

GOVDOCS POSTER STORE

# Quarterly Report

Q2 - 2023



*GovDocs is committed to helping employers maintain compliance with labor law poster management.*

*- Jana Bjorklund*

GovDocs Senior  
Counsel, Employment  
Law Compliance

**GovDocs**<sup>®</sup>

# GovDocs Quarterly Report

## INTRODUCTION

Welcome to the GovDocs Poster Store's Quarterly Report, a look back at the last three months of developments in labor law posters, plus resources to help employers remain compliant.

### April 2023 – Mandatory Updates

#### District of Columbia

- **Posting name:** D.C. Minimum Wage
- **Required for:** All employers
- **Description of changes:** Minimum wage rate updated, effective July 1, 2023

#### Kansas (2 Updates)

- **Posting name:** Kansas Unemployment Insurance
  - **Required for:** All employers
  - **Description of changes:** Phone relay information updated
- 
- **Posting name:** Kansas Workers' Compensation
  - **Required for:** All employers
  - **Description of changes:** Website address updated

#### Nevada (2 Updates)

- **Posting name:** Nevada Daily Overtime Annual Bulletin
  - **Required for:** All employers
  - **Description of changes:** Minimum wage rate updated, effective July 1, 2023
- 
- **Posting name:** Nevada Minimum Wage Annual Bulletin
  - **Required for:** All employers
  - **Description of changes:** Minimum wage rate updated, effective July 1, 2023

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Law Posters  
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## New York State (2 Updates)

- **Posting name:** New York Healthy Terminals Miscellaneous Industry
  - **Required for:** Required for LaGuardia Airport, John F. Kennedy International Airport, and related locations where covered airport workers are employed
  - **Description of changes:** Agency typo corrected
- 
- **Posting name:** Healthy Terminals Hospitality Industry
  - **Required for:** Required for LaGuardia Airport, John F. Kennedy International Airport, and related locations where airline catering workers are employed
  - **Description of changes:** Agency typo corrected

## Los Angeles County, Calif.

- **Posting name:** Los Angeles County Minimum Wage (Unincorp); plus Spanish version
- **Required for:** Required for all employers in the unincorporated locations of the county (Spanish, as well)
- **Description of changes:** Minimum wage rate updated, effective July 1, 2023

## San Mateo County, Calif.

- **Posting name:** San Mateo County Minimum Wage
- **Required for:** Required for all employers in the unincorporated areas of San Mateo County
- **Description of changes:** New poster

## Denver

- **Posting name:** Denver Minimum Wage and Wage Theft
- **Required for:** Required for all employers
- **Description of changes:** Poster added to offering; replaced previous version and added new information

## Employment Law News

*Stay up to date on the latest developments in employment law*

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## 2023 Federal Poster Updates

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## Fremont, Calif.

- **Posting name:** Fremont Minimum Wage
- **Required for:** Required for all employers, including versions in Chinese and Spanish. New versions of the poster in Hindi, Tagalog and Vietnamese are required for all employers, as well
- **Description of changes:** Minimum wage rate updated, effective July 1, 2023

## City of Los Angeles

- **Posting name:** Los Angeles Minimum Wage and Paid Sick Leave
- **Required for:** Required for all employers; it is also required for employers with more than 5 percent Spanish-speaking employees
- **Description of changes:** Minimum wage rate updated, effective July 1, 2023

## Mountain View, Calif.

- **Posting name:** Mountain View Minimum Wage (Chinese and Russian)
- **Required for:** Required for all employers
- **Description of changes:** New poster

## Pasadena, Calif.

- **Posting name:** Pasadena Minimum Wage
- **Required for:** Required for all employers; a Spanish version is also required for employers with more than 5 percent Spanish-speaking employees
- **Description of changes:** Minimum wage rate updated, effective July 1, 2023

### EMPLOYMENT LAW TREND

## Pay Transparency

As workers and lawmakers continue to push for enhanced employee rights, pay transparency laws are becoming more common.

These laws require employers to be more, well, transparent with salary ranges and benefits. Depending on the jurisdiction, these laws require employers to:

- Provide applicants the salary range for a posted position at a specified point during the hiring process
- Provide employees salary range upon request, when changing jobs, or upon hire
- Include salary range in job postings

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## San Francisco

- **Posting name:** San Francisco Minimum Wage
- **Required for:** Required for all San Francisco employers
- **Description of changes:** Minimum wage rate updated, effective July 1, 2023

## Santa Monica, Calif.

- **Posting name:** Santa Monica Minimum Wage
- **Required for:** Required for all employers; a Spanish version is also required for all employers
- **Description of changes:** Minimum wage rate updated, effective July 1, 2023

## West Hollywood, Calif.

- **Posting name:** West Hollywood Minimum Wage
- **Required for:** Required for all employers; a Spanish version is also required for all employers
- **Description of changes:** Minimum wage rate updated, effective July 1, 2023

## Bloomington, Minn.

- **Posting name:** Bloomington Earned Sick and Safe Leave
- **Required for:** Required for employers with five or more employees
- **Description of changes:** New poster

## New York City

- **Posting name:** New York City No Smoking
- **Required for:** Required for all employers except those exempted by law
- **Description of changes:** Images added

## Federal Defense Contractors

- **Posting name:** DOD Whistleblower
- **Required for:** Required for employers with Department of Defense contracts
- **Description of changes:** Reformatted; violations added

## New York State Law on Digital Labor Law Posters

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## City Labor Law Posters

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## GovDocs Update Service

Looking to automate your labor law poster compliance processes? The standard GovDocs Update Service is a 12-month subscription that automatically provides updated labor law posters to applicable locations whenever a change occurs. [Learn More](#)

## May 2023 – Mandatory Updates

### Florida

- **Posting name:** Right to Work/E-Verify
- **Required for:** Private employers with 25 or more employees, public employers, and contractors or subcontractors of public employers; a Spanish version is also required
- **Description of changes:** Posting requirements updated to include most private employers; effective July 1, 2023

### Tennessee

- **Posting name:** Tennessee Unemployment Insurance
- **Required for:** All employers
- **Description of changes:** URL updated

### Alameda, Calif.

- **Posting name:** Alameda Minimum Wage
- **Required for:** All employers
- **Description of changes:** Minimum wage rate updated; effective July 1, 2023

County and City  
Minimum Wage  
Rates: July 1, 2023

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## Berkeley, Calif. (2 Updates)

- **Posting name:** Alameda Minimum Wage
  - **Required for:** All employers
  - **Description of changes:** Minimum wage rate updated; effective July 1, 2023
- 
- **Posting name:** Berkeley Minimum Wage
  - **Required for:** All employers; it is also required in Spanish if more than 5 percent of an employer's workforce is Spanish-speaking
  - **Description of changes:** Minimum wage rate updated; effective July 1, 2023



County and City  
Paid Sick Leave  
Guide

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## Milpitas, Calif. (2 Updates)

- **Posting name:** Milpitas Minimum Wage
  - **Required for:** All employers; it is also required in Vietnamese and Chinese
  - **Description of changes:** Minimum wage rate updated; effective July 1, 2023
- 
- **Posting name:** Milpitas Know Your Rights
  - **Required for:** All employers; it is also required in Vietnamese and Chinese
  - **Description of changes:** Minimum wage rate updated; effective July 1, 2023



West Coast  
Compliance Guide



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## June 2023 – Mandatory Updates

### Federal (2 Updates)

- **Posting name:** FLSA/Minimum Wage
- **Required for:** All employers
- **Description of changes:** Pump at Work Act information added

- 
- **Posting name:** Know Your Rights: Workplace Discrimination is Illegal
  - **Required for:** Posting name: Know Your Rights: Workplace Discrimination is Illegal  
Required for: All employers  
Description of changes: Pump at Work Act information added
  - **Description of changes:** Clauses regarding disability, pregnancy and religious discrimination added

### Illinois

- **Posting name:** Your Rights Under Illinois Employment Laws
- **Required for:** All employers
- **Description of changes:** Replaced missing word; agency mistake

### Louisiana

- **Posting name:** Louisiana Earned Income Credit
- **Required for:** All employers
- **Description of changes:** Earned income and adjusted gross income levels updated

### Massachusetts

- **Posting name:** Massachusetts Paid Family and Medical Leave
- **Required for:** All employers
- **Description of changes:** Employers responsibilities under Health Insurance section updated

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Update Service!

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## Oregon (2 Updates)

- **Posting name:** Oregon Minimum Wage
  - **Required for:** All employers
  - **Description of changes:** Minimum wage rate updated; effective July 1, 2023
- 
- **Posting name:** Oregon Pregnancy Workplace Accommodations Notice
  - **Required for:** Employers with six or more employees
  - **Description of changes:** Accommodations and description of pregnancy added

## Cook County, Ill.

- **Posting name:** Cook County Minimum Wage
- **Required for:** All employers
- **Description of changes:** Minimum wage rate updated; effective July 1, 2023

## Emeryville, Calif.

- **Posting name:** Emeryville Labor Laws
- **Required for:** All employers; a Spanish version is also required for all employers with more than 10 percent Spanish-speaking employees
- **Description of changes:** Minimum wage rate updated; effective July 1, 2023

## Chicago

- **Posting name:** Chicago Labor Standards
- **Required for:** All employers; a Spanish version is required for all employers with Spanish-speaking employees that are not proficient in English
- **Description of changes:** Minimum wage rate updated; effective July 1, 2023

## St. Paul, Minn.

- **Posting name:** St. Paul Minimum Wage and Earned Sick and Safe Time
- **Required for:** All employers
- **Description of changes:** Minimum wage rate updated; effective July 1, 2023

County Labor  
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## Tukwila, Wash.

- **Posting name:** Tukwila Minimum Wage
- **Required for:** Required for all employers with 15 or more employees worldwide
- **Description of changes:** Minimum wage rate updated; effective July 1, 2023

## Federal Contractors

- **Posting name:** Know Your Rights: Workplace Discrimination is Illegal
- **Required for:** Required for all who employ 15 or more employees; entities holding federal contracts or subcontracts or federally assisted construction contracts of \$10,000 or more; financial institutions which are issuing and paying agents for U.S. savings bonds and savings notes; depositories of federal funds or entities having government bills of lading
- **Description of changes:** Clauses regarding disability, pregnancy and religious discrimination added

## Federal Contractor Minimum Wage Posters

Updated in June 2023, there are now two active federal contractor minimum wage posters. However, determining which needs to be displayed depends on the contract.

Federal contractors should review all their contracts – some employers may need to display both federal contractor minimum wage posters. Hit the buttons below for the poster you may need.

FEDERAL CONTRACTOR  
MINIMUM WAGE POSTER  
- CONTRACTS PRIOR  
TO 1/30 2022

FEDERAL CONTRACTOR  
MINIMUM WAGE POSTER  
- CONTRACTS ON OR  
AFTER 1/30 2022

## ABOUT GOVDOCS

*The GovDocs Poster Store simplifies posting compliance for employers with less than 30 locations across all industries, offering a variety of posting products to meet your labor law compliance needs.*

**GovDocs**<sup>®</sup>