Click on the links below to view the latest Regulatory Alerts.

Contents

FEDERAL POSTING NEWS
- Department of Labor raises posting penalties
- DOL joint employer final rule impacts who must display poster; Won't bring mandatory FLSA posting change
  - Breaking down the final rule from a posting perspective
  - Determining joint employer status
- Federal contractor minimum wage poster updated for 2020
- DOL's proposed tip regulations could bring mandatory posting change
- Overtime rule increases salary threshold; no posting change
- House votes to raise minimum wage
- Federal contractors must display updated NLRA poster

STATE and LOCAL POSTING NEWS
- Nevada OSHA penalties go up; poster updated required
- Revised wage and hour posting needed in Colorado
- Virginia EITC posting updated with mandatory change
- Notification change brings mandatory update to Maine workers' compensation labor law poster
- Michigan unemployment insurance labor law posting updated with mandatory change
- Mile High City has new minimum wage and poster
- District of Columbia adds Paid Family Leave posting requirement
- Portland minimum wage increase brings mandatory posting change
- New Living Wage rate takes effect in Broward County
- Louisiana EIC posting updated with 2019 tax income limits
- New York makes mandatory change to wage order posters
- Nail Worker Bill of Rights updated with mandatory change
- New minimum wage poster needed in St. Paul
- Bernalillo County releases annual minimum wage update notice
- Oklahoma makes mandatory workers’ compensation posting change
- New Mexico's 2020 minimum wage posters are here
- California makes two mandatory posting changes
- Washington posting changes driven by paid leave, minimum wage
New Year brings two mandatory posting changes to New York
Illinois gives the gift that keeps on giving with updated minimum wage posting
Alaska warms up to 2020 with minimum wage increase
Novato welcomes 2020 with mandatory minimum wage change
New commuter benefits, minimum wage increase bring supersonic (mandatory) poster change to Seattle
San Francisco rolls out annual update to Health Care Security Ordinance poster
Santa Clara makes $15.40 minimum wage possible in 2020
Wage theft information now part of Minneapolis poster
San Jose updates minimum wage information in many places
Going to South San Francisco? It now has its own minimum wage
Menlo Park minimum wage takes effect January 1
Petaluma sets its own minimum wage
Missouri’s 2020 minimum wage posters have arrived
J.J. Keller welcomes Malibu to the Update Service
Palo Alto says ‘Happy New Year’ with higher minimum wage
Oregon employers have new posting requirement
New minimum wage coming to Sonoma, California
Mandatory change made to Oakland minimum wage poster
Arizona minimum wage going up on January 1
Maine minimum wage increase brings poster update
Flagstaff minimum wage increasing to $13 per hour
Los Altos updates minimum wage rate
Richmond releases 2020 minimum wage poster
Mountain View joins minimum wage update crowd
Two more mandatory posting changes take effect in Nevada
Attention public employers in Massachusetts: Safety poster has mandatory revision
Safe Time Leave law takes effect in Westchester County
Mandatory minimum wage change in effect in Vermont on January 1
South Dakota posts updated minimum wage notice
Montana issues 2020 minimum wage notice
Florida releases a pair of mandatory posting changes
Mandatory change for Ohio minimum wage posting
Minnesota makes mandatory minimum wage posting change
Mandatory posting change on the way for Albuquerque
California cities release revised minimum wage notices
Maryland makes third mandatory posting change of 2019
Connecticut updates sexual harassment notice with mandatory change
Maryland makes mandatory child labor posting change

FEDERAL POSTING NEWS

Department of Labor raises posting penalties
Fines are adjusted each year for inflation

Posted January 20, 2020

The Department of Labor (DOL) has announced its annual posting penalty increase, and potential fines will go up by more than $600.

The department outlined the increases in a rule published in the federal register on January 15. They apply to penalties assessed after January 15, 2020.

The new maximum fine amounts are:

- Family and Medical Leave Act (FMLA): $176
- Job Safety and Health: It’s the Law (OSHA): $13,494
- Employee Polygraph Protection Act (EPPA): $21,410

While in reality a fine for failure to display a poster is rare, the penalties are part of the law. A fine would likely only be levied in situations where an employer willfully violated the law.

However, the fact that the DOL is meticulous in adjusting the maximum penalties each year shows that the agency takes posting compliance seriously.

Employers can stay in compliance by conspicuously displaying up-to-date employment law posters in areas where employees are likely to view them.

One more increase on the way

The Equal Employment Opportunity Commission will also be increasing the potential penalty for posting violations related to the Equal Employment Opportunity is the Law posting. The agency should be releasing its penalty increase within the next few weeks.

Compliance guarantee

The FMLA, EPPA, Job Safety and Health, and Equal Employment Opportunity is the Law postings are included on the all-in-one posters from J. J. Keller and Associates, Inc. If a mandatory posting change occurs, Update Service subscribers receive a new poster.
<table>
<thead>
<tr>
<th>Posting Name</th>
<th>2019 fine</th>
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<td>Family and Medical Leave Act</td>
<td>$173</td>
<td>$176</td>
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<td>Job Safety and Health: It's the Law</td>
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<td>Employee Polygraph Protection Act</td>
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<td><strong>$35,031</strong></td>
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**DOL joint employer final rule impacts who must display poster; Won’t bring mandatory FLSA posting change**

*Posted January 13, 2020*

The Department of Labor issued a final rule on January 12 narrowing the definition of joint employer under the Fair Labor Standards Act (FLSA).

The rule will not bring a mandatory change to the FLSA poster. However, it does impact who is responsible for making sure the posting is on the wall.

If your business has direct control over employee wages, you are responsible for displaying the FSLA poster. If your company is a franchisor or contracts with companies for services and has little control over employee pay or work schedules, you have less of a risk of a posting violation.

Keep in mind that this rule only impacts one law – the FLSA. Each federal and state posting is governed by a different law. Your liability as a joint employer under the FLSA could be different than your liability under other employment laws.

Key to remember is that this will not bring a mandatory posting change. However, employers with direct control over employees must make sure that posting obligations are met.

The FLSA final rule takes effect on March 16, 2020.

**Breaking down the final rule from a posting perspective**

If you are:

- **A business with direct control** over workers: Make sure you have up-to-date employment law postings visibly displayed.
A business with franchisees or contracting for outside services (such as cleaning): Make sure you have posters displayed for your direct employees. If you are not considered a joint employer under the final FLSA rule taking effect in March, you would likely not have FLSA posting obligations for franchisee employees or workers of the contracted company. An option would be to consider making proper display of employment law posters part of your business contract.

Determining joint employer status
Wondering if you are a joint employer? The Fair Labor Standards Act (FLSA) final rule published January 12 provides guidance for determining joint employer status when an employee works for an employer, and that work also benefits another business entity.

The issue is whether one or both employers are responsible for wage violations, such as failure to pay minimum wage or overtime.

If both are responsible (if they are joint employers), then both could be sued by an employee for violations. However, if they are not joint employers, then only the business directly controlling employees would be liable.

To determine whether a company is a joint employer, the new FLSA balancing test looks at whether a business:

- Hires or fires the employee;
- Supervises and controls the employee’s work schedule or conditions of employment to a substantial degree;
- Determines the employee’s rate and method of payment; and
- Maintains the employee’s employment records.

It does not consider whether a company requires another employer to:

- Comply with FLSA obligations,
- Institute a sexual harassment policy,
- Conduct a background check,
- Establish safety practices and protocols,
- Ensure that workers receive health, safety, or compliance training,
- Meet quality control standards,
- Use standardized products or services,
- Provide a sample employee handbook or other forms,
- Offer an association health plan or association retirement plan,
- Jointly participate in an apprenticeship program with the company.
Federal contractor minimum wage poster updated for 2020

Posted January 7, 2020

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

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

J. J. Keller & Associates has updated its all-in-one Federal Contractor poster and federal contractor minimum wage stand-alone poster to show the new rate.

Employers with the Update Service from J. J. Keller & Associates will automatically receive the updated version of the poster. Customers without the Update Service will be able to order the revised Federal Contractor all-in-one poster or the stand-alone Federal Minimum Wage for Contractors Poster.

DOL’s proposed tip regulations could bring mandatory posting change

Additional enforcement authority might require poster update

Posted October 7, 2019

The Department of Labor (DOL) is proposing changes to tip pooling regulations to allow tips to be shared by a larger group of employees and give the department the authority to fine employers who unlawfully keep employee tips.

While changes to the size of the tip pool are unlikely to have a posting impact, the proposed new enforcement authority for the DOL could bring a mandatory change to the Employee Rights Under the Fair Labor Standards Act (FLSA) poster.

What’s on the poster right now?

The FLSA poster has a Tip Credit section which explains when an employer can take a tip credit and states that the amount of the credit is $2.13. An employer must make up the difference if employees’ cash wages and tips don’t equal at least the minimum wage rate.

The poster also has an Enforcement section which outlines what the DOL can do if an employer violates the FLSA. It lists the reasons for assessing civil money penalties, including minimum wage, overtime, and child labor violations.
What’s the proposal?

The proposed rule explicitly prohibits employers from keeping tips received by employees and would allow the DOL to fine employers who unlawfully keep employee tips.

This new enforcement authority could bring a mandatory posting change to the FLSA poster, as the poster currently lists the other reasons the DOL can issue civil money penalties.

The proposed rule also would also allow employers who do not take a tip credit to expand the number of workers in the tip pool. Tips could be shared among workers who receive tips and those who traditionally don’t (such as dishwashers and cooks).

It also addresses the amount of time a tipped employee can spend doing non-tipped duties (such as dishwashing and setting tables) if the employer takes a tip credit.

While the primary focus of the rule is to revise tip pooling regulations, the section of the rule expanding the DOL’s expanded enforcement authority is the area most likely to require a posting change.

The proposed rule does not specifically mention a change to the FLSA poster and does not mention a posting update as an anticipated cost associated with the rule. However, because the proposal would give the DOL additional enforcement authority, and the poster includes a section on when the DOL may issue penalties, it is possible that the rule could bring a mandatory posting change after it is finalized.

What’s next?

The proposed rule was announced on October 7 and is scheduled for publication in the Federal Register on October 8.

The DOL will accept comments on the rule for 60 days and will take the comments into consideration before releasing a final rule. After the final rule is issued, it typically goes into effect 120 days later.

There is no specific timetable for the release of the final rule. If the DOL receives a large number of comments on the proposal, the comment period could be extended. The number of comments the department receives will also impact the release date of the final rule.

Given the time required for comments, consideration, and implementation, it’s unlikely that a final rule will be effective before late 2020.
The Department of Labor has published a final rule raising the minimum salary for workers who are exempt from overtime, but the rule does not call for a mandatory poster change.

**What’s on the poster?**

The FLSA poster currently provides general information on overtime, noting that overtime pay is at least 1½ times the regular rate of pay for all hours worked over 40 in a week. It also states that certain occupations and establishments are exempt from the minimum wage, and/or overtime provisions.

These general requirements will not change under the rule. The poster does not delve into the details of the overtime exemption, and it’s these details that the rule is changing.

**What’s the change?**

The rule increases the overtime salary threshold from $455 to $684 per week (or from $23,660 to $35,368 annually).

An employee who makes less than this weekly amount would be eligible for overtime pay. An employee who makes at least this amount, and who has qualifying job duties, could be exempt from overtime.

The rule also:

- Raises the total annual compensation requirement for “highly compensated employees” from $100,000 per year to $107,432 per year;
- Allows employers to use nondiscretionary bonuses and incentive payments (including commissions) paid at least annually to satisfy up to 10% of the standard salary level; and
- Revises the special salary levels for workers in U.S. territories and the motion picture industry.

The rule does not make any changes to the duties test, which are the job responsibilities an employee must have to be exempt from overtime.

J. J. Keller & Associates, Inc., will continue to monitor the changes and will automatically send revised posters to Update Service customers if a mandatory posting change occurs.

**House votes to raise minimum wage**

*Increase would take effect 90 days after enactment, but Act remains stalled in Senate*
The U.S. House of Representatives has voted to increase the minimum wage to $15 per hour over a six-year period.

While a new minimum wage would bring a mandatory change to the Fair Labor Standards Act (FLSA) poster, the bill still has a long way to go before it becomes law. A similar measure is stalled in the Senate.

A measure must pass both the House and Senate and be signed by the president before becoming law. While this Act has passed the House, it faces a stiff battle in the Republican-controlled Senate. If it does pass the Senate, it faces the possibility of a veto by President Donald Trump, a Republican.

If it is signed into law, the Raise the Wage Act would first increase the minimum wage to $8.40 per hour. The increase would take effect on the first day of the third month after the law is enacted.

The rate then would increase annually until it reaches $15 per hour. Each year after that, the rate would be adjusted for inflation.

Under the bill passed by the House, the minimum wage for tipped employees, teens, and employees with disabilities would eventually be eliminated. It would increase until it equals the general minimum wage rate.

While many states have passed their own minimum wage increases, it has been a decade since the federal minimum wage changed. The most recent federal minimum wage increase occurred in July 2009, when it was raised to the current level of $7.25 per hour.

**Federal contractors must display updated NLRA poster**

The Office of Federal Contract Compliance Programs has made a mandatory change to the Employee Rights under the National Labor Relations Act posting for federal contractors.

The agency describes the change as technical in nature, but a new poster must be displayed. The poster’s required text is included in federal regulations, which have been updated.

The new text:

- Revises the phone number and website information for the National Labor Relations Board (NLRB).
- Updates contact information for hearing impaired callers.
Federal contractors and subcontractors must display the NLRA poster conspicuously in plants and offices where employees covered by the NLRA perform contract-related activity. It must be posted in all places where notices to employees are customarily posted. The Department of Labor notes that: “This requires widespread posting that is prominent and readily observable throughout the contractor’s plants and offices. Among these locations is placement where other employee notices are posted, which is not limited to Federally mandated legal notices, but also includes notices to employees regarding the terms and conditions of their employment.”

The Federal Contractor poster and the stand-alone National Labor Relations Act (NLRA) poster from J. J. Keller & Associates will be updated with the mandatory change. Federal Contractor Update Service subscribers will receive a new poster. Contractors can also purchase the stand-alone NLRA specialty poster to remain in compliance with posting requirements.

STATE and LOCAL POSTING NEWS

Nevada OSHA penalties go up; poster updated required

Posted February 27, 2020

The Nevada Occupational Safety and Health Administration made a mandatory change to the Nevada Occupational Safety and Health Act posting to show increased penalties for violations of the Nevada Occupational Safety and Health Act.

The penalties for safety violations levied against employers who are not in compliance have gone up, effective Jan. 15, 2020. The new levels are:

- Mandatory penalties of $13,494 for each serious violation
- Optional penalties of $13,494 for each nonserious violation
- Penalties of up to $134,937 for willful and repeated violations

Penalties of up to $13,494 per day may be proposed for failure to correct violations within the proposed time period.

The Nevada labor law posters from J.J. Keller & Associates will be updated with the mandatory change. Update Service subscribers will automatically receive a revised poster.

Revised wage and hour posting needed in Colorado

Posted February 26, 2020
It seems like 2020 has just begun, but Colorado employers must already replace their minimum wage posting with an updated version.

On March 16, the Colorado Overtime & Minimum Pay Standards Order (COMPS Order) No. 36 takes effect. The new law covers employer responsibilities with regard to minimum wage, overtime pay, meal periods, rest periods, deductions from wages, exemptions, and anti-retaliation rights.

**Minimum wage rate unchanged**

The state’s minimum wage rate of $12 per hour remains the same. However, the COMPS Order makes changes to certain areas of the state’s wage and hour law, such as time worked and rest periods, and covers more industries than the state’s previous minimum wage law.

**Expanded coverage**

The state’s previous minimum wage law covered only four industries. The COMPS law applies to all private employers in Colorado. It does not apply to public employers, school districts, or irrigation districts.

**Posting and notice requirements**

The law also includes broader posting requirements. The poster must be displayed where employees can easily read it during the workday.

Employers must display the poster in Spanish if employees have limited English ability and speak Spanish.

If physical posting is impractical, copies of the poster or COMPS Order must be provided to employees within the first month of work.

In addition, a copy of the posting must be included with any written handbook or policies.

**Poster update on the way**

The Colorado posters from J. J. Keller & Associates will be updated with the mandatory change. Update Service subscribers will automatically receive a revised poster.

**Virginia EITC posting updated with mandatory change**

*Posted February 25, 2020*

The Virginia Department of Social Services has made a mandatory change to the Earned Income Tax Credit (EITC) posting.

The updated posting provides general information about who qualifies for EITC and where to go for help in applying for the credit.

The previous version of the posting included income limits. The new version does not include income information.
The updated poster is bilingual.

The Virginia Employment Law Posters from J. J. Keller & Associates, Inc., will be updated with the mandatory change to the EITC posting. Employers with the Update Service will automatically receive a revised poster with the updated information.

**Notification change brings mandatory update to Maine workers’ compensation labor law poster**

*Posted January 24, 2020*

Employees in Maine now have 60 days to notify their employer of an injury, and this has brought a mandatory change to the Maine Workers’ Compensation poster.


The [Maine labor law posters](https://www.jjkeller.com) from J. J. Keller & Associates will be updated with the new information. Update Service customers in Maine will automatically receive a revised poster.

**Michigan unemployment insurance labor law posting updated with mandatory change**

*Posted January 24, 2020*

The Michigan Unemployment Insurance Agency has updated the state’s unemployment benefits poster with mandatory changes.

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. Complete information about unemployment benefits is in the Handbook for Unemployed Workers, available online.

In addition, the Talent Investment Agency has been renamed the Unemployment Insurance Agency.

The [Michigan posters](https://www.jjkeller.com) from J. J. Keller & Associates will be updated with the revised unemployment insurance posting. They will also be revised with a minor change to the state’s minimum wage and youth employment standards postings. Update Service subscribers will automatically receive a new poster.
Mile High City has new minimum wage and poster

Posted January 24, 2020

Denver, Colorado, has a new minimum wage law and employers there must display a new minimum wage poster.

As of January 1, 2020, the minimum wage in Denver is:

- $12.85 per hour for workers who don’t receive tips
- $9.83 per hour for workers who receive tips

The minimum wage will increase on January 1 through 2022.

Employers with employees who work in Denver for more than four hours in a week must display the poster. It must be posted in English and Spanish.

The bilingual Denver labor law poster from J. J. Keller & Associates will be updated with the new minimum wage posting. The size of the poster will increase to 20" x 17.25

Employers in Denver with the Update Service will automatically receive a revised poster.

District of Columbia adds Paid Family Leave posting requirement

Posted January 21, 2020

The District of Columbia’s Department of Employment Services has released a new Paid Family Leave poster that all employers in the district must display as of February 1, 2020.

The posting describes:

- Which workers are covered,
- Covered events,
- How to apply for benefits,
- Benefit amounts, and
- Employee benefits.

The district will begin administering paid leave benefits on July 1, 2020.

The new notice will be added to the District of Columbia poster from J. J. Keller & Associates, Inc. Update Service subscribers will receive a new poster.
Portland minimum wage increase brings mandatory posting change

Posted January 21, 2020

The Portland, Maine, minimum wage increased to $12 per hour on January 1, 2020, and employers in the city must display an updated poster.

The Portland Employment Laws poster from J. J. Keller & Associates will be updated with the new minimum wage. Employers in Portland with the Update Service will automatically receive a revised poster.

New Living Wage rate takes effect in Broward County

Posted January 21, 2020

Broward County, Florida, has made a mandatory change to its Living Wage Ordinance posting to show the new rates in effect for 2020.

The rates are:

- $13.47 per hour for workers with qualifying health benefits of at least $1.65 per hour, and
- $15.12 for workers without health benefits.

This specialty poster is not part of the Update Service, but Broward County Contractors can purchase the poster to remain in compliance with posting requirements. The poster is required for county airline contractors and covered service contractors.

Louisiana EIC posting updated with 2019 tax income limits

Posted January 20, 2020

The Louisiana Department of Labor’s Workforce Commission has updated its Earned Income Credit (EIC) posting with a mandatory change to include the 2019 tax year income limits.

The updated posting shows that the income level to qualify for the Earned Income Tax Credit for tax year 2019 is $50,000 or less. The posting also lists earned income and adjusted gross income levels for the 2019 tax year.

The Louisiana employment law posters from J. J. Keller & Associates will be updated with the revised posting. All Update Service subscribers will automatically receive a revised poster.
New York makes mandatory change to wage order posters

*Posted January 17, 2020*

The New York Department of Labor has updated wage orders for the apparel, agricultural, building service, and hospitality industries to show the rates in effect from December 31, 2019, to December 30, 2020.

The wage orders must be posted by employers in these industries. They show the separate minimum wage and overtime rates for New York City, Long Island and Westchester County, and the remainder of the state.

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

Nail Worker Bill of Rights updated with mandatory change

*Posted January 17, 2020*

The New York Bill of Rights for Nail Workers posting has been updated with a mandatory change to show updated minimum wage rates effective December 31, 2019.

The posting must be displayed in nail salons in the state of New York.

The New York nail salon specialty poster from J.J. Keller & Associates, Inc., will be updated with the mandatory change. Customers in the nail salon industry may post this specialty poster to comply with posting regulations.

New minimum wage poster needed in St. Paul

*Posted January 17, 2020*

Employers in St. Paul, Minnesota, must give employees notice of the city’s new minimum wage and can comply with that requirement by displaying the Employee Rights poster.

The minimum wage requirement for large employers (with 10,001 or more employees) and city employees took effect on January 1, 2020. They must pay at least $12.50 per hour.

A minimum wage requirement for smaller businesses takes effect on July 1, 2020.

The city’s new Employee Rights poster lists the new minimum wage rate for large employers. It also includes Earned Sick and Safe Time information, which had been required previously.
The city provides the poster in English and other languages it determines are needed for employers to notify employees of their rights. The J. J. Keller St. Paul Employment Laws poster includes the posting in English, Spanish, and Somali.

Employers in St. Paul with the Update Service will receive the revised poster.

**Bernalillo County releases annual minimum wage update notice**

*Posted January 17, 2020*

Bernalillo County, New Mexico, has made a mandatory change to its minimum wage poster to show the 2020 rate of $9.20 per hour.

The bilingual Bernalillo County minimum wage poster from J. J. Keller & Associates will be updated with the new minimum wage. Employers in Bernalillo County with the Update Service will automatically receive a revised poster.

**Oklahoma makes mandatory workers’ compensation posting change**

*Posted January 9, 2020*

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

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

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

**New Mexico’s 2020 minimum wage posters are here**

*Posted January 9, 2020*

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

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

**California makes two mandatory posting changes**

*Posted January 7, 2020*
Employment law revisions are bringing two mandatory posting changes to California:

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

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

Update Service subscribers will automatically receive a new poster with the mandatory and minor changes.

**Washington posting changes driven by paid leave, minimum wage**

*Posted January 7, 2020*

The Washington Employment Security Department has issued a new mandatory Paid Family and Medical Leave posting. In addition, the state’s Department of Labor & Industries has updated the minimum wage poster with the 2020 rate of $13.50 per hour.

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

In addition to showing the 2020 rate, the minimum wage posting also shows the new minimum wage of $11.48 per hour for 14- and 15-year-olds.

The Washington posters from J. J. Keller & Associates, Inc., will be updated to include the new Paid Family and Medical Leave posting. Adding the new posting will require the state-only poster to increase in size to 30” x 26”.

The Washington posters will also be revised to show the 2020 minimum wage rate and will include a minor change to the state’s unemployment insurance posting. Customers with the Update Service will automatically receive a new poster.

**New Year brings two mandatory posting changes to New York**

*Posted January 2, 2020*

New York’s Department of Labor and Division of Human Rights have made mandatory changes to the state’s minimum wage and discrimination posters.

**Minimum Wage**

The following minimum wage rates are in effect as of December 31, 2019:
• 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.

**Discrimination**

The state’s discrimination poster has been updated to reflect new laws:

• Prohibiting discrimination against individuals based on religious garb and facial hair (effective 10/08/2019);
• Expanding protections to domestic workers and independent contractors (effective 10/11/2019);
• Prohibiting discrimination based on reproductive choices, (effective 11/08/2019);
• Protecting victims of domestic violence from employment discrimination, (effective 11/18/2019); and
• Expanding the state’s human rights law to cover all employers in the state (effective 02/08/2020).

Employers should also watch for another mandatory change to the state’s discrimination poster in the second half of 2020. The statute of limitations for filing a complaint with the division will be extended from one to three years as of 08/12/2020.

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

**Illinois gives the gift that keeps on giving with updated minimum wage posting**

*Posted December 30, 2019*

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

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

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

**Alaska warms up to 2020 with minimum wage increase**

*Posted December 30, 2019*
The Alaska Department of Labor and Workforce Development has updated its minimum wage poster to show the 2020 rate of $10.19 per hour.

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

**Novato welcomes 2020 with mandatory minimum wage change**

*Posted December 30, 2019*

The city of Novato, California, has updated its mandatory minimum wage poster with new rates for 2020.

The rates are:

- $15 per hour for businesses with 100 or more employees,
- $14 per hour for businesses with 26 to 99 employees, and
- $13 per hour for businesses with 1 to 25 employees.

Employers in Novato, California, with the Update Service will receive the new mandatory poster.

**New commuter benefits, minimum wage increase bring supersonic (mandatory) poster change to Seattle**

*Posted December 18, 2019*

The Seattle Labor Standards Ordinances poster has been updated with the following mandatory changes for 2020:

- The minimum wage will increase to $16.39 for large employers. Small employers offering health insurance must pay at least $13.50 per hour, while small employers not offering health benefits must pay a minimum wage of $15.75 per hour.

- Employers with 20 or more employees must offer the ability to deduct transit or vanpool expenses from taxable wages. To meet this commuter benefit requirement, a transit pass can be provided.

The Seattle poster will be updated with the new information. All employers in Seattle with the Update Service will automatically receive the new poster.

**San Francisco rolls out annual update to Health Care Security Ordinance poster**
Posted December 17, 2019

The city of San Francisco has updated its Health Care Security Ordinance poster to show the new rates for 2020.

Employers with 20 to 99 workers must spend at least $2.05 per hour on health care benefits for each of their covered employees. Employers with more than 100 workers must spend at least $3.08 per hour.

The San Francisco poster will be updated with the new information. All employers in San Francisco with the Update Service will automatically receive the new poster.

Santa Clara makes $15.40 minimum wage possible in 2020

Posted December 17, 2019

The city of Santa Clara (motto: The Center of What’s Possible) has updated its minimum wage poster to show the 2020 rate of $15.40 per hour.

The Santa Clara poster will be updated with the new information. All employers in Santa Clara with the Update Service will automatically receive the new poster.

Wage theft information now part of Minneapolis poster

Posted December 17, 2019

The city of Minneapolis has added a section on Wage Theft Prevention to its Labor and Employment Rights poster.

The poster now notes that employees have a right to receive earnings statements and new hire notices with pay information. They also have a right to timely and full payment of earnings.

The poster includes the city’s minimum wage increase schedule and sick and safe time information.

The Minneapolis poster will be updated with the new information. All employers in Minneapolis with the Update Service will automatically receive the new poster.

San Jose updates minimum wage information in many places

Posted December 17, 2019

The city of San Jose has three mandatory minimum wage postings that employers must display and all have been updated with the 2020 rate of $15.25 per hour.

Employers in San Jose must display the following postings:

- Minimum Wage
- Know Your Rights
• Minimum Wage Ordinance Basics

All three postings are included on the San Jose employment laws poster from J. J. Keller & Associates, Inc. The poster will be updated with the new information. All employers in San Jose with the Update Service will automatically receive the new poster.

Going to South San Francisco? It now has its own minimum wage

Posted December 17, 2019

A new minimum wage law takes effect in South San Francisco, California, on January 1, 2020, and the city has released a mandatory minimum wage poster.

The city’s minimum wage rate is $15 per hour. The law applies to employers with employees who work South San Francisco for more than 2 hours each week.

The rate will increase each January 1 based on the inflation rate.

Businesses in South San Francisco with the Update Service will automatically receive the new poster.

Menlo Park minimum wage takes effect January 1

Posted December 17, 2019

The city of Menlo Park, California, has released a new mandatory minimum wage poster. It must be displayed as of January 1, 2020, the day the city’s new minimum wage ordinance takes effect.

The city’s minimum wage rate is $15 per hour. The law applies to all employers in Menlo Park except state, county, federal, and public school district employers.

The rate will increase each January 1 based on the inflation rate.

Businesses in Menlo Park with the Update Service will automatically receive the new poster.

Petaluma sets its own minimum wage

Posted December 17, 2019

Petaluma, California, has a new minimum wage law and posting requirement scheduled to take effect on January 1, 2020.

The law applies to employers who have workers who work in Petaluma for two or more hours in a week.

Under the new law, employers with 26 or more employees in Petaluma must pay at least $15 per hour and employers with 25 or fewer employees must pay at least $14 per hour.
The rate will increase each January 1 based on the inflation rate.

Businesses in Petaluma with the Update Service will automatically receive the new poster.

**Missouri’s 2020 minimum wage posters have arrived**

*Posted December 13, 2019*

The Missouri Division of Labor Standards has updated the state’s minimum wage poster to show the 2020 rate of $9.45 per hour.

The poster also shows the 2020 tipped employee minimum wage of $4.725 per hour.

The Missouri Employment Law Posters from J. J. Keller & Associates, Inc., will be updated with the new rates. The update will also include a minor change to the workers’ compensation notice. Employers with the Update Service will automatically receive a revised poster.

**J.J. Keller welcomes Malibu to the Update Service**

*Posted December 1, 2019*

J. J. Keller is adding the Malibu, California, minimum wage poster to its Update Service.

Malibu, California, has a minimum wage ordinance and makes a poster available. The city says the poster should be displayed in the same conspicuous and accessible place at all job sites where mandated federal and state labor postings are required to be displayed.

Although this is not a mandatory posting, the poster is an effective way for employers to make workers aware of the city minimum wage rate.

The city’s minimum wage took effect in 2016. Current rates are $14.25 per hour for employers with 26 or more employees and $13.25 per hour for employers with 25 or fewer employees. They will increase to $15 per hour for large employers and $14.25 per hour for small employers on July 1, 2020. Beginning in 2022, the city’s minimum wage will be adjusted for inflation.

Employers in Malibu with the Update Service will receive a minimum wage poster.

**Palo Alto says ‘Happy New Year’ with higher minimum wage**

*Posted December 10, 2019*

Palo Alto, California, will ring in the New Year with a higher minimum wage.

The city’s rate will increase to $15.40 per hour on January 1, 2020. The city has updated its minimum wage poster to show the new rate.
The city has also updated the rate information on the Palo Alto Worker – Know Your Rights posting.

The Palo Alto employment laws poster from J. J. Keller & Associates will be updated with the new information. Employers in the city with the Update Service will automatically receive a new poster.

**Oregon employers have new posting requirement**

*Posted December 4, 2019*

A pregnancy accommodations law is bringing a new posting requirement to employers in Oregon.

Under HB2341, which takes effect January 1, pregnant employees have additional workplace protections. The law also requires employers to post a notice.

The new workplace accommodations notice from the Oregon Bureau of Labor and Industry describes an employee’s protections relating to workplace discrimination and the right to reasonable accommodations.

The Oregon Employment Law Posters from J. J. Keller & Associates, Inc., will be updated to include the new notice. Employers with the Update Service will automatically receive a revised poster with the new information.

**New minimum wage coming to Sonoma, California**

*Posted November 26, 2019*

A new minimum wage ordinance takes effect in Sonoma, California, on January 1, 2020, and includes a posting requirement.

Under the new law, employers with 26 or more employees in Sonoma must pay $13.50 per hour and employers with 25 or fewer employees must pay $12.50 per hour.

The rate will increase each year until 2023, when it will be set at $17 per hour for large employers and $16 per hour for small employers. The rate for 2024 and subsequent years will go up by 3.5 percent annually or at a rate determined by the city council.

The city’s minimum wage ordinance applies to employers with employees who work in Sonoma for more than two hours a week. It does not apply to government employers, except for the city of Sonoma.
The final poster size for Sonoma, CA is 11.75" x 20".

J. J. Keller is creating a new minimum wage poster for Sonoma. Employers in Sonoma with the Update Service will automatically receive a new minimum wage poster.

**Mandatory change made to Oakland minimum wage poster**

*Posted November 26, 2019*

Oakland, California, has updated its minimum wage posting to show the 2020 rate of $14.14 per hour.

The city has also updated its Paid Sick Leave and Service Charge Law postings with 2019 revision dates.

The Oakland employment laws poster from J. J. Keller & Associates will be updated with the new information. Employers in Oakland with the Update Service will automatically receive a new poster.

**Arizona minimum wage going up on January 1**

*Posted November 25, 2019*

A minimum wage of $12 per hour takes effect in Arizona on January 1, and the state’s Industrial Commission has made a mandatory change to its minimum wage posting to show the new rate.

The Arizona poster from J.J. Keller & Associates, Inc., will be updated to reflect the new rate. The poster will also be updated with a minor change to the unemployment insurance posting. Customers with the Update Service will automatically receive a new poster.

**Maine minimum wage increase brings poster update**

*Updated November 25, 2019*

The minimum wage in Maine will be $12 per hour as of January 1, and the state’s Department of Labor and Industry has made a mandatory change to its minimum wage posting to show the new rate.
The posting also shows the revised direct cash wage for service employees of $6 per hour. In addition, the new minimum salary requirement for an employee to be exempt from overtime is $692.31 per week.

The Maine poster from J.J. Keller & Associates, Inc., will be updated to reflect the new rate. It will also be updated with a minor change to the Whistleblower’s Protection Act posting. Customers with the Update Service will automatically receive a new poster.

**Flagstaff minimum wage increasing to $13 per hour**

*Posted November 25, 2019*

The city Flagstaff, Arizona, has updated its minimum wage poster to show the rate of $13 per hour, which takes effect on January 1.

The poster also shows the $10 hourly cash wage for tipped employees. In addition, information about employer responsibilities and employee rights has been updated.

The city’s poster from J.J. Keller & Associates, Inc., will be updated to reflect the new rate. Customers with the Update Service will automatically receive a new poster.

**Los Altos updates minimum wage rate**

*Posted November 20, 2019*

The Los Altos English, Chinese, and Spanish minimum wage postings have been updated to show the 2020 rate of $15.40 per hour. The Workers — Know Your Rights postings were also updated with the new rate.

The Los Altos poster will be updated with the mandatory changes. Employers in Los Altos with the Update Service will automatically receive a new poster.

**Richmond releases 2020 minimum wage poster**

*Posted November 20, 2019*

The Richmond, California, Minimum Wage English, and Spanish postings have been updated to show information for 2020. The rate remains $15 per hour.

The Richmond poster will be updated with the mandatory change. Employers in Richmond with the Update Service will automatically receive a new poster.
Mountain View joins minimum wage update crowd

Posted November 20, 2019

Mountain View minimum wage posting has been updated to show the 2020 rate of $16.05 per hour.

The Mountain View, California, poster will be updated with the mandatory change. Employers in Mountain View with the Update Service will automatically receive a new poster.

Two more mandatory posting changes take effect in Nevada

Posted Nov. 19, 2019

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

- Definitions of employee, employer, and independent contractor have been added to the workers’ compensation posting, and
- Penalty amounts have been updated on the Safety and Health Protection on the Job (OSHA) poster.

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

The Nevada Employment Law Posters from J. J. Keller & Associates, Inc., will be updated with the most recent mandatory changes. Employers with the Update Service will automatically receive a revised poster with the new information. This is the third time this year Nevada employers have received a new poster.

Attention public employers in Massachusetts:
Safety poster has mandatory revision

Posted November 19, 2019

The Massachusetts Department of Labor Standards has updated the Workplace Safety and Health Protection for Public Employees posting with a new regulatory reference.

The posting now notes that all public sector employers are required to comply with OSHA regulations under 454 CMR 25.
The Massachusetts Workplace Safety and Health Protection poster will be updated with this mandatory change. This specialty poster is not part of the Update Service, but may be purchased by covered employers to comply with posting requirements.

**Safe Time Leave law takes effect in Westchester County**

*Posted November 19, 2019*

Another law with a posting requirement has taken effect in Westchester County, New York.

Under the Safe Time Leave Law, covered employers must provide up to 40 hours of paid safe time leave to covered employees.

Employers have until January 28 to provide employees with notice of their rights under the law. They must also display a poster and a copy of the law.

The bilingual Westchester County employment laws poster from J. J. Keller & Associates will be updated with the new posting. Employers in Westchester County will automatically receive a new poster.

**Mandatory minimum wage change in effect in Vermont on January 1**

*Posted November 18, 2019*

The Vermont Department of Labor has made a mandatory change to its minimum wage posting to show the 2020 rate of $10.96 per hour.

The posting also shows the new maximum tip credit of $5.48 per hour.

The Vermont poster from J.J. Keller & Associates, Inc., will be updated with the mandatory change to the minimum wage posting. It will also be updated with a minor change to the Earned Sick Time Act posting. Customers with the Update Service will automatically receive a new poster that includes both changes.

**South Dakota posts updated minimum wage notice**

*Posted November 18, 2019*

The South Dakota Department of Labor and Regulation has updated its minimum wage posting to show the 2020 rate of $9.30 per hour.

The posting also shows the new tipped employee rate of $4.65 per hour.
South Dakota employers are not required to post the minimum wage poster, but displaying the poster is an effective way to make employees aware of the new rates.

The South Dakota poster from J.J. Keller & Associates, Inc., will be updated to reflect the new rates. It will also be updated with a minor change to the workers’ compensation posting. Customers with the Update Service will automatically receive a new poster.

**Montana issues 2020 minimum wage notice**

*Posted November 18, 2019*

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

Montana employers are not required to post the minimum wage poster, but displaying the poster is an effective way to make employees aware of the new rate.

The Montana poster from J.J. Keller & Associates, Inc., will be updated to reflect the new rate. Customers with the Update Service will automatically receive a new poster.

**Florida releases a pair of mandatory posting changes**

*Posted November 18, 2019*

Two Florida agencies have made mandatory posting changes:

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

The Florida Department of Revenue has updated the state’s unemployment insurance posting with new instructions for filing a claim.

The state’s Workers’ Compensation posting was also updated with a minor change. It notes that the fraud reporting link was updated in February 2019.

The Florida poster from J.J. Keller & Associates, Inc., will be updated with these changes. Customers with the Update Service will automatically receive a new poster.

**Mandatory change for Ohio minimum wage posting**

*Posted November 18, 2019*
The Ohio Department of Commerce has made a mandatory change to its minimum wage posting to show the 2020 rate of $8.70 per hour.

The posting also shows the new tipped employee rate of $4.35 per hour.

It notes that employers who gross less than $319,000 may pay employees at least the federal minimum wage rate.

The Ohio poster from J.J. Keller & Associates, Inc., will be updated to reflect the new rates. Customers with the Update Service will automatically receive a new poster.

**Minnesota makes mandatory minimum wage posting change**

*Posted November 18, 2019*

The Minnesota Department of Labor and Industry has made a mandatory change to its minimum wage posting to show the 2020 rate of $10 per hour.

The posting also shows the $8.15 per hour rate which applies to small employers, trainees ages 18 and 19, employees age 17 and younger, and those who hold J-1 Visas.

The Minnesota poster from J.J. Keller & Associates, Inc., will be updated to reflect the new rate. Customers with the Update Service will automatically receive a new poster.

**Mandatory posting change on the way for Albuquerque**

*‘Posted November 18, 2019’*

The city of Albuquerque, New Mexico, has made a mandatory change to its minimum wage posting to show the 2020 rate of $9.35 per hour.

The rate is $8.35 per hour if the employer provides qualifying healthcare or childcare benefits. The minimum wage for tipped employees is $5.60.

The Albuquerque poster from J.J. Keller & Associates, Inc., will be updated with the new rate. Customers with the Update Service will automatically receive a new poster.

**California cities release revised minimum wage notices**

*Posted November 18, 2019*

The following California cities have published updated minimum wage postings:
Belmont: The city of Belmont, California, has made a mandatory change to its minimum wage posting to show the 2020 rate of $15 per hour.

Cupertino: The city of Cupertino, California, has made a mandatory change to its minimum wage posting to show the 2020 rate of $15.35 per hour.

Daly City: Daly City, California, has made a mandatory change to its minimum wage posting to show the 2020 rate of $13.75 per hour.

El Cerrito: El Cerrito, California, has updated its minimum wage posting to show the 2020 rate of $15.37 per hour.

Mountain View: The city of Mountain View, California, has made a mandatory change to its minimum wage posting to show the 2020 rate of $16.05 per hour.

Redwood City: Redwood City, California, has updated its minimum wage posting to show the 2020 rate of $15.38 per hour.

San Diego: The city of San Diego, California, has made a mandatory change to its minimum wage posting to show the 2020 rate of $13 per hour.

San Mateo: The city of San Mateo, California, has made a mandatory change to its minimum wage posting to show the 2020 rate of $15.38 per hour.

Sunnyvale: The city of Sunnyvale, California, has made a mandatory change to its minimum wage posting to show the 2020 rate of $16.05 per hour.

Updates on the way

These city posters from J.J. Keller & Associates, Inc., will be updated to reflect the new rates. Customers in these municipalities with the Update Service will automatically receive a new poster.

Maryland makes third mandatory posting change of 2019

Posted November 4, 2019

The Maryland Department of Labor has made its third mandatory posting change of the year. The Equal Pay for Equal Work posting has been updated with new penalty information.

The law’s penalties were expanded as of October 1 under House Bill 790. Employers who violate the law two or more times within a three-year period may be required to pay a civil penalty of 10 percent of the amount of damages owed.
Earlier this year the state updated its minimum wage and child labor postings with mandatory changes.

The Maryland Employment Law Posters from J. J. Keller & Associates, Inc., will be updated with the mandatory change. Employers with the Update Service will automatically receive a revised poster with the new information.

**Connecticut updates sexual harassment notice with mandatory change**

*Posted October 29, 2019*

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

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 state has also increased the fine for failure to post the sexual harassment poster to up to $1,000.

The Connecticut Employment Law Posters from J. J. Keller & Associates, Inc., will be updated with this mandatory change. Employers with the Update Service will automatically receive a revised poster with the new information.

**Minimum wage note:** The state is also expected to release an updated minimum wage poster, as the state’s minimum wage increased to $11 per hour on October 1. The state has not yet released its poster, however, and advises employers to write the new rate on the current poster. We are closely monitoring the state’s website for the updated minimum wage posting.

**Maryland makes mandatory child labor posting change**

*Posted October 7, 2019*

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

The Minor Fact Sheet notes that applications for special permits allowing minors to be employed as a model, performer, or entertainer are available at the Department of Labor’s Employment of Minors website.

The state has also made minor changes to its minimum wage, Earned Sick and Safe Leave, tipped employee, and Equal Pay for Equal Work postings.

The Maryland Employment Law Posters from J. J. Keller & Associates, Inc., will be updated with the mandatory change to the child labor posting and the minor changes to the other postings.
Employers with the Update Service will automatically receive a revised poster with the new information.