

# LABOR LAW POSTER UPDATES

Mandatory State Updates for 2018			
STATE	DESCRIPTION	UPDATE	SUGGESTED POST DATE
Alaska	<b>Minimum Wage</b>	Update will include new 2018 minimum wage rate.	Jan. 1, 2018
Arizona	<b>Minimum Wage</b>	Update will include new 2018 minimum wage rate of \$10.50 per hour.	Jan. 1, 2018
California	<b>Cal/OSHA and Transgender Rights in the Workplace</b>	Update includes Updated Cal/OSHA and new Transgender Rights in the Workplace posting.	Jan. 1, 2018
California	<b>Minimum Wage</b>	Minimum Wage for Employers with 25 Employees or Less - \$10.50/hour Minimum Wage for Employers with 26 Employees or More - \$11.00/hour.	Jan. 1, 2018
Colorado	<b>Minimum Wage</b>	Update will include new 2018 minimum wage rate of \$10.20 per hour.	Jan. 1, 2018
Connecticut	<b>Pregnancy Discrimination</b>	Updated with new posting requirement for the State of Connecticut.	Jan. 28, 2018
Florida	<b>Minimum Wage</b>	Update will include new 2018 minimum wage rate of \$8.25 per hour.	Jan. 1, 2018
Georgia	<b>Unemployment Insurance for Employees</b>	Revised as of 06/18, the new mandatory Unemployment Insurance for Employees notice.	June 1, 2018
Hawaii	<b>Minimum Wage and HIOSH</b>	Updated with new information regarding family leave and occupational safety and health on the job.	ASAP
Louisiana	<b>Minimum Wage</b>	Update will include new Earned income Credit rates.	Jan. 1, 2018
Maine	<b>Minimum Wage</b>	Update will include new 2018 minimum wage rate of \$10.00 per hour.	Jan. 1, 2018
Maryland	<b>Earned Sick and Safe Leave</b>	New posting requirement for the state of Maryland.	Feb. 11, 2018
Michigan	<b>Minimum Wage</b>	New Minimum Wage for Michigan Employees Update will include new 2018 minimum wage of \$9.25 per hour	Jan. 1, 2018
Minnesota	<b>Minimum Wage</b>	Update will include new 2018 minimum wage rate.	Jan. 1, 2018
Missouri	<b>Minimum Wage</b>	Update will include new 2018 minimum wage rate of \$7.85 per hour.	Jan. 1, 2018
Missouri	<b>Unemployment Insurance Benefits</b>	Update on when and how to apply for Unemployment Insurance benefits.	Jan. 1, 2018
Montana	<b>Minimum Wage</b>	New State Minimum Wage \$8.30.	Jan. 1, 2018
New Jersey	<b>Minimum Wage</b>	Update will include new 2018 minimum wage rate of \$8.60 per hour.	Jan. 1, 2018
New Jersey	<b>Breastfeeding is added to New Jersey Anti-Discrimination Notices</b>	New Jersey employers must make accommodations to allow women to breastfeed or express breast milk during the work day.	June. 1, 2018
New York	<b>Minimum Wage</b>	Updated with new posting requirement for the state of New York.	Dec. 31, 2017
North Carolina	<b>Fair Classification Act</b>	New posting requirement for the state of North Carolina.	Jan. 1, 2018
Ohio	<b>Minimum Wage</b>	Updated with new 2018 minimum wage rate of \$8.30 per hour.	Jan. 1, 2018

Continues

## Mandatory State Updates for 2018 (continued)

STATE	DESCRIPTION	UPDATE	SUGGESTED POST DATE
Oregon	<b>Minimum Wage</b>	New 2018 Minimum Wage \$10.75 Effective July 1, 2018.	July 1, 2018
Rhode Island	<b>Minimum Wage</b>	Update will include new 2018 minimum wage rate of \$10.10 per hour.	Jan. 1, 2018
South Dakota	<b>Minimum Wage</b>	The minimum wage increase to \$8.85 per hour effective Jan. 1, 2018.	Jan. 1, 2018
Tennessee	<b>Workers' Compensation Insurance</b>	Updated information on How to Report and Handle Work-Related Injuries in Tennessee Workers Compensation Insurance Posting Notice.	April 1, 2018
Vermont	<b>Pregnancy Accommodations</b>	New posting requirement for the State of Vermont	Jan. 1, 2018
Vermont	<b>Minimum Wage</b>	The Vermont "Minimum Wage" Notice has been updated by the Department of Labor. From Jan. 1, 2018, \$10.50 per hour.	Jan. 1, 2018
Washington	<b>Your Rights as a Worker</b>	Update includes new Paid Sick Leave Law.	Jan. 1, 2018
Washington	<b>Minimum Wage</b>	The 2018 Washington Minimum Wage Is \$11.50.	Jan. 1, 2018
Wisconsin	<b>Unemployment Insurance</b>	Update includes new section for business to list UI account information.	ASAP
Wyoming	<b>OSHA &amp; 2 New Posting Requirements</b>	Update includes new OSHA penalty amounts and two new posting requirements.	ASAP

## Mandatory City and County Updates for 2018

CITY/COUNTY	DESCRIPTION	UPDATE	SUGGESTED POST DATE
Minneapolis, MN	<b>Minimum Wage + Sick and Safe Time</b>	Updated with new minimum wage rate of \$10.00 effective Jan. 1, 2018	Jan. 1, 2018
Flagstaff, AZ	<b>Minimum Wage</b>	Updated with new minimum wage rate of \$11.00 effective Jan. 1, 2018	Jan. 1, 2018
San Francisco, CA	<b>Paid Parental Leave &amp; Health Care Security Ordinance</b>	Updated with new benefits information and new minimum spending rates for employers.	Jan. 1, 2018
Oakland, CA	<b>Minimum Wage</b>	Updated with new minimum wage rate of \$13.23 effective Jan. 1, 2018	Jan. 1, 2018
Bernalillo County, NM	<b>Minimum Wage</b>	Updated with new minimum wage rate of \$8.85 effective Jan. 1, 2018	Jan. 1, 2018

## Mandatory County and City Updates for 2018 (continued)

Milpitas, CA	<b>Minimum Wage</b>	Updated with new minimum wage rate of \$12.00 effective Jan. 1, 2018	Jan. 1, 2018
Palo Alto, CA	<b>Minimum Wage</b>	Updated with new minimum wage rate of \$13.50 effective Jan. 1, 2018	Jan. 1, 2018
Sunnyvale, CA	<b>Minimum Wage</b>	Updated with new minimum wage rate of \$15.00 effective Jan. 1, 2018	Jan. 1, 2018
Los Altos, CA	<b>Minimum Wage</b>	Updated with new minimum wage rate of \$13.50 effective Jan. 1, 2018	Jan. 1, 2018
El Cerrito, CA	<b>Minimum Wage</b>	Updated with new minimum wage rate of \$13.60 effective Jan. 1, 2018	Jan. 1, 2018
Albuquerque, NM	<b>Minimum Wage</b>	Updated with new minimum wage rate of \$8.95 effective Jan. 1, 2018	Jan. 1, 2018
San Jose, CA	<b>Minimum Wage</b>	Updated with new minimum wage rate of \$13.50 effective Jan. 1, 2018	Jan. 1, 2018
Richmond, CA	<b>Minimum Wage</b>	Updated with new minimum wage rate of \$13.41 effective Jan. 1, 2018	Jan. 1, 2018
Tacoma, WA	<b>Minimum Wage</b>	Updated with new minimum wage rate of \$12.00 effective Jan. 1, 2018 and Updated Paid Sick Leave law.	Jan. 1, 2018
Santa Clara, CA	<b>Minimum Wage</b>	Updated with new minimum wage rate of \$13.00 effective Jan. 1, 2018	Jan. 1, 2018
San Mateo, CA	<b>Minimum Wage</b>	Updated with new minimum wage rate of \$13.50 effective Jan. 1, 2018	Jan. 1, 2018
Cupertino, CA	<b>Minimum Wage</b>	Updated with new minimum wage rate of \$13.50 effective Jan. 1, 2018	Jan. 1, 2018
Mountain View, CA	<b>Minimum Wage</b>	Updated with new minimum wage rate of \$15.00 effective Jan. 1, 2018	Jan. 1, 2018

## Mandatory Federal Updates that Affect all States

DATE	DESCRIPTION	UPDATE
07/2016	<b>Fair Labor Standards Act (FLSA)</b>	Update includes new regulation revisions as of August 2016 which includes text regarding nursing mothers and overtime rules.
07/2016	<b>Employee Polygraph Notice</b>	Update includes new regulation revisions as of August 2016 which includes the removal of penalty amount up to \$10,000 against violators and revised contact numbers.

## Record of Mandatory State Updates Over the Past Decade

### Alabama

STATE	DATE	DESCRIPTION	UPDATE
AL	<b>10/2010</b>	Workers Compensation Fraud Notice	Update made to content
AL	<b>01/2008</b>	Child Labor Law Poster	Completely revised text to incorporate Federal and Alabama Child Labor laws

## Record of Mandatory Updates Over the Past Decade (continued)

Alaska			
STATE	DATE	DESCRIPTION	UPDATE
AK	12/2017	<b>Minimum Wage Poster</b>	Updated to reflect new 2018 minimum wage rate of \$9.84, effective Jan. 1, 2018
AK	06/2008	<b>Unemployment Insurance Poster</b>	Update made to content and phone number
Arizona			
STATE	DATE	DESCRIPTION	UPDATE
AZ	12/2017	<b>Minimum Wage Poster</b>	Updated to reflect new 2018 minimum wage rate of \$10.50, effective Jan. 1, 2018
AZ	05/2017	<b>Earned Paid Sick Time</b>	New poster requirement for the state of Arizona, effective July 1, 2017
Arkansas			
STATE	DATE	DESCRIPTION	UPDATE
AR	11/2014	<b>Minimum Wage Poster</b>	Updated to reflect new minimum wage rates for 2015, 2016 and 2017
California			
STATE	DATE	DESCRIPTION	UPDATE
CA	11/2017	<b>OSHA</b>	Updated to reflect reclarification of code citations, revised penalty information and agency information
CA	11/2017	<b>Transgender Rights in the Workplace</b>	New posting requirement for the state of California effective Jan. 1, 2018
CA	12/2016	<b>Minimum Wage Poster</b>	Updated to reflect new 2017 minimum wage rates, effective Jan. 1, 2017. \$10.50 for employers with 26 or more employees and \$10.00 for employers with 25 or fewer employees
CA	04/2016	<b>Your Rights and Obligations as a Pregnant Employee</b>	New pregnancy rights and obligations poster that consolidates previous versions known as "Notice A & B"
CA	12/2015	<b>Workers' Compensation</b>	Due to new statutory changes, effective Jan. 1, 2016, includes requirement of MPN information, reporting of injury revision and contact information
Colorado			
STATE	DATE	DESCRIPTION	UPDATE
CO	12/2017	<b>Minimum Wage Poster</b>	Updated to reflect new 2018 minimum wage rate of \$10.20 effective Jan. 1, 2017.
CO	08/2016	<b>Pregnancy Accommodations</b>	New posting requirement regarding pregnancy accommodations
Connecticut			
STATE	DATE	DESCRIPTION	UPDATE
CT	10/2017	<b>Workers' Compensation</b>	Reformatting and new guidance for employees on where to file claims
CT	10/2017	<b>Discrimination</b>	Added veteran status as a protected class
CT	09/2017	<b>Pregnancy Discrimination Notice</b>	New poster requirement for the state of Connecticut
CT	10/2014	<b>Paid Sick Leave</b>	Updated with more specific guidelines on when paid sick leave should be accredited to employees
CT	05/2014	<b>Minimum Wage Poster</b>	Update to reflect new minimum wage rates for 2015, 2016 and 2017

Delaware			
STATE	DATE	DESCRIPTION	UPDATE
DE	11/2014	<b>Discrimination Notice Poster</b>	Updated to include new pregnancy accomodation laws, effective 1/1/2015
DE	05/2014	<b>Minimum Wage Poster</b>	Updated to reflect new 2014 minimum wage rate of \$7.75 per hour, effective 06-01-14 and new 2015 minimum wage rate of \$8.25 per hour effective 06-01-15
District of Columbia			
STATE	DATE	DESCRIPTION	UPDATE
DC	04/2017	<b>Minimum Wage Poster</b>	Updated with new minimum wage rates effective from July 1, 2017 to July 1, 2020 and revised minimum wage and overtime exemptions
DC	05/2015	<b>Protecting Pregnant Workers Fairness Act</b>	Update includes new poster "Pregnant Workers Fairness Act" requiring pregnant workers be given accomadations at place of employment
DC	03/2015	<b>Wage Theft Prevention Act</b>	Updated Wage Theft Prevention Amendment Act now provides provisions to penalize employers who do not pay earned wages, effective February 26, 2015
DC	06/2014	<b>Accrued Sick and Safe Leave Act</b>	Updated with new guidelines on implementation and calculation of sick leave hours
Florida			
STATE	DATE	DESCRIPTION	UPDATE
FL	<b>10/2017</b>	Minimum Wage Poster	Updated to reflect new 2018 minimum wage rate of \$8.25 per hour, effective Jan. 1, 2018
FL	<b>07/2015</b>	Discrimination	Updated to include 'pregnancy' as protected from discrimination and changes to address information
Georgia			
STATE	DATE	DESCRIPTION	UPDATE
GA	<b>07/2016</b>	Workers' Compensation Bill of Rights	Updates includes new entitlement guidelines for injuries and new telephone number
GA	<b>07/2013</b>	Workers' Compensation	Update to Workers Comp "Bill of Rights" panel, changes were made to the financial compensation rate and omission of 800 telephone number
Hawaii			
STATE	DATE	DESCRIPTION	UPDATE
HI	01/2018	<b>Minimum Wage Poster</b>	Updated with the addition of sibling as a protected class for use of family leave
HI	01/2018	<b>OSHA</b>	Updated with new layout and additional information, new address and phone number
HI	11/2013	<b>Breastfeeding in the Workplace</b>	New poster to inform women of the right to reasonable accomodations during pregnancy
HI	01/2012	<b>Discrimination Notice Poster</b>	Employment discrimination section Updated to include "transgender and civil union" against employment discrimination practices
Idaho			
STATE	DATE	DESCRIPTION	UPDATE
ID	05/2008	<b>Discrimination Notice Poster</b>	Change to website and contact information

<b>Illinois</b>			
STATE	DATE	DESCRIPTION	UPDATE
IL	12/2014	<b>Pregnancy Rights in the Workplace</b>	New mandatory posting of Pregnancy Accomodation law
IL	06/2009	<b>Minimum Wage Poster</b>	Reflects new minimum wage rate of \$8.00 per hour effective July 1, 2009
IL	09/2007	<b>Unemployment Insurance Poster</b>	
<b>Indiana</b>			
STATE	DATE	DESCRIPTION	UPDATE
IN	12/2011	<b>Discrimination Notice Poster</b>	Major revision to Equal Employment Opportunity is the Law
IN	07/2009	<b>Minimum Wage Poster</b>	Reflects new minimum wage rate of \$7.25 per hour effective July 24, 2009; poster dimensions decreased and content changed
<b>Iowa</b>			
STATE	DATE	DESCRIPTION	UPDATE
IA	09/2012	<b>Unemployment Insurance Poster</b>	Update to the unemployment insurance law, reflecting new office location listing and new department title
IA	04/2011	<b>Discrimination Notice Poster</b>	Updates to "What does the Law Cover?"; "To Whom Does the Law Apply?"; "What Action Will an Agency Take?"; and Iowa Civil Rights Commission address
IA	01/2009	<b>Minimum Wage Poster</b>	Reflects new minimum wage rate of \$7.25 per hour effective Jan. 1, 2009
<b>Kansas</b>			
STATE	DATE	DESCRIPTION	UPDATE
KS	04/2013	<b>Workers' Compensation</b>	Updated notice applies to dates of accidents on or after April 25, 2013. Also reflects changes to the number of calendar days to notify employers of injuries on the job and an Updated website URL
KS	05/2010	<b>No Smoking Poster</b>	New poster added
<b>Kentucky</b>			
STATE	DATE	DESCRIPTION	UPDATE
KY	06/2007	<b>Mininum Wage Poster</b>	Reflects new minimum wage rates of \$5.85 per hour effective June 26, 2007, \$6.65 per hour effective July 1, 2008 and \$7.25 per hour effective July 1, 2009
<b>Louisiana</b>			
STATE	DATE	DESCRIPTION	UPDATE
LA	12/2017	<b>Earned income Credit</b>	Updated to reflect new 2018 Earned Income Credit rates
<b>Maine</b>			
STATE	DATE	DESCRIPTION	UPDATE
ME	12/2017	<b>Minimum Wage Poster</b>	Updated to reflect new 2018 minimum wage rate of \$10.00, effective Jan. 1, 2018
ME	10/2017	<b>Video Display Terminals</b>	Redesign of poster with more training information
ME	01/2013	<b>Workers' Compensation</b>	Update to reflect new reporting guidelines for workplace injuries
ME	02/2012	<b>Whistleblower Protection Act</b>	New telephone number for Human Rights Commission office

Maryland			
STATE	DATE	DESCRIPTION	UPDATE
MD	02/2018	<b>Earned Sick and Safe Leave</b>	New posting requirement for the state of Maryland
MD	10/2016	<b>Equal Pay for Equal Work Act</b>	Update includes new protection clause in regards to gender identity and more guidance on wage transparency amongst employees
MD	07/2014	<b>Minimum Wage Poster</b>	Updated to reflect new minimum wage rate increase effective 1/1/2015 and followed by increases every July until 2018
MD	10/2013	<b>Notice to Tipped Employees</b>	Updated to include new poster regarding "Notice to Tipped Employees"
MD	10/2013	<b>Accommodation for Prgnancy Disabilities</b>	Updated to include new poster regarding "Reasonable Accomodation due to Pregnancy"
Massachusetts			
STATE	DATE	DESCRIPTION	UPDATE
MA	12/2016	<b>Minimum Wage Poster</b>	Update includes pay deduction law, addition of pregnancy and gender expression as protected classes against discrimination, new rules on reporting pay and domestic workers' rights
MA	06/2015	<b>Earned Sick Time</b>	New poster regarding Earned Sick Time Law, effective 7/1/2015
MA	07/2013	<b>Unemployment Insurance Poster</b>	Updated guidelines on how to apply for U.I. online
Michigan			
STATE	DATE	DESCRIPTION	UPDATE
MI	03/2017	<b>Discrimination</b>	Updated with requirement for persons with a disability needing accommodations for employment to notify their employers in writing within 182 days
MI	10/2016	<b>Minimum Wage Poster</b>	Updated to reflect new 2017 minimum wage rate of \$8.90, effective Jan. 1, 2017
MI	09/2015	<b>OSHA</b>	Updated with new guidance on workplace injury reporting timeline to MIOSHA, new street address for MIOSHA
Minnesota			
STATE	DATE	DESCRIPTION	UPDATE
MN	10/2017	<b>Minimum Wage Poster</b>	Updated with new 2018 minimum wage rates
Mississippi			
STATE	DATE	DESCRIPTION	UPDATE
MS	11/2008	<b>Equal Employment Opportuntiy</b>	Updated content and TTY phone number
Missouri			
STATE	DATE	DESCRIPTION	UPDATE
MO	12/2017	<b>Minimum Wage Poster</b>	Updated to reflect new 2018 minimum wage rate of \$7.85 effective Jan. 1, 2018
Montana			
STATE	DATE	DESCRIPTION	UPDATE
MT	10/2011	<b>Minimum Wage Poster</b>	Updated to reflect new 2012 minimum wage
MT	01/2008	<b>No Smoking Poster</b>	Final FMLA regulations published

<b>Nebraska</b>			
STATE	DATE	DESCRIPTION	UPDATE
NE	12/2014	<b>Minimum Wage Poster</b>	Updated to reflect the new 2015 minimum wage rate of \$8.00 per hour, effective Jan. 1, 2015 and the 2016 minimum wage rate of \$9.00 per hour, effective Jan. 1, 2016
NE	08/2014	<b>Equal Employment Opportunity is the Law (EEOC)</b>	Updated with revision to Title 219 Chapter. Changes include revised guidelines on receiving unemployment compensation
NE	02/2013	<b>Unemployment Insurance</b>	Includes new claimant's availability/work search requirements section; Updated contact information
NE	02/2010	<b>Discrimination Notice Poster</b>	Updated content and contact information including change of website
<b>Nevada</b>			
STATE	DATE	DESCRIPTION	UPDATE
NV	07/2017	<b>Domestic Violence Victims Bulletin</b>	Effective Jan. 1, 2018 employees who are direct or indirect victims of domestic violence will be eligible for 160 hours of leave to deal with related issues
NV	07/2017	<b>Nursing Mothers Accommodation Act</b>	Effective July 1, 2017 Nevada employers are required to provide break time and private location in order for mothers to express milk for children 12 months and younger
NV	07/2017	<b>Pregnant Workers Fairness Act</b>	New poster requirement for Nevada employers effective October 1, 2017 prohibits discrimination against employees based on pregnancy, childbirth or a related medical condition
NV	07/2010	<b>Minimum Wage Poster</b>	2010 Annual Bulletin Poster - New poster explaining minimum wage rates fo qualifying employees of health benefits
NV	07/2010	<b>Daily Overtime</b>	2010 Annual Bulletin Poster - New poster explaining overtime wages for employees
<b>New Hampshire</b>			
STATE	DATE	DESCRIPTION	UPDATE
NH	07/2017	<b>Payment of Wages Poster</b>	Updated Protective Legislation Law to reflect new requirement mandating that wages be paid on a weekly or biweekly basis
NH	12/2014	<b>Equal Pay for Equal Work Act</b>	New posting requirement regarding "Equal Pay" law
NH	01/2008	<b>Minimum Wage Poster</b>	Reflects new minimum wage rates per hour for July 2007, September 2007, July 2008 and September 2008
NH	01/2008	<b>Independent Contractor or Employee</b>	Completely revised text/regulations
NH	10/2007	<b>Discrimination Notice Poster</b>	Image and text Updated
<b>New Jersey</b>			
STATE	DATE	DESCRIPTION	UPDATE
NJ	10/2017	<b>Minimum Wage Poster</b>	Updated to reflect new 2018 minimum wage rate of \$8.60 per hour, effective Jan. 1, 2018
NJ	12/2013	<b>Gender Equity Notice</b>	New notice included with New Jersey Labor Law Poster to satisfy compliance requirements and notify employees that pay discrimination based on gender is prohibited
<b>New Mexico</b>			
STATE	DATE	DESCRIPTION	UPDATE
NM	12/2015	<b>Discrimination Notice Poster</b>	Complete revision, new format and regulations regarding workplace discrimination
NM	06/2014	<b>Human Trafficking Notice</b>	New state-mandated posting on human trafficking



NM	09/2009	<b>Minimum Wage Poster</b>	Content and contact information updated
NM	07/2007	<b>Workers' Compensation</b>	Newly added poster with bilingual format
NM	04/2007	<b>OSHA</b>	Completely revised with bilingual format
<b>New York</b>			
STATE	DATE	DESCRIPTION	UPDATE
NY	12/2017	<b>Minimum Wage Poster</b>	New York's minimum wage will increase on 12/31/2017. In New York City, \$13.00 for Large Employers (11 or more employees) and \$12.00 for Small Employers (10 or less employees). In Long Island and Westchester County \$11.00. For the remainder of New York State \$10.40
<b>North Carolina</b>			
STATE	DATE	DESCRIPTION	UPDATE
NC	12/2017	<b>Fair Classification Act</b>	New posting requirement for the State of North Carolina
NC	04/2009	<b>Minimum Wage Poster</b>	Update made to Right-to-Work Laws
NC	04/2009	<b>OSHA</b>	Update made to Unemployment Insurance and NC Workers' Compensation Notice to Injured Workers and Employers (Form 17)
NC	02/2009	<b>Workers' Compensation</b>	Updated content to reflect employee/employer rights
<b>North Dakota</b>			
STATE	DATE	DESCRIPTION	UPDATE
ND	08/2015	<b>Minimum Wage Poster</b>	Update includes statute revision on "Limitations on Paid Time Off"
ND	09/2009	<b>Workforce Safety &amp; Insurance</b>	Updated content including effective date of information
<b>Ohio</b>			
STATE	DATE	DESCRIPTION	Update
OH	10/2017	<b>Minimum Wage Poster</b>	Updated to reflect new 2018 minimum wage rate of \$8.30 per hour
<b>Oklahoma</b>			
STATE	DATE	DESCRIPTION	UPDATE
OK	02/2014	<b>Workers' Compensation</b>	Update to Workers Comp Notice, new guidelines on when to report work related injury/death, new employer responsibility guidelines & new telephone number
OK	01/2013	<b>Discrimination Notice Poster</b>	Update to Employment Discrimination to include genetics information as protected class
OK	10/2010	<b>OSHA</b>	Update made to content and contact information
OK	10/2010	<b>Minimum Wage Poster</b>	Update made to content and contact information
<b>Oregon</b>			
STATE	DATE	DESCRIPTION	UPDATE
OR	06/2017	<b>Minimum Wage Poster</b>	Updated to reflect new minimum wage rates, effective July 1, 2017 to June 30, 2018 and new information regarding Earned income Tax Credit
OR	06/2017	<b>Minimum Wage Law for Agricultural Employees</b>	Updated to reflect new minimum wage rates, effective July 1, 2017 to June 30, 2018 and new information regarding Earned Income Tax Credit
OR	12/2015	<b>OFLA - Oregon Family Leave Act</b>	Update includes new guidelines to include domestic partnership as part of Family Leave Act

<b>Pennsylvania</b>			
STATE	DATE	DESCRIPTION	UPDATE
PA	01/2013	<b>Child Labor Law Poster</b>	Updated guidelines for Hours of Employment for minors, including school vacations, maximum hours per/week and work times
PA	11/2008	<b>Unemployment Compensation</b>	Revision to logo, text and website
PA	07/2007	<b>Minimum Wage Poster</b>	Reflects new minimum wage rate of \$7.15 per hour effective July 1, 2007 and \$7.25 per hour effective July 24, 2009
<b>Rhode Island</b>			
STATE	DATE	DESCRIPTION	UPDATE
RI	12/2017	<b>Minimum Wage Poster</b>	Updated to reflect new 2018 minimum wage rate of \$10.10 effective Jan. 1, 2018
RI	08/2015	<b>Notice of Right Regarding Pregnancy Discrimination</b>	Update is inclusion of new anti-pregnancy discrimination poster
RI	05/2014	<b>Discrimination Notice Poster</b>	Update to Workplace Discrimination, includes prohibiting asking prospective employees about criminal history on first interview and new website
<b>South Carolina</b>			
STATE	DATE	DESCRIPTION	UPDATE
SC	09/2011	<b>Payment of Wages Poster</b>	Updated Labor Law Abstract portion, new guidelines/requirements given on E-Verify
SC	07/2010	<b>Labor Law Abstract Poster</b>	Updated content
<b>South Dakota</b>			
STATE	DATE	DESCRIPTION	UPDATE
SD	10/2016	<b>Safety Poster</b>	New Posting requirement for the state of South Dakota
SD	01/2009	<b>Unemployment Insurance Poster</b>	Updated content
SD	12/2008	<b>Minimum Wage Poster</b>	New poster
<b>Tennessee</b>			
STATE	DATE	DESCRIPTION	UPDATE
TN	02/2013	<b>Unemployment Insurance</b>	Update includes new information on website and guidelines on what documents to gather to apply and telephone number
TN	05/2009	<b>Discrimination Notice Poster</b>	Updated to reflect revised Middle Tennessee address
TN	12/2008	<b>Child Labor Law Poster</b>	Updated content
TN	12/2008	<b>Payday Notice Poster</b>	Updated content
<b>Texas</b>			
STATE	DATE	DESCRIPTION	UPDATE
TX	08/2013	<b>Notification of the Ombudsman Program</b>	Revised website address and Updated content
TX	02/2013	<b>Workers' Compensation</b>	Added Notice #10 and Notice #7 of Workers' Compensation; board required
<b>Utah</b>			
STATE	DATE	DESCRIPTION	UPDATE
UT	07/2016	<b>Reasonable Accommodations to Pregnant Employees</b>	New posting requirement regarding Reasonable Accommodation for Pregnant Employees
UT	08/2012	<b>OSHA</b>	Changes include new address and new information regarding enforcement of OSHA regulations

UT	08/2012	<b>Workers' Compensation</b>	Issuing new guidelines on how many days to report after a workplace injury
UT	07/2010	<b>E-Verify Notice Poster</b>	Poster has been removed
UT	06/2010	<b>Right to Work</b>	Poster has been removed
<b>Vermont</b>			
STATE	DATE	DESCRIPTION	UPDATE
VT	01/2018	<b>Pregnancy Accommodations</b>	New posting requirement for the state of Vermont
VT	12/2016	<b>Earned Sick Time</b>	Newly required poster for the state of Vermont
VT	12/2014	<b>Minimum Wage Poster</b>	Updated to reflect the new 2015 minimum wage rate of \$9.15 per hour effective 1/1/2015
VT	10/2014	<b>Occupational Safety and Health Protection</b>	New poster requirement: "Posting of Safety Records Notice" to inform employees of location of workplace safety records
<b>Virgin Islands</b>			
STATE	DATE	DESCRIPTION	UPDATE
VI	06/2017	<b>Minimum Wage poster</b>	Updated to reflect new minimum wage rate of \$9.50 per hour effective June 1, 2017
<b>Virginia</b>			
STATE	DATE	DESCRIPTION	UPDATE
VA	09/2017	<b>OSHA</b>	Updated with new penalty amounts for violations
VA	02/2016	<b>Occupational Safety and Health Protection</b>	Update to State OSHA poster, includes new reporting guidelines on fatal and non-fatal workplace injuries
VA	10/2010	<b>Earned Income Credit</b>	Newly added poster
VA	06/2010	<b>Job Safety and Health Protection</b>	Updated to reflect the current chairman and commissioner
<b>Washington</b>			
STATE	DATE	DESCRIPTION	UPDATE
WA	11/2017	<b>Your Rights as a Worker</b>	Updated with new Paid Sick Leave Law effective Jan. 1, 2018
WA	10/2015	<b>OSHA</b>	Updated guidelines on reporting injuries at work
<b>West Virginia</b>			
STATE	DATE	DESCRIPTION	UPDATE
WV	10/2015	<b>Wage Payment and Collection Act</b>	Revisions include addition of labor penal codes, guidelines for defining pay periods and new email listing
WV	12/2014	<b>Minimum Wage Poster</b>	Updated to reflect new 2015 minimum wage rate of \$8.00 per hour effective Jan. 1, 2015
<b>Wisconsin</b>			
State	DATE	DESCRIPTION	UPDATE
WI	11/2017	<b>Unemployment Insurance</b>	Updated with new section for businesses to list UI account information
WI	07/2016	<b>Wisconsin Bone Marrow and organ Donation Leave Act</b>	New posting requirement regarding the Bone Marrow and Organ Donation Leave Act
WI	08/2010	<b>Discrimination Notice Poster</b>	Updated content and contact information
<b>Wyoming</b>			
STATE	DATE	DESCRIPTION	UPDATE
WY	02/2018	<b>Attention Employees and Applicants</b>	New posting requirement for the state of Wyoming
WY	02/2018	<b>OSHA</b>	Updated with new penalties rate and new revision date
WY	02/2018	<b>Workers' Rights</b>	New posting requirement for the state of Wyoming