



## e-Alert: Monthly Labor Law Poster Updates

August 2021

### Background

Employment Poster requirements are continuously changing throughout the year. In addition to minimum wage changes, there are often state, local, and industry-specific policy changes that require poster updates. If you have one or more employees, your business is required by law to post a current State and Federal Employment Poster in a central location.

HR Knowledge monitors and tracks employment and labor law postings to keep our clients up to date and in compliance with all posting requirements.

Reduce employees' risk of COVID-19 exposure in the workplace by promoting best practices to minimize risk and ensure a healthy workplace. Employers can download free and purchase COVID-19-related posters [here](#).

### Summary

Below are recent poster changes to help employers ensure they are using the updated version of their employment posters.

- **California** – The state of California has updated the following notices:
  - The city of Los Angeles, California, has updated their Minimum Wage notice.

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- The updated notice reflects an adjustment of the city minimum wage to \$15.00/hour, effective July 1, 2021.
- The city of Milpitas, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.65/hour, effective July 1, 2021.
  - The city of San Francisco, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$16.32/hour, effective July 1, 2021.
  - The city of San Francisco, California, has updated their Health Care Security Ordinance notice. The updated notice reflects an adjustment to the health care expenditure rates for 2021. For large employers (100+ employees), the rate will be increased to \$3.18/hour, and for medium-sized employers (20 – 99 employees), the rate will be increased to \$2.12/hour.
  - The city of San Francisco, California, has released their COVID-Related Employment Protections notice. The newly released notice reflects that the Grocery Store, Drug Store, Restaurant, and On-Demand Delivery Service Worker Protections Ordinance requires covered businesses to implement specific health and safety measures for their workers, effective April 26, 2021. The ordinance is in effect for two years or until the city declares an end to the local health emergency.
  - The city of Santa Monica, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.00/hour, effective July 1, 2021.
- **Illinois** – The state of Illinois has updated the following notices:
    - The Illinois Department of Labor has updated their Your Rights Under Illinois Employment Laws notice. The updated notice reflects new contact information for the Illinois Department of Labor's Springfield office. The poster revision date is August 4, 2021.
    - The state of Illinois Department of Labor has updated their Victims' Economic Security and Safety Act (VESSA) notice. The updated notice reflects new contact information for the Illinois Department of Labor's Springfield office. The poster revision date is August 4, 2021.
    - The state of Illinois Department of Labor has updated their Job Safety and Health (IL-OSHA) notice. The updated notice reflects new contact information for the Illinois Department of Labor's Springfield office. The poster revision date is August 4, 2021.
    - The city of Chicago, Illinois, has updated their Labor Standards notice. The

updated notice reflects that the new Wage Theft Ordinance forbids the theft of wages and benefits, including paid time off or other paid benefits. The new ordinance is effective August 1, 2021.

- **Kansas** – The Kansas Human Rights Commission has updated their Equal Opportunity in Employment notice. The updated notice reflects that antidiscrimination provisions include LGBTQ+, all derivatives of sex, and pregnancy. The age antidiscrimination provision has been clarified to refer to persons of 40 or more years. The poster revision date is August 11, 2021.
- **Michigan** – The Michigan Department of Labor and Economic Opportunity has updated their MIOSHA notice. The updated notice reflects an update to the enforcing agency name. The poster revision date is July 2, 2021.
- **Nevada** – The state of Nevada has updated the following notices:
  - The Nevada Department of Business & Industry has updated their Rules to be Observed by Employers notice. The updated notice reflects new 2021 minimum wage information as well as links for the new Annual Minimum Wage and Annual Daily Overtime notices. In addition, information about paid leave for obtaining vaccination for COVID-19 was added. The poster revision date is July 27, 2021.
  - The Nevada Department of Business & Industry has released the Department of Employment, Training and Rehabilitation (DETR) notice. The new notice reflects that effective October 1, 2021, employers must post a notice in the workplace concerning job training and employment programs conducted by the DETR, including information on the Career Enhancement Program and Nevada JobConnect. The poster revision date is July 27, 2021.
  - The Nevada Department of Business & Industry has released their Sick Leave notice. Effective October 1, 2021, employers who provide paid or unpaid sick leave must now allow an employee to use any accrued sick leave to care for a family member with an illness, injury, medical appointment, or other authorized medical need. The poster revision date is July 27, 2021.
  - The Nevada Department of Business & Industry has released their COVID-19 Vaccination Leave notice. The new notice reflects that employers are now required to provide employees with up to four hours of paid leave for the purposes of receiving a COVID-19 vaccine. The poster revision date is July 27, 2021
- **Ohio** – The Ohio Civil Rights Commission (OCRC) has updated their Fair Employment notice. The updated notice reflects the addition of sexual orientation and gender identity as protected categories under the Ohio Civil Rights Act. In addition, the

period for filing a claim with the OCRC has been reduced from six years to two years. The poster revision date is July 5, 2021.

- **Virginia** – The Virginia Office of the Attorney General, Office of Civil Rights, has released their Disability Accommodation notice. The new law requires employers to post a notice in the workplace concerning an employee's rights to reasonable accommodation for disabilities. The poster revision date is July 26, 2021.
- The Virginia Office of the Attorney General, Office of Civil Rights, has updated their Human Rights Act notice. The updated notice reflects a change of the term "veteran status" to "military status." The poster revision date is July 26, 2021.

## Next Steps for Employers

The HR Knowledge All-In-One poster satisfies the posting requirements for employers of all sizes, including these new postings. Displaying the workplace compliance notices informs your employees about their labor and employment rights. Failure to post required federal and state labor law notices may result in both federal and state fines. If you have any additional questions or concerns about the posting changes, please feel free to [reach out](#) to our HR team for guidance.

Employers can purchase our discounted rate All-In-One posters [here](#).

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