A	03/01/2020	02/07/2020	03/27/2020
Mandatory	Living Wage	Updated to show the new rate of \$11.80 per hour.	N/A	03/01/2019	03/07/2019	04/10/2019

Santa Fe County Compliance Date 04/2014

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Employers with a county business license must post the Living Wage Ordinance in English and Spanish.	N/A	04/26/2014	07/10/2015	04/05/2019

NEW YORK

State Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated with 2021 rate information.	12/2020	12/31/2020	12/31/2020	02/03/2021
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.	06/2020	07/01/2020	07/01/2020	08/10/2020
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.	04/14/2020	04/03/2020	04/28/2020	English 05/29/2020 05/29/2020
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.	12/2019	12/31/2019	12/27/2019	English 02/07/2020 02/14/2020 Spanish 01/28/2020
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); 	N/A	Various (see details)	12/12/2019	English 02/14/2020 Spanish 01/28/2020

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		<ul style="list-style-type: none"> 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).				
Mandatory	Time Allowed Employees to Vote	Employees may have up to three hours of paid time off for voting. This must be posted not less than 10 working days before any Election Day.	04/12/2019	04/01/2019	04/15/2019	05/09/2019 05/22/2019
Mandatory	Minimum Wage	Shows updated minimum wage rates in effect from 12/31/2018 to 12/31/2019. \$15 for large employers in New York City \$13.50 for small employers in New York City \$12 for Long Island and Westchester \$11.10 for the remainder of New York State	12/2018	12/31/2018	12/28/2018	1/31/2019 02/28/2019
Mandatory	Discrimination	Updated list of protected classes, and additional information about pregnancy accommodation, sexual harassment prohibitions, and the rights of domestic workers. The updates reflect laws that took effect between 2015 and 2018.	N/A	Various	12/17/2018	
Mandatory Notice needs to be provided by ins. carrier	Paid Family Leave	The state agency indicates that employers must obtain this required notice from their insurance carrier. A self-insured employer can contact the state workers' compensation board to receive the required notice: Certificates@wcb.ny.gov . <i>Because the state is not making the posting text public, this notice will not be placed on posters from J. J. Keller, Inc. We will include text in a yellow box that lets employers know they need to post the Paid Family Leave notice and that they must obtain it from their insurance carrier or the state in order to be in compliance with posting regulations.</i>	N/A	01/01/2018	Notice needs to be provided by ins. carrier	N/A
Mandatory	Minimum Wage	The New York Department of Labor has updated its minimum wage posting to show the rates in effect from December 31, 2017, to December 30, 2018. The rates are:	12/2017	12/31/2017	12/08/2017	English 01/08/2018, 01/09/2018

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		\$13 for large employers in New York City \$12 for small employers in New York City \$11 for Long Island and Westchester \$10.40 for the remainder of New York State The state minimum wage increases annually under state law through 2020, and will increase annually based on the inflation rate beginning in 2021.				Spanish 01/08/2018, 01/09/2018 Spanish
Mandatory	Minimum Wage	The poster shows the 2017 minimum wage rates: <ul style="list-style-type: none"> \$11 per hour, large New York City employers \$10.50 per hour, small New York City employers \$10 per hour, Long Island and Westchester County employers; \$9.70 per hour, other employers in the state 	12/2016	12/31/2016	12/30/2016	English 01/27/2017 02/02/2017 Spanish: 02/16/2017
Minor	Working Hours for Minors	Capitalization style changed to title case.	09/2016	N/A	10/03/2016	N/A
Minor	Working Hours for Minors	Contact information updated.	03/2016	N/A	03/23/2016	N/A
Mandatory	Minimum Wage	The New York Department of Labor has updated the posting to list the new rate of \$9 per hour. Address information has also been updated.	11/2015	12/31/2015	12/30/2015	E-Basic 02/11/2016 E-Combo 02/12/2016 All Spanish 02/12/2016
Minor	Minimum Wage	Tagline change.	01/2015	N/A	02/10/2015	N/A
Mandatory	Minimum Wage	The minimum increased to \$8.75 per hour on 12/31/14.	12/31/2014	12/31/2014	12/31/2014	All Versions 01/22/2015
Mandatory	Minimum Wage	The minimum wage rate increased to \$8 per hour for non-tipped employees. A specified allowance may be credited toward the minimum wage for tips earned.	10/2013	12/31/2013	N/A	English 12/30/2013 Spanish 2/07/2014
Minor	Discrimination		09/2013	N/A	N/A	N/A

NEW YORK CITY

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Poster Compliance Date 10/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Safe and Sick Time Act	Reflects changes to the law that were made to better align it with the state's new paid sick leave law. All employers must provide up to 40 hours of safe and sick leave each year, and employers with more than 100 employees must provide up to 56 hours of safe and sick leave each year.	10/21/2020	09/30/2020	10/22/2020	12/09/2020
Minor	Pregnancy Accommodations	New phone number.	N/A	N/A	05/12/2020	N/A
Minor	Stop Sexual Harassment Act Notice	New phone number	N/A	N/A	05/12/2020	N/A
Mandatory	Stop Sexual Harassment Act Notice	All employers in the city must display an anti-sexual harassment rights and responsibility poster.	N/A	09/06/2018	08/08/2018	English 09/13/2018 Spanish 09/28/2018
Mandatory	Temporary Scheduling Change Law	Employers with employees who work 80 or more hours a year in the city must post this notice.	07/2018	07/18/2018	07/20/2018	
Mandatory	Safe and Sick Time Act	New York City has added safe time to its sick leave law and has updated the Notice of Employee Rights to include information about the new protections for employees.	05/10/2018	06/04/2018	05/10/2018	05/30/2018 08/03/2018

WESTCHESTER COUNTY

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Poster Compliance Date 09/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Earned Sick Leave	As of September 20, 2020, New York State's sick leave law governs paid sick leave in the county.	N/A	09/26/2020	N/A	12/29/2020

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		The Earned Sick Leave Law posting and the text of the law will be removed from the Westchester County Employment Laws poster.				
Mandatory	Safe Time Leave Law	Private employers must provide paid leave for victims of domestic violence and human trafficking. The law includes a posting requirement in English and Spanish. Employers have until Jan. 28 to provide the notice to employees.	N/A	10/30/2019	10/30/2019	12/19/2019
Mandatory	Earned Sick Leave	Westchester County employers with five or more employees must provide paid sick leave. The Earned Sick Leave poster must be displayed in English and Spanish. Employers must post the notice by July 10.	N/A	07/10/2019	04/17/2019	

NEW YORK/Wage Orders

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Poster Compliance Date 12/2019

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory for employers in the farm, apparel, building service, and hospitality industries	Wage Orders	Updated to show rates in effect from December 31, 2019 to December 30, 2020.	12/2019	12/31/2019	12/30/2019	02/07/2020 Hospitality 02/14/2020
Employers in the farm, apparel, building service, and hospitality industries	Wage Orders	Updated to show the new rates.	12/2018	12/31/2018	12/28/2018	01/22/2019 1/25/2019 02/05/2019

NEW YORK/Specialty

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Public Work Project	States that an employee's pay stub and wage notice must clearly state the wage rate and supplement rate.	06/2020	07/01/2020	06/25/2020	09/02/2020
Mandatory for nail salons	Bill of Rights for Nail workers	Shows updated minimum wage rates.	12/2019	12/31/2019	12/28/2019	1/30/2020
Mandatory for nail salons	Bill of Rights for Nail workers	Shows updated minimum wage rates.	12/2018	12/31/2018	12/28/2018	1/30/2019
Mandatory for nail salons	Bill of Rights for Nail workers	Shows updated minimum wage rates.	12/2017	12/31/2017	01/02/2018	12/22/2018
Minor	Pregnancy Accommodations at Work	Slightly revises the layout and notes that the city's Human Rights Law applies to employers with four or more employees.	N/A	N/A	11/13/2017	N/A
Mandatory for agricultural employers and employers in the building service, hospitality, and apparel industries	Minimum Wage: Building Service Industry, Farm Workers, Hospitality Industry, Apparel Industry	The New York Department of Labor has made a mandatory change to minimum wage posters for farm workers and the building service, apparel, and hospitality industries to show the new rates in effect from December 31, 2017 to December 30, 2018.	12/2017	12/31/2017	12/12/2017	01/19/2018
Mandatory for employers engaged in the sale or service of food or beverages	Deductions from Wages	The New York Department of Labor has made a mandatory change to its Deductions from Wages posting to remove outdated references.	08/2017	10/26/2015	08/10/2017	09/05/2017
Mandatory for employers required to post the agricultural, building service, miscellaneous or hospitality wage order	New York Wage Order: Agricultural Building Service Farm Worker Hospitality	The revised poster lists the new stepped minimum wage rates and provides a summary of allowances that relate to the specific industries. These wage orders can be ordered as specialty posters.	12/2016	12/31/2016	12/30/2016	N/A

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory for agricultural employers	Agricultural Minimum Wage Information	The revised poster lists the new rate of \$9 per hour, which took effect on December 31, 2015. It also lists updated address information.	12/2015	12/31/2015	01/04/2016	N/A
Mandatory for hospitality industry employers	Summary of Wage Order Rates and Credits for the Hospitality Industry	The New York Department of Labor revised the poster to list the fast food minimum wage rate of \$10.50 per hour for New York City and \$9.75 per hour for the rest of the state.	12/2015	12/31/2015	12/28/2015	N/A

NORTH CAROLINA

State Poster Compliance Date 12/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
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.	12/2020	12/01/2020	12/07/2020	01/20/2021
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.	N/A	03/25/2020	03/25/2020	06/12/2020
Mandatory	Wage and Hour Notice to Employees	Information about the Employee Fair Classification Act has been added to the posting.	11/2017	12/31/2017	11/28/2017	12/28/2017
Minor	OSH Notice to Employees	Updates non-discrimination information.	08/2016	N/A	N/A	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.	12/2014	01/01/2015	12/03/2014	English Combo 01/02/2015 State-only 01/05/2015 Spanish State-only 01/06/2015
Minor	Wage and Hour Laws	New fax number	12/2014	N/A	12/03/2014	
Mandatory	Workers' Compensation	The state's Workers' Compensation posting (Form 17) has been revised to include information about an employer's insurance carrier, policy number, and dates	11/2014	11/01/2014	11/03/2014	English 12/08/2014

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		of coverage. This information is required under changes to 04 NCAC 10A.0201, which was amended in January 2013. The rule had been held in abeyance, but went into effect on 11/01/2014.				Spanish 12/01/2014 Combo 12/02/2014
Minor	Unemployment Insurance		11/2013	N/A	N/A	N/A
Mandatory	Unemployment Insurance	The Certificate of Coverage and Notice to Workers as to Benefit Rights has been publicly released and added to the North Carolina Labor Law poster.	08/2013	N/A	N/A	N/A
Minor	OSHA		08/2013	N/A	N/A	N/A

[NORTH CAROLINA/Specialty](#)

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Human Trafficking	<p>Under Session Law 2017-57, a human trafficking awareness sign containing National Human Trafficking Resource hotline information must be displayed by:</p> <ul style="list-style-type: none"> • Establishments selling alcohol, • Hospitals, • Adult establishments, including adult bookstores and adult live entertainment businesses. <p>In addition, the poster must be displayed in state JobLink centers, rest areas, transportation stations, and welcome centers.</p>	N/A	07/01/2017	02/22/2018	06/27/2018

NORTH DAKOTA

State Poster Compliance Date 8/2015

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Workers' Compensation	Formatting change.	N/A	N/A	05/16/2019	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. Pregnancy was added as a protected class under HB 1463. 	08/01/2015	08/01/2015	08/10/2015	<p>English 09/03/2015 Spanish Basic 09/10/2015 Combo 09/08/2015</p>
Mandatory	Workers' Compensation	<p>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.</p>	08/01/2013	11/2013	11/2013	<p>English 1/27/2014 2/07/2014</p>
Mandatory	Minimum Wage	<p>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.</p>	08/01/2013	08/01/2013	N/A	

OHIO

State Poster Compliance Date 1/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated to show the 2021 rate of \$8.80 per hour and the tipped rate of \$4.40 per hour.	09/30/2020	01/01/2021	09/28/2020	12/21/2020
Mandatory	Minimum Wage	Updated to show the new rate of \$8.70 per hour and the tipped employee rate of \$4.35 per hour.	N/A	01/01/2020	09/27/2019	11/27/2019 12/05/2019
Mandatory	Minimum Wage	Updated to show the new rate of \$8.55 per hour and the tipped employee rate of \$4.30 per hour.	09/30/2018	01/01/2019	09/27/2018	12/10/2018
Minor	Unemployment Insurance	Adds name of Ohio Means Jobs Center.	04/2017	N/A`	01/09/2018	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.	09/30/2017	01/01/2018	09/30/2017	English 11/30/2017 12/01/2017 Spanish 12/01/2017
Mandatory	Minimum Wage	The state has updated its minimum wage posting with the 2017 rate of \$8.15 per hour and the tipped minimum wage of \$4.08 per hour. Employers who gross \$299,000 must pay employees no less than the federal minimum wage rate.	09/30/2016	01/01/2017	09/29/2016	11/30/2016
Minor	Child labor	Contact information change.	09/13/2016	N/A	N/A	N/A
Minor	Unemployment Insurance	Information about Ohiomeansjobs Center added.	05/2016	N/A	N/A	N/A
Mandatory	Minimum Wage	The state has updated its minimum wage posting for 2016.	09/30/2015	01/01/2016	10/08/2015	12/07/2015 to 12/11/2015
Mandatory	Minimum Wage	The minimum wage increased to \$8.10 per hour and \$4.05 per hour for tipped employees on 01/01/2015. The state's minimum wage posting has been updated with the new rates.	01/2015	01/01/2015	09/30/2014	12/04/2014 to 12/08/2014
Mandatory	Minimum Wage	The minimum wage increased to \$7.95 per hour for non-tipped employees and to \$3.98 per hour for tipped employees on 01/01/2014. The increased minimum	09/25/2013	01/01/2014	N/A	English 12/20/2013

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		wage applies to employees of businesses with annual gross receipts of \$292,000 per year.				Spanish 2/07/2014
Minor	Unemployment Insurance		10/2013	N/A	N/A	N/A

OHIO Specialty

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Job Safety and Health	This poster for public employers was updated with new reporting information. Employers must report all work-related fatalities within eight hours and all incidents resulting in amputation, hospitalization, or the loss of an eye within 24 hours to the Public Employment Risk Reduction Program (PERRP).	N/A	08/07/2018	08/07/2018	11/12/2018

OKLAHOMA

State Poster Compliance Date 1/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Workers' Compensation	Updated to show a change to the state's workers' compensation law adding chiropractic services to allowable medical treatment.	01/2021	11/01/2020	01/06/2021	02/08/2021
Mandatory	Workers' Compensation	Updated its workers compensation poster to show changes made to the state's workers' compensation system.	11/21/2019	12/13/2019	12/13/2019	01/31/2020 02/04/2020
Minor	Minimum Wage	New commissioner: Leslie Osborn.	N/A	N/A	01/29/2019	N/A
Mandatory	Discrimination	Procedures and contact information updated. The state indicates the change is mandatory.	N/A	08/09/2018	08/09/2018	English 09/28/2018 Spanish 10/10/2018
Minor	Minimum Wage	New commissioner.	N/A	N/A	03/02/2016	N/A
Minor	Workers' Compensation	Phone number and contact information change.	12/18/2014	N/A	04/10/2015	N/A
Mandatory	Discrimination	The new version removes a reference to the state affirmative action officer. In 2012, voters approved a ballot measure amending the state Constitution banning affirmative action. The updated posting reflecting this was released on 02/25/2015.	N/A	11/06/2012	02/25/2015	English 03/27/2015 Spanish State-only 03/27/2015 Combo 03/25/2015
Mandatory	Workers' Compensation	The Oklahoma Workers' Compensation Commission has released an updated posting with a mandatory change to correct claim filing information. The revised "Workers' Compensation Notice and Instruction to Employers and Employees" states that, as of February 1, 2014, a death claim must be filed within two years of death.	6/19/2014	02//01/2014	07/10/2014	English 7/29/2014 Spanish 7/28/2014
Mandatory	Workers' Compensation	The updated posting contains information relating to the Administrative Workers' Compensation Act which	02/01/2014	02/01/2014	01/22/2014	English 02/12/14

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		was signed by the governor on May 6, 2013, and goes into effect on February 1, 2014.				Spanish 02/14/14
Minor	Discrimination in Employment		03/2013	N/A	N/A	N/A
Mandatory	Discrimination in Employment	"Genetic Information" was added to the list of protected categories. In addition, a contact phone number for the Office of Civil Rights Enforcement was updated.	N/A	01/2013	N/A	N/A

OREGON

State Poster Compliance Date 7/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
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 	N/A	07/01/2020	06/09/2020	English 07/13/2020 Spanish 07/31/2020
Minor	Breaks and Overtime, Sexual Harassment, Equal Pay, Family Leave, Sick Time	Updated with new infographic style.	N/A	N/A	06/09/2020	N/A
Minor	OSHA	Style changes	03/2020	N/A	03/05/2020	N/A
Mandatory	Workplace Accommodation	Employers must post signs informing employees of protections provided under HB2341.	09/2019	01/01/2020	12/02/2019	English 12/27/2019 Spanish 01/10/2020
Mandatory	Minimum Wage	Updated with new rates: <ul style="list-style-type: none"> Portland Metro: \$12.50 per hour Nonurban Counties: \$11 per hour 	N/A	07/01/2019	05/03/2019	06/27/2019

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		•Standard: \$11.25 per hour				
Minor	Domestic Violence, Harassment protections	New commissioner.	01/2019	N/A	01/17/2019	N/A
Minor	Family Leave Act	New commissioner.	N/A	N/A	01/17/2019	N/A
Mandatory	Equal Pay	Employers must display the new Equal Pay Law posting which includes information on pay history regulations and unlawful practices relating to wage discrimination.	02/2018	01/01/2019	04/03/2018	05/17/2018
Mandatory	Minimum Wage	The Bureau of Labor and Industries has updated the minimum wage poster to show the standard, Portland, and nonurban county rates in effect from July 1, 2018, to June 30, 2019.	N/A	07/01/2018	04/18/2018	
Mandatory	Minimum Wage	The Bureau of Labor and Industries has updated the minimum wage poster to show the standard, Portland, and nonurban county rates in effect from July 1, 2017 to June 30, 2018.	N/A	07/01/2017	05/30/2017	06/23/2017
Minor	OSHA	Updated with anti-retaliation information. Because this information can also be provided through a handbook or training, the posting change is minor.	10/2016	N/A	10/10/2016	N/A
N/A	Minimum Wage	The Oregon Bureau of Labor and Industries minimum wage posting shows the new tiered minimum wage rates effective July 1, 2016 to June 30, 2017.	07/01/2016	07/01/2016	06/17/2016	07/14/2016
Mandatory	Family Leave Act	The posting indicates that employees are entitled to group health insurance benefits during family leave as if they continued working. Detail has been added about serious health condition leave and exceptions to worker eligibility requirements.	01/2016	01/01/2016	12/02/2015	E - Basic 01/06/2016 E - Combo 01/04/2016; S – Basic 01/14/2016 S-Combo 01/12/2016
Mandatory	Sick Leave	Employers must provide employees with a notice of the law’s provisions. The posting fulfills that requirement.	N/A	01/01/2016	12/04/2015	
Mandatory	Minimum Wage	The state has updated its minimum wage posting with information about domestic workers.	01/2016	01/01/2016	10/02/2015	
Minor	Family Leave	Details added.	1/2015	N/A	N/A	N/A

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	The minimum wage increased to \$9.25 per hour on 01/01/2015. The state's minimum wage posting has been updated with the new rate.	01/2015	01/01/2015	09/17/2014	E-12/01/2014 S-12/02/2014 &11/26/2014

OREGON/Specialty

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Temporary Mandatory	COVID-19 standard	Oregon OSHA has released a temporary COVID-19 posting all Oregon employers must display. Oregon Update Service subscribers can download and print this poster from the Electronic Poster Management Center (ELPMC). The poster is also available for purchase as a standalone poster.	09/2020	11/16/2020	11/09/2020	12/08/2020
Mandatory for agricultural employers	Minimum Wage	Updated with new rates: •Portland Metro: \$13.25 per hour •Nonurban Counties: \$12 per hour •Standard: \$11.50 per hour	N/A	07/01/2020	English 09/15/2020 Spanish 10/27/2020	11/18/2020
Mandatory for agricultural employers	Minimum Wage	Updated with new rates: •Portland Metro: \$12.50 per hour •Nonurban Counties: \$11 per hour •Standard: \$11.25 per hour	N/A	07/01/2019	05/29/2019	06/26/2019
Mandatory for agricultural employers	Minimum Wage	The Bureau of Labor and Industries has updated the agricultural minimum wage poster to show the standard, Portland, and nonurban county rates in effect from July 1, 2018 to June 30, 2019.	N/A	07/01/2018	06/04/2018	06/25/2018
Mandatory	Employee Work Schedules	The Oregon Bureau of Labor and Industries has released a new posting that must be displayed by employers in the retail, hospitality, or food service industries with 500 or more employees worldwide.	01/2018	07/01/2018	03/07/2018	05/14/2018

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory for agricultural employers	Minimum Wage	The Bureau of Labor and Industries has updated the agricultural minimum wage poster to show the standard, Portland, and nonurban county rates in effect from July 1, 2017 to June 30, 2018.	N/A	07/01/2017	05/30/2017	N/A
Mandatory for agricultural employers	Minimum Wage	The Oregon Bureau of Labor and Industries has updated the poster to show the new tiered minimum wage.	N/A	07/01/2016	06/21/2016	N/A
Mandatory for agricultural employers	Minimum Wage	The Oregon Bureau of Labor and Industries has released the 2016 agricultural minimum wage poster. Employees must be paid a minimum wage of \$9.25 per hour.	N/A	01/01/2016	10/19/2015	N/A

PENNSYLVANIA

State Poster Compliance Date 4/2013

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Workers' Compensation	Contact information update.	04/2018	N/A	04/17/2018	N/A
Minor	Unemployment Insurance	"Employer" account number changed to "PA UC" account number.	09/2017	N/A	11/28/2017	N/A
Minor	Minimum Wage	New Secretary, Kathy Manderino.	09/16/2016	N/A	12/20/2016	N/A
Minor	Workers' Compensation	Insurance fraud information added.	1/2015	N/A	N/A	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.	04/2013	04/01/2013	N/A	N/A
Minor	Child Labor		01/2013			

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Minimum Wage		02/2012			

PHILADELPHIA

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Philadelphia Wage Theft Complaints	Philadelphia employers must post or provide employees with a notice containing information about the filing of wage theft complaints.	N/A	07/01/2016	07/06/2016	N/A
Mandatory	Philadelphia Fair Chance Hiring Law	Employers in the city are to post a summary of the requirements of the Fair Chance Hiring Law, which prohibits employers in Philadelphia from asking about criminal background during the job application process.	N/A	03/14/2016	03/09/2016	N/A
Mandatory	Philadelphia's Paid Sick Leave	Employers in Philadelphia must provide each covered employee with one hour of sick leave for every 40 hours worked. Employers may fulfill the notice requirement by displaying the Paid Sick Time poster. This notice is part of the Philadelphia Employment Laws specialty poster .	04/23/2015	05/13/2015	04/23/2015	N/A

PHILADELPHIA SPECIALTY POSTER: Fair Workweek

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Poster Compliance Date 04/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory for retail, hotel, and restaurant employers	Philadelphia Fair Workweek	Under the Fair Workweek Employment Standards Ordinance, large retail, hospitality, and food service establishments are required to display a poster summarizing employee rights under the ordinance.	04/01/2020	04/01/2020	03/30/2020	05/11/2020

PITTSBURGH

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Poster Compliance Date 03/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Paid Sick Days Act	Pittsburgh employers are required to display a new poster under the city's Paid Sick Days Act. The poster provides notice of employee rights under the act. It also includes information on limits, terms of use, and filing a complaint. Employers must conspicuously display the poster in English and Spanish. Each posting must be at least 8.5 by 11 inches.	12/17/2019	03/15/2020	03/18/2020	04/22/2020

PUERTO RICO

Poster Compliance Date 04/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Pending	Work Rules	Gov. Wanda Vazquez-Garced has signed House Bill 2428 (Act 37-2020) which amends the Minimum Salary, Vacation and Sick Leave Act (Act 180-1998). It allows special paid leave for non-exempt employees when they are infected by an epidemic that triggers a state of emergency. This information may be added to the Work Rules poster, as the poster contains a summary of Act 180-1998.	TBD	04/09/2020	TBD	TBD
Mandatory	Women's Bill of Rights	A new posting requirement has taken effect under Law No. 9-2020.	N/A	01/01/2020	03/13/2020	05/15/2020
Mandatory	Discrimination is Illegal	The updated posting reflects regulatory changes made under the Labor Transformation and Flexibility Act.	N/A	01/26/2017	05/09/2018	08/31/2018

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Social Security	Posting now available on commonwealth posting website.	N/A	N/A	N/A	
Minor	Work Rules	Posting now available on commonwealth posting website.	N/A	N/A	N/A	
Minor	Insurance for Temporary Non-Occupational Disability	Posting now available on commonwealth posting website.	N/A	N/A	N/A	
Minor	PR OSHA		06/2017	N/A	11/29/2017	
Mandatory	Fair Employment	The Puerto Rico Fair Employment posting has been updated to add sexual orientation, gender identity, and veteran status to the list of protected classes.	N/A	10/2014	10/01/2014	12/11/2014
Minor	PR OSHA	Secretary's name updated.	07/2014	N/A	07/19/2014	

PUERTO RICO/Specialty

Poster Compliance Date 04/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory for Public Employers	Rights for the Working Woman	The Puerto Rico Women's Advocate Office and Department of Labor have released a new mandatory poster. It must be displayed by public sector employers, such as government agencies, in a place that is accessible to employees and visitors.	N/A	01/01/2020	04/23/2020	05/26/2020

RHODE ISLAND

State Poster Compliance Date 10/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Under H7157, the state minimum wage increased to \$11.50 per hour.		10/01/2020	10/01/2020	English 10/22/2020 Spanish 10/20/2020
Mandatory	Minimum Wage	Updated to show the 2019 minimum wage of \$10.50 per hour.	01/2019	01/01/2019	12/21/2018	01/29/2019
Mandatory	Unemployment Insurance	Updated to indicate that a claim should be filed the same week a person is unemployed or working reduced hours.	01/2019	01/01/2019	12/21/2018	
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.	01/2018	01/01/2018	01/02/2018	English and Spanish 01/31/2018
Minor	Ban-the-Box	The state has added information about the Ban-the-Box law to its all-in-one poster.	01/2018	N/A	01/02/2018	
Mandatory	Minimum Wage	The posting shows the 2018 minimum wage of \$10.10 per hour. The rate for certain students age 19 and under is \$9.09 per hour, and the rate for minors 14 and 15 years old is \$7.58 per hour. The tipped employee rate is \$3.89 per hour.	01/2018	01/01/2018	12/26/2017	
Mandatory	Unemployment and Temporary Disability Insurance	Updated filing requirements have been added to the posting.	07/2017	01/01/2017	07/26/2017	English 08/22/2017 Spanish 08/21/2017
Mandatory	Minimum Wage	The posting has been updated to show the new minimum wage rate of \$3.89 per hour for employees receiving gratuities.	01/2017	01/01/2017	01/05/2017	01/27/2017 01/31/2017
Mandatory	Minimum Wage	The minimum wage will increase to \$9.60 per hour as of 01/01/2016. The rate for certain students age 19 and under is \$8.64 per hour, and the rate for minors 14 and 15 years old is \$7.20 per hour. The tipped employee rate is \$3.39 per hour.	01/2016	01/01/2016	12/14/2015	English 01/11/2016 Spanish 01/14/2016
Mandatory	Pregnancy Discrimination	The state's Fair Employment Practices Act has been amended to add protections relating to pregnancy.	07/2015	06/26/2015	07/21/2015	English 08/21/2015

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		Employers must post a notice advising employees of these protections.				08/26/2015 Spanish 09/03/2015
Mandatory	Minimum Wage	The Rhode Island Department of Labor and Training has updated its minimum wage posting with the 2015 rate of \$9 per hour.	01/2015	01/01/2015	12/09/2014	English 01/02/2015 1/12/2015 Spanish 01/02/2015
Mandatory	Discrimination is Illegal	The Rhode Island Commission for Human Rights has published an updated Discrimination is Illegal poster to include the information about convictions.	05/2014	01/01/2014	05/2014	06/20/2014
Mandatory	Minimum Wage	The minimum wage increased to \$8 per hour effective January 1, 2014.	01/01/2014	01/01/2014	N/A	English 12/30/2013 Spanish 1/24/2014
Mandatory	Unemployment and Temporary Disability Insurance	Information about temporary caregiver insurance benefits has been added to the posting.	01/01/2014	01/01/2014	N/A	
Minor	TDI, Workers' Compensation, Right to Know		12/2012	N/A	N/A	N/A

SOUTH CAROLINA

State Poster Compliance Date 8/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Employment Discrimination	Includes information about the Lactation Support Act, signed into law on June 25, 2020.	N/A	08/23/2020	07/24/2020	09/24/2020
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.	07/2018	01/2015	07/11/2018	08/03/2018
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.	N/A	09/14/2018	06/29/2018	
Minor	Unemployment Compensation	Removed list of cities.	05/2016	N/A	N/A	N/A
Minor	Workers' Compensation	Formatting change, grammatical change.	02/20/2014	N/A	N/A	N/A
Mandatory	Labor Law Abstract/Your Rights as a Worker	Employers are required to post this new notice under South Carolina's amended Right-To-Work Law (Code of Laws 41-7-10) signed in June 2012. The posting explains employee rights and protections including a person's right to work must not be denied because of membership or non-membership in a labor union or labor organization.	07/2012	07/01/2012	N/A	N/A
Minor	Safety & Health Protection		07/2012	N/A	N/A	N/A

SOUTH DAKOTA

State Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
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.	N/A	01/01/2021	10/02/2020	12/04/2020 12/09/2020
Minor	Workers' Compensation	Rate updates.	07/2020	N/A	07/23/2020	N/A
Mandatory	Unemployment Insurance	Removed information noting that employees should ask their local office for a pamphlet outlining the provisions of the law. Added list of documents need when applying. Employers are now required to provide employees with an unemployment compensation notice at the time of separation.	05/2020	05/08/2020	05/08/2020	English 06/10/2020 Spanish 06/26/2020
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.	N/A	01/01/2020	10/09/2019	12/03/2019 12/06/2019
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.	N/A	01/01/2019	10/16/2018	12/10/2018
Minor	Workers' Compensation	Rate updates.	07/2018	N/A	07/05/2018	N/A
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 2018 rate of \$8.85 per hour and the tipped rate of \$4.425 per hour.	N/A	01/01/2018	09/20/2017	12/05/2017 12/06/2017
Mandatory/Recommended (Posting not required by state)	Minimum Wage	The minimum wage will increase to \$8.65 per hour in 2017. South Dakota does not require employers to display a minimum wage poster, however, a poster has been released by the state for informational purposes.	11/2016	01/01/2017	11/30/2016	01/17/2017 01/24/2017

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Safety on the Job	New text. Employers need to display a safety poster under the state's workers' compensation law. No specific text is required.	N/A	N/A	09/20/2016	N/A
Minor	Unemployment Insurance	Information reworded.	N/A	N/A	09/08/2016	N/A
Minor	Workers' Compensation	Rate updates.	07/2016	N/A	07/06/2016	N/A
Mandatory	Minimum Wage	The South Dakota Department of Labor and Regulation has released a minimum wage posting listing the new rate of \$8.55 per hour. The posting also lists the new rate for tipped employees of \$4.275 per hour	N/A	01/01/2016	12/23/2015	01/21/2016 to 01/26/2016
Minor	Workers' Compensation	Rate updates.	07/2015	N/A	N/A	N/A
Minor	Safety on the Job	New text. Employers need to display a safety poster under the state's workers' compensation law. No specific text is required.	3/20/2015	N/A	3/20/2015	N/A
Mandatory/Recommended (Posting not required by state)	Minimum Wage	The South Dakota Department of Labor and Regulation has released a minimum wage posting listing the new rate of \$8.50 per hour.	01/2015	01/01/2015	12/29/2014	English 01/27/2015 01/26/2015 Spanish 02/10/2015
Minor	Workers' Compensation	Rate updates.	07/2014	N/A	N/A	N/A
Minor	Workers' Compensation		05/2012	N/A	N/A	N/A
Minor	Unemployment Insurance		03/2011	N/A	N/A	N/A

TENNESSEE

State Poster Compliance Date 8/2017

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Workers' Compensation	A line has been added for an additional contact name. The state indicates that previous versions of the poster remain in compliance.	N/A	N/A	05/21/2018	N/A
Mandatory	Wage Regulation Act	Employers must now pay workers at least once per month.	08/2017	05/11/2017	08/18/2017	English 09/18/2017 Spanish 11/03/2017
Mandatory	Unemployment Insurance	Filing requirements updated.	03/2017	03/01/2017	03/01/2017	04/20/2017 05/15/2017
Minor	OSHA	Style changes.	03/2016	N/A	01/25/2016	N/A
Minor	Wage Regulation/Child Labor	Contact information change.	09/2015	N/A	01/25/2016	N/A
Minor	OSHA, UI, WC	Contact information change.	07/2015	N/A	07/30/2015	N/A
Mandatory	Workers' Compensation	Updates information relating to physician panels. Notes that First Report of Work Injury forms must be filed with the Tennessee Division of Workers' Compensation.	12/2014	07/01/2014	01/20/2015	English 02/10/2015 Spanish State-only 02/10/2015 Combo 2/12/2015
Minor	Discrimination		10/2013	N/A	N/A	N/A
Minor	TOSHA		09/2013	N/A	N/A	N/A
Minor	Unemployment Insurance		09/2013	N/A	N/A	N/A
Minor	Child Labor		08/2012	N/A	N/A	N/A
Minor	Workers' Compensation		03/2012	N/A	N/A	N/A
Mandatory	Child Labor	Wage Regulation Act information was added.	N/A	N/A	N/A	N/A

TEXAS

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State Poster Compliance Date:

With workers' compensation: 06/2020

Without workers' compensation: 06/2020

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
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	04/01/2020	06/01/2020	English 07/09/2020 Spanish 07/30/2020
Mandatory	Ombudsman Program	Texas employers with workers' compensation insurance must post a new Ombudsman Program Notice that meets size requirements.	04/2018	04/17/2018	06/18/2018	08/29/2018 08/31/2018 09/05/2018
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.	10/2016	N/A	05/11/2017	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	N/A	03/10/2016	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	N/A	03/02/2015	N/A
Minor	Child Labor		09/2013	N/A	N/A	N/A
Mandatory	Office of Injured Employee Counsel/Ombudsman Program	Revised posting has a longer title and reflects changes to §276.5, the statutes concerning the employer's notice requirement under the Ombudsman Program. The notice explains an ombudsman's role and what the ombudsman can do for workers. The notice must be posted in the personnel office, if an employer has one, and in a place where workers are likely to see it on a regular basis. The mandatory change only impacts subscribers with Workers' Compensation Insurance.	N/A	09/01/2013	N/A	N/A

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Minimum Wage Act Summary		04/2013	N/A	N/A	N/A
Mandatory	Child Labor Laws	Posting was updated to reflect changes in youth employment law. The posting is required only for employers that employ minors.	02/2012	02/01/2012	03/20/2012	N/A
Minor	Whistleblower Act		07/2012	N/A	N/A	N/A

TEXAS/Local

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Dallas Paid Sick Leave	Employers with five or more employees in the city must display a poster outlining employee rights under the law	N/A	08/01/2019	07/12/2019	08/28/2019
Pending	Austin Paid Sick Time	A Paid Sick Time law with a posting requirement was set to take effect in Austin in October 2018 but has been put on hold. In November 2018, a state appeals court found the ordinance to be unconstitutional. The case has been sent back to a district court for further proceedings. The city is considering its options.	TBD	10/01/2018 (On hold)	TBD	TBD
Pending	San Antonio Paid Sick Time	The city's Paid Sick Time ordinance is on hold pending the result of a legal challenge. Under the city's Paid Sick Time ordinance, a sign describing the requirements of the	TBD	TBD (pending a legal challenge to the ordinance)	TBD	TBD

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		ordinance must be posted if the Director of the San Antonio Metropolitan Health District makes signage available on the health department website. The director will determine the size, content, and posting location of the signs. They must be displayed in English and other languages, as determined by the director.				

TEXAS/Specialty

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory for employers with first responders	First Responder Liaison	The notice informs first responders about the Office of Injured Employee counsel first responder liaison. First responders include peace officers, emergency medical technicians, paramedics, firefighters, and an emergency medical services volunteers.	04/2018	04/17/2018	06/10/2018	08/20/2018
Minor	Hazard Communication Act	Contact information change	05/2018	N/A	05/16/2018	N/A
Mandatory for Texas construction contractors	Workers' Compensation Notice 8	The Texas Division of Workers' Compensation has made an update to reflect an amendment to the Employer Notices subchapter of the Texas Administrative Code, which revised the notice to provide employees with an updated phone number to report lack of coverage at construction project sites.	12/2015	12/14/2015	01/05/2016	N/A

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory for Texas employers of law enforcement officers, EMS workers, firefighters, paramedics, correctional officers	Workers' Compensation Notice 9	The Texas Division of Workers' Compensation has made an update to reflects an amendment to the Employer Notices subchapter of the Texas Administrative Code, which revised the notice to provide employees with an updated phone number to report possible exposure to communicable diseases or HIV.	12/2015	12/14/2015	01/05/2016	N/A

UTAH

State Poster Compliance Date 6/2016

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Workers' Compensation	Self-insured employers can check a box on the poster. The state agency indicated that the changes is minor.	05/2017	N/A	05/26/2017	N/A
Minor	Workers' Compensation	Website and revision date added.	08/23/2016	N/A	08/23/2016	N/A
Mandatory	Workers' Compensation	New regulatory citation listed relating to coverage for volunteers.	N/A	05/10/2016	06/14/2016	English 08/05/2016 Spanish Basic 08/08/2016 Spanish Combo 08/31/2016
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.	N/A	05/10/2016	N/A	N/A
Minor	Workers' Compensation	New regulatory citation listed.	N/A	N/A	06/15/2016	N/A
Minor	UOSH	New email address.	11/3/2014	N/A	N/A	N/A
Minor	Unemployment Insurance		10/2013	N/A	N/A	N/A
Minor	UOSH		08/2012	N/A	N/A	N/A
Minor	Workers' Compensation		07/2012	N/A	N/A	N/A
Mandatory	Unemployment Insurance	The state agency updated information on the notice regarding filing of claims, online services, and reference to Form 65 "Employer Notice of Potential Liability". The agency also updated contact information for their state employment centers.	N/A	07/2011		N/A

VERMONT

State Poster Compliance Date 01/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	Updated to show 2021 minimum wage rate of \$11.75 per hour and the tipped rate of \$5.88 per hour.	N/A	01/01/2021	10/23/2020	12/03/2020 12/10/2020
Minor	Unemployment Insurance	Includes information about the Domestic and Sexual Violence Survivor's Transitional Employment Program.	12/19	N/A	11/04/2020	N/A
Mandatory	Minimum Wage	Updated with the 2020 rate of \$10.96 per hour.	01/2020	01/01/2020	10/23/2019	12/11/2019
Minor	Earned Sick Time	Contact information change	N/A	N/A	10/16/2019	12/12/2019
Minor	Minimum Wage	Address update.	02/2019	N/A	02/27/2019	N/A
Mandatory	Minimum Wage	The Vermont Department of Labor Wage and Hour Program has released its 2019 wage and hour law poster, showing the new minimum wage rate of \$10.78 per hour and the tipped employee rate of \$5.39 per hour.	10/2018	01/01/2019	10/03/2018	English 12/14/2018 Spanish 01/03/2019
Mandatory	Sexual Harassment	Under Act 183, the Fair Employment Practices Act was updated to protect all workers from sexual harassment. Previously, the law protected "employees." This provision of the law took effect on July 1, 2018. The requirement to update the posting took effect September 15, 2018.	07/2018	09/15/2018	09/10/2017	10/18/2018
Mandatory	Protections for crime victims	The Vermont Human Rights Commission has released a new Employment Protections for Victims of Crime posting that all employers must display.	N/A	07/01/2018	06/29/2018	08/09/2018
Mandatory	Pregnancy Accommodation	All employers must display the new pregnancy accommodation posting.	11/2017	01/01/2018	01/09/2018	English 01/31/2018 Spanish 02/08/2018
Mandatory	Earned Sick Time Act	The Vermont Department of Labor has released the state's Earned Sick Time Act posting.	12/2016	01/01/2017	12/13/2016	01/27/2017
Minor	Minimum Wage	Address change.	03/2016	N/A	03/29/2016	N/A

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Reinstatement Rights	Information about employer size added.	N/A	N/A	N/A	N/A
Mandatory	Posting of Safety Records	The Vermont Department of Labor issued a new Posting of Safety Records Notice that all Vermont employers are required to display. Employers must fill in information telling employees where safety data can be viewed.	09/2014	07/15/2014	9/24/2014	English 12/17/2014 12/19/2014 Spanish 12/18/2014 12/30/2014
Mandatory	Minimum Wage	The Vermont Department of Labor has published an updated minimum wage posting showing the 2015 rate of \$9.15 per hour. The posting also includes the rates for 2016 (\$9.60), 2017 (\$10) and 2018 (\$10.50).	11/2014	01/01/2015	12/03/2014	
Minor	VOSHA	Address slightly changed.	03/2014	N/A	N/A	N/A
Minor	Parental Leave, Family Leave, and Short-Term Family Leave	Website and date updated.	03/2014	N/A	N/A	N/A
Mandatory	Minimum Wage	The minimum wage rate increased to \$8.73 per hour for non-tipped employees and \$4.23 per hour for tipped employees.	01/01/2014	01/01/2014	N/A	English 12/13/2013 Spanish 1/16/2014

VIRGINIA

State Poster Compliance Date 10/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Potential	Earned Income Credit (EIC)	To be updated with 2021 rate information	TBD	01/01/2021	TBD	TBD
Mandatory	Virginia Human Rights Act Reasonable Accommodations for Pregnancy	Virginia employers must display a new pregnancy accommodations posting and the information sheet from the state's Division of Human Rights includes information that fulfills the posting requirement.	N/A	10/29/2020	07/17/2020	English 11/19/2020 Spanish 12/21/2020

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	OSHA Human Rights Act Non-compete Covenant	<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 <p>Penalties of up to \$132,764 for each willful or repeated violation.</p> <p>It has also added new human rights and non-compete posting requirements: Human Rights: A Human Rights Act posting has been released. 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>	<p>OSHA: 08/2020</p> <p>Human Rights Act: N/A</p> <p>Non-compete covenant: N/A</p>	<p>OSHA: 08/01/2020</p> <p>Human Rights Act: 07/01/2020</p> <p>Non-compete: 07/01/2020</p>	<p>OSHA: 08/07/2020</p> <p>Human Rights Act: 07/10/2020</p> <p>Non-compete: N/A</p>	09/11/2020
Mandatory	Earned Income Credit	Updated with general information about how to apply for the tax credit.	09/2019	02/18/2020	02/18/2020	03/17/2020 03/19/2020
Mandatory	Job Safety and Health Protection	Shows new penalties in effect August 1, 2019.	08/2019	08/01/2019	08/16.2019	English 09/18/2019 Spanish 09192019
Mandatory	Earned Income Credit	Updated with new eligibility information.	11/2018	02/07/2019	02/7/2019	

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Job Safety and Health Protection	Indicates that public employers face penalties for noncompliance. In addition, all departments, agencies, institutions or other political subdivisions of the commonwealth are subject to penalties. The poster update was made because of a change to the state's administrative regulations.	01/2019	01/01/2019	01/15/2019	English 02/28/2019 Spanish 03/18/2019
Mandatory	Job Safety and Health Protection	The maximum penalty for serious violations and other-than-serious violations increased to \$12,726. Penalties of up to \$12,726 per day may be proposed for failure to correct violations. An employer who willfully and repeatedly violates the law may be assessed penalties of up to \$127,254 for each violation. Penalties increase annually.	08/2018	08/01/2018	08/16/2018	09/14/2018
Minor	Earned Income Tax Credit/Credit for Low Income Individuals	Virginia now offers both state and federal Earned Income Tax Credit postings on its website.	10/2017 (EITC) N/A (CLII)	N/A	11/02/2017 12/14/2017	N/A
Mandatory	Job Safety and Health Protection	The maximum penalty for serious and other-than-serious violations increased to \$12,471 and the maximum penalty for willful and repeat violations increased to \$124,709. Penalties will increase annually for inflation starting in 2018.	07/2017	07/01/2017	07/11/2017	08/08/2017
Minor	Earned Income Tax Credit	The state no longer produces its own EITC posting. Employers may meet the state EITC posting requirement by displaying a federal posting produced by the Internal Revenue Service.	11/2016	N/A	11/10/2016	N/A
Mandatory	Job Safety and Health Protection	Updated to more accurately reflect the reporting requirements.	07/2016	07/13/2016	07/13/2016	08/16/16
Mandatory	Job Safety and Health Protection	The state has amended the VOSH regulations to adopt OSHA's new injury reporting requirements. The posting now states that all fatalities, injuries, or illnesses that result in in-patient hospitalization, amputation, or loss of an eye must be reported to Virginia Occupational Safety and Health within eight hours.	02/2016	09/15/2015	02/03/2016	English 03/04/2016 Spanish 03/04/2016 03/02/2016

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Unemployment Insurance	Contact information change. The Employment Commission's Ombudsman Unit indicates employers should make the revised poster readily accessible to stay in compliance with the state unemployment insurance law's posting requirement.	04/2015	04/27/2015	04/27/2015	English 06/16/2015 Spanish 06/16/2015 06/12/2015
Minor	Safety and Health	Address change.	1/2015	N/A	N/A	N/A
Minor	Earned Income Credit		11/2013			
Minor	OSHA		04/2012			
Mandatory	Earned Income Credit	Virginia Department of Social Services created a new required notice.	N/A	07/2009	N/A	N/A

VIRGINIA/Specialty

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Human Trafficking	The Virginia Department of Labor and Industry requires employers who operate truck stops and employers who operate adult entertainment facilities (i.e. strip clubs) to post a notice that includes the existence of a Human Trafficking Hotline to alert potential human trafficking victims of the availability of assistance. Such employers who fail to post this notice are subject to a civil penalty of \$500. This poster has a compliance date of 06/2018.	N/A	06/13/2018	06/13/2018 (English) 08/27/2018 (Spanish)	03/26/2019

WASHINGTON

State Poster Compliance Date 1/2021

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Your Rights as a Worker	Information about the Equal Pay and Opportunities Act added.	10/2020	01/01/2021	10/28/2020	01/07/2021 01/11/2021 01/18/2021
	Minimum Wage	Updated with 2021 rate of \$13.69 per hour.	09/2020		10/09/2020	
	Paid Family Leave	Wage replacement cap updated to \$1,206.	N/A		11/02/2020	
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.	N/A (Paid Leave) 12/2019 (Minimum Wage)	01/01/2020	12/30/2019 (Paid Leave) 12/06/2019 (Minimum Wage)	01/31/2020
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.	07/2019	07/28/2019	08/12/2019	09/19/2019
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."	10/2017	N/A	07/18/2019	
Mandatory	Your Rights as a Worker	Four significant changes have been made: <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). 	04/2019	05/14/2019	05/14/2019	06/18/2019

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		In addition, the poster clarifies that teens are required to have authorization forms before beginning work.				
Mandatory	Minimum Wage	Updated to show the 2019 rate of \$12 per hour.	12/2018	01/01/2019	12/17/2018	01/18/2019 01/21/2019
Minor	Your Rights as a Worker	QR code updated.	08/2017	N/A	12/07/2018	
Mandatory	Your Rights as a Worker	The Washington Department of Labor & Industries has made a mandatory change to the posting to add information about the state's new paid sick leave law.	08/2017	01/01/2018	11/21/2017	12/14/2017
Mandatory	Minimum Wage	The Washington Department of Labor and Industries has released its 2018 minimum wage posting, showing the updated rate of \$11.50 per hour. Workers who are 14 or 15 years old may be paid \$9.78 per hour.	N/A	01/01/2018	09/28/2017	
Mandatory/ Recommended	Minimum Wage	The minimum wage will increase to \$11 per hour on January 1, 2017. The minimum wage posting is an effective way for employers to make workers aware of the new rate.	11/2016	01/01/2017	12/01/2016	12/27/2016 and 12/29/2016
Minor	UI, Discrimination, Minimum Wage	Contact information change.	Discrimination: 04/2015 UI, Minimum Wage: 10/2015	N/A	11/24/2015	N/A
Mandatory	Job Safety and Health Law	New injury reporting requirements have been added. Employers must report all deaths, in-patient hospitalizations, amputations or loss of an eye. Any work-related non-hospitalized amputation or loss of an eye must be reported to the Division of Occupational Safety & Health within 24 hours. Employers must also continue to report any work-related death or in-patient hospitalization within eight hours.	09/2015	07/01/2015	09/17/2015	10/14/2015
Mandatory	Minimum Wage	The minimum wage increased to \$9.47 per hour on 01/01/15. The state's minimum wage posting has been updated with the new rate.	12/29/2014	01/01/2015	12/29/2014	E 1/19/2015 E 1/20/2015 S 1/20/2015
Mandatory	Minimum Wage	The minimum wage increased to \$9.32 per hour on January 1, 2014.	01/01/2014	01/01/2014	N/A	E 1/22/2014 S 1/27/2014

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Your Rights as a Worker		06/2013	N/A	N/A	N/A
Mandatory	Unemployment Benefits	Employee instructions regarding how to get medical care and how to file a claim has been revised.	12/2012	01/01/2013	N/A	N/A
Mandatory	Your Rights as a Worker	Text changes were made throughout the posting. Much of the text was moved, reformatted, and/or reworded.	12/2012	01/01/2013	N/A	N/A
Mandatory	WISHA Job Safety and Health	The agency updated information regarding new/revised employer responsibilities.	12/2012	01/01/2013	N/A	N/A

WASHINGTON/City-Specific

Seattle

Labor Standards Ordinances Poster Compliance Date 01/2021

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Secure Scheduling Poster Compliance Date 07/2017

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	The poster shows the 2021 minimum wage rates.	N/A	01/01/2021	11/04/2020	02/01/2021
Mandatory	Minimum Wage	The poster shows the 2019 minimum wage rates, including the rate of \$16.39 per hour for large employers.	N/A	01/01/2020	12/09/2019	01/19/2020
Mandatory	Minimum Wage	The poster shows the 2019 minimum wage rates, including the rate of \$16 per hour for large employers.	N/A	01/01/2019	11/30/2018	01/03/2019 01/18/2019
Mandatory	Minimum Wage	The poster shows the 2018 minimum wage rates.	TBD	01/01/2018	12/05/2017 (English)	01/29/2018
Mandatory for retail and food service establishments	Secure Scheduling Ordinance	The Seattle Office of Labor Standards has released a new secure scheduling poster that must be displayed by retail and food service establishments in the city with 500 or more employees worldwide. It also applies to full service restaurants with 500 or more employees and 40 or more full service restaurant locations worldwide.	N/A	07/01/2017	English: 06/28/2017 Spanish 08/28/2017	09/08/2017

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	The posting shows the 2017 rates.	11/28/2016	01/01/2017	12/05/2016	N/A
Mandatory	Labor Standards Ordinance	The Fair Chance Employment posting is now required. In addition, violation reporting information has been added, and minimum wage and wage theft information has been updated.	04/04/2016	04/01/2016	04/04/2016	N/A
Mandatory	Minimum Wage	The posting shows the 2016 rates.	N/A	01/01/2016	12/04/2015	N/A
Minor	Paid Sick Time	Information about retaliation added.	12/07/2015	N/A	12/07/2015	N/A
Mandatory	Minimum Wage/Wage Theft	The city's wage theft and minimum wage ordinances took effect on 04/01/2015. Employers may meet the notice requirements by posting the information.	N/A	04/01/2015	04/03/2015	N/A

Tacoma

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Minimum Wage	A city-specific minimum wage poster is no longer needed.	N/A	01/01/2020	N/A	07/21/2020

WEST VIRGINIA

State Poster Compliance Date 4/2016

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
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	N/A	N/A	N/A
Minor	Discrimination	Information about assistance animals removed.	06/14/2016	N/A	06/14/2016	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	12/15/2015	06/04/2014	04/27/2016	All versions 06/08/2016

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		West Virginia Fair Housing Act prohibits discrimination based on persons with disabilities who utilize assistance animals.				
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.	June 2015	06/12/2015	06/18/2015	English 07/17/2015 Spanish 07/22/2015
Minor	Discrimination	Terminology and address change.	1/2015	N/A	N/A	N/A
Mandatory	Minimum Wage	The West Virginia Division of Labor has published an updated minimum wage posting listing the 2015 rate of \$8 per hour and the 2016 rate of \$8.75 per hour. The revised posting also includes information about training wage rates and the permissible minimum wage credit for tipped employees.	01/01/2015	01/01/2015	12/02/2014	English State-only 12/19/14 English Combo 12/18/2014 Spanish State-only 01/26/2015
Mandatory	Wage Payment and Collection	Changes are the result of a new law regarding the time frame for paying final wages.	07/01/2013	07/12/2013	N/A	N/A
Minor	Minimum Wage, Wage Payment		02/2011	N/A	N/A	N/A

WISCONSIN

State Poster Compliance Date 06/2020

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship 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.	06/2020	06/25/2020	06/25/2020	08/04/2020 08/13/2020 08/24/2020
Minor	Minimum Wage Employee Rights Under Wisconsin's Business Closing/Mass Layoff Law Hours and Days of Work Minors May Work in Wisconsin Employee Protections Against Use of Honestly Testing Devices Fair Employment Law Family and Medical Leave Law Wisconsin Bone Marrow and Organ Donation Leave Act	TTY number has been removed and web address has been changed.	06/2020	N/A	06/25/2020	
Mandatory	Unemployment Insurance	The Department of Workforce Development has made a mandatory change to update a website address.	09/2019	09/09/2019	09/09/2019	10/16/2019

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
		The department has confirmed that this is a mandatory change.				
Minor	Minimum Wage	Statute number added and contact information change.	03/2019	N/A	03/18/2019	N/A
Minor	Honesty Testing Devices	Statute number added and contact information change.	03/2019	N/A	03/18/2019	N/A
Mandatory	Unemployment Insurance	The Department of Workforce Development has made a mandatory change to add space for employers to enter their business name and address. Contact information has also been updated.	10/2017	10/12/2017	10/12/2017	11/16/2017
Minor	Child Labor	Indicates that work permits must be obtained for minors under 16.	06/2017	N/A	06/22/2017	N/A
Mandatory	Unemployment Insurance	As of May 24, 2017, claimants must apply for unemployment benefits online. The revised poster from the Department of Workforce Development provides details about how to apply online and removes information about applying by telephone.	05/2017	05/24/2017	05/08/2017	Basic 06/02/2017 Combo 06/05/2017
Minor	Bone Marrow and Organ Donation Leave	Corrected to remove a reference to Wisconsin Family and Medical Leave and replace it with a reference to Wisconsin Bone Marrow or Organ Donation Leave.	06/2016	N/A	08/16/2016	N/A
Mandatory	Bone Marrow and Organ Donation Leave	Employers with 50 or more employees must display a Bone Marrow and Organ Donation Leave Act posting. The posting outlines the requirement to allow employees to take up to six weeks of leave for bone marrow or organ donation.	05/2016	07/01/2016	06/24/2016	07/29/2016

Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Unemployment Insurance	Updates contact information and the information an employee should have ready when filing a claim; clarifies that a claim begins the week an application is submitted.	03/2016	03/03/2016	03/03/2016	04/20/2016
Minor	FMLA	Address change (new room number)	06/2014	N/A	N/A	N/A
Minor	Fair Employment	Address change (new room number)	05/2014	N/A	N/A	N/A
Minor	Minimum Wage	Address change (new room number)	04/2014	N/A	N/A	N/A
Minor	Unemployment Insurance		10/2013	N/A	N/A	N/A
Minor	Fair Employment		04/2013	N/A	N/A	N/A
Minor	Minor work hours		12/2011	N/A	N/A	N/A
Mandatory	Hours And Times of Day Minors May Work	Wisconsin's child labor hours limitations now match federal law.	07/2011	07/01/2011	N/A	N/A

WISCONSIN/Specialty

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Mandatory	Workers with Disabilities Paid at a Special Minimum Wage	Contact information change.	06/2020	06/01/2020	06/25/2020	08/27/2020
Mandatory	Retaliation Protection for Health Care Workers	Contact information change.	06/2020	06/01/2020	06/25/2020	08/27/2020
Mandatory	Workers with Disabilities Paid at a Special Minimum Wage	Federal information added.	08/2016	07/22/2016	08/05/2016	N/A

WYOMING

State Poster Compliance Date 4/2018

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Type of Change	Posting Title	Posting Revision Details	Posting Revision Date	Posting Effective Date	Posting Release Date	Ship Date
Minor	Workers' Compensation	Wording clarification.	N/A	N/A	10/02/2018	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.	04/19/2018	04/24/2018	04/24/2018	English 05/23/2018 Spanish 05/29/2018
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.	02/02/2018	02/2018	02/02/2018	English 03/01/2018 Spanish 02/28/2018
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.	12/2016	02/2017	12/13/2016	English 02/16/2017 Spanish 02/20/2017
Minor	Health and Safety Protection	Employee rights and employer responsibility information added, mirrors federal poster language.	N/A	N/A	03/01/2016	N/A
Minor	Unemployment Insurance		08/2011			
Minor	Workers' Compensation		08/2011			
Minor	Discrimination		08/2011			