

GovDocs Poster Store

Q1 – 2024

# Quarterly Report



*GovDocs is committed to helping employers confidently and conveniently manage their labor law poster program to remain compliant.*

*- Jana Bjorklund*

**GovDocs Senior Counsel  
and Director of  
Employment Law and  
Compliance**

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# GovDocs Quarterly Report

## INTRODUCTION

Welcome to the GovDocs Quarterly Report, a look back at the last three months of labor law poster developments, designed to help your company remain compliant. This report also includes additional content from industry experts to further inform and educate employers of all sizes.

## LABOR LAW POSTER UPDATES

### January 2024 – Mandatory Updates

#### Colorado

- **Posting name:** Paid Family and Medical Leave Insurance
- **Required for:** Required for all employers
- **Description of changes:** Filing Claims and Job Protection sections updated

#### Connecticut

- **Posting name:** Minimum Wage
- **Required for:** Required for all employers
- **Description of changes:** Minimum wage rate updated; effective 1/1/2024

#### District of Columbia (7 Updates)

- **Posting name:** Child Labor Law
- **Required for:** Required for all employers with workers under the age of 18
- **Description of changes:** Poster updated and reformatted

- 
- **Posting name:** Paid Family Leave
  - **Required for:** Required for all employers, including versions in **Spanish, Korean, Chinese, French, and Amharic**
  - **Description of changes:** Benefit rates updated



Looking for New  
Labor Law  
Posters?

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## January 2024 – Mandatory Updates

### Illinois (3 Updates)

- **Posting name:** Your Rights Under Illinois Employment Laws
- **Required for:** Required for all employers
- **Description of changes:** Minimum wage rate updated; paid leave added; poster reformatted; effective 1/1/2024

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- **Posting name:** Victims' Economic Security and Safety Act
  - **Required for:** Required for all employers
  - **Description of changes:** Certification and Duration of Leave sections updated

- 
- **Posting name:** Paid Leave for All
  - **Required for:** Required for all employers
  - **Description of changes:** Poster added to offering

### Maine (2 Updates)

- **Posting name:** Minimum Wage
- **Required for:** Required for all employers
- **Description of changes:** Minimum wage rate updated; effective 1/1/2024

- 
- **Posting name:** Regulation of Employment
  - **Required for:** Required for all employers
  - **Description of changes:** Payment of Wages section updated

Labor Law Poster  
Compliance

## Resource Center

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

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# GovDocs Quarterly Report

## January 2024 – Mandatory Updates

### Missouri

- **Posting name:** Minimum Wage
- **Required for:** Required for all employers
- **Description of changes:** Minimum wage rate updated; effective 1/1/2024

### New Jersey

- **Posting name:** SAFE Act
- **Required for:** Required for all employers
- **Description of changes:** Covered reasons to take leave expanded

### New York (6 Updates)

- **Posting name:** Miscellaneous Industry Minimum Wage Information
- **Required for:** Required for all employers
- **Description of changes:** Minimum wage rate updated; effective 1/1/2024

- 
- **Posting name:** Farm Workers Minimum Wage
  - **Required for:** Required for farm employers on farms that paid over \$3,000 to workers in the previous calendar year
  - **Description of changes:** Minimum wage rate updated; effective 1/1/2024

- 
- **Posting name:** Hospitality Industry Minimum Wage
  - **Required for:** Required for employers in the hospitality industry
  - **Description of changes:** Minimum wage rate updated; effective 1/1/2024

- 
- **Posting name:** Building Services Industry Minimum Wage
  - **Required for:** Required for employers in the building services industry
  - **Description of changes:** Minimum wage rate updated; effective 1/1/2024

- 
- **Posting name:** Apparel Industry Minimum Wage
  - **Required for:** Required for employers in the apparel industry
  - **Description of changes:** Minimum wage rate updated; effective 1/1/2024

Labor Law  
Poster  
Glossary

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## January 2024 – Mandatory Updates

- **Posting name:** Home Care Aide Employees Minimum Wage
- **Required for:** Required for employers of home care aides
- **Description of changes:** Minimum wage rate updated; effective 1/1/2024

### Rhode Island

- **Posting name:** Minimum Wage Poster
- **Required for:** Required for all employers
- **Description of changes:** Minimum wage rate updated; effective 1/1/2024

### South Carolina (2 Updates)

- **Posting name:** Employment Discrimination
- **Required for:** Required for all employers
- **Description of changes:** URL updated

- 
- **Posting name:** Discrimination
  - **Required for:** Required for all employers
  - **Description of changes:** Poster added to offering

### Texas

- **Posting name:** Reporting Workplace Violence
- **Required for:** Required for employers with one or more employees in English and Spanish. Must be posted in a conspicuous place that is convenient to all employees
- **Description of changes:** Poster added to offering

### Wisconsin

- **Posting name:** UI Benefits, Notice to Employees About Claiming
- **Required for:** Required for all employers
- **Description of changes:** Unemployment application requirements updated

## Simplify Your Labor Law Poster Compliance

Check out the GovDocs Update Service!

[LEARN MORE](#)

# GovDocs Quarterly Report

## January 2024 – Mandatory Updates

### Cook County, IL

- **Posting name:** Cook County Paid Leave
- **Required for:** Required for all employers
- **Description of changes:** Poster added to offering

### Howard County, MD

- **Posting name:** Howard County Minimum Wage
- **Required for:** Required for all employers
- **Description of changes:** Minimum wage rate updated; effective 1/1/2024

### Bernalillo County, NM (2 Updates)

- **Posting name:** Bernalillo County Unincorporated Minimum Wage
- **Required for:** Required for all employers in all areas outside of the three incorporated municipalities in Bernalillo County (1. The City of Albuquerque, 2. The Village of Los Ranchos, 3. The Village of Tijeras), including a **Spanish version.**
- **Description of changes:** Minimum wage rate updated; effective 1/1/2024

### San Francisco, CA

- **Posting name:** San Francisco Health Care Security Ordinance
- **Required for:** Required for nonprofit organizations in San Francisco with 50 or more employees, and required for all other employers with 20 or more employees
- **Description of changes:** Required rates updated; effective 1/1/2024

### Rockland, ME

- **Posting name:** Rockland Minimum Wage
- **Required for:** Required for all employers
- **Description of changes:** Minimum wage rate updated; effective 1/1/2024

## LABOR LAW POSTER SPOTLIGHT

### Important New Posters from California, Arizona, and Nevada

In this new monthly series, the GovDocs Employment Law & Compliance Team highlights three recent labor law poster releases that employers need to know about.

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## February 2024 – Mandatory Updates

### California

- **Posting name:** California Law Prohibits Workplace Discrimination and Harassment
- **Required for:** Required for all employers
- **Description of changes:** Additional Protections section updated

### Nevada (3 Updates)

- **Posting name:** Safety and Health Protection on the Job
- **Required for:** Required for all employers
- **Description of changes:** Rates updated

- 
- **Posting name:** Domestic Violence Victim’s Bulletin
  - **Required for:** Required for all employers
  - **Description of changes:** Sexual Assault added to statute

- 
- **Posting name:** Job Training/Employment Programs
  - **Required for:** Required for all employers
  - **Description of changes:** Annual date updated

### Ohio

- **Posting name:** No Smoking
- **Required for:** Required for all employers and must be posted at each entrance
- **Description of changes:** No Vaping added to poster

### St. Paul, MN

- **Posting name:** St. Paul Minimum Wage and Earned Sick and Safe Time
- **Required for:** Required for all employers
- **Description of changes:** 2023 minimum wage rates removed; 2025 minimum wage rates added

## State Labor Law Posters

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# GovDocs Quarterly Report

## February 2024 – Mandatory Updates

### Santa Fe, NM (2 Updates)

- **Posting name:** Santa Fe Minimum/Living Wage
- **Required for:** Required for all employers, including a **Spanish version**
- **Description of changes:** Minimum wage rate updated; effective 3/1/2024

## March 2024 – Mandatory Updates

### California

- **Posting name:** Fast Food Workers' Minimum Wage
- **Required for:** Required for fast food employers
- **Description of changes:** Poster added to offering

### Maine (2 Updates)

- **Posting name:** Employee Freedom of Speech
- **Required for:** Required for all employers except religious employers
- **Description of changes:** Poster added to offering

- 
- **Posting name:** Veterans' Benefits and Services
  - **Required for:** Required for employers with 50 or more full-time employees
  - **Description of changes:** Poster added to offering

### Michigan

- **Posting name:** Michigan Law Prohibits Discrimination
- **Required for:** Required for all employers
- **Description of changes:** Discrimination protections expanded

## Labor Law Poster Auditing Kit

Resources to maintain your labor law poster compliance.

[VIEW AUDITING KIT](#)



# GovDocs Quarterly Report

## March 2024 – Mandatory Updates

### Minnesota

- **Posting name:** Whistleblower
- **Required for:** Required for all employers
- **Description of changes:** Poster added to offering

### New York

- **Posting name:** Discrimination Against Engagement in Certain Activities
- **Required for:** Required for all employers
- **Description of changes:** Poster added to offering

### Oregon (2 Updates)

- **Posting name:** Safety & Health Protection on the Job
- **Required for:** Required for all employers
- **Description of changes:** Numerous verbiage updated

- 
- **Posting name:** Captive Audience
  - **Required for:** Required for all employers
  - **Description of changes:** Poster added to offering

### South Dakota

- **Posting name:** Unemployment Compensation
- **Required for:** Required for all employers
- **Description of changes:** URL updated; locations deleted

### Salinas, CA

- **Posting name:** Salinas Sexual and Gender Discrimination
- **Required for:** Required for employers with fifteen or more employees, every labor organization with fifteen or more members, and every employment agency
- **Description of changes:** Poster added to offering

## City Labor Law Posters

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## March 2024 – Mandatory Updates

New York City, NY

- **Posting name:** New York City Know Your Rights at Work
- **Required for:** Required for all employers
- **Description of changes:** Poster added to offering

**County Labor  
Law Posters**

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## 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 needs.

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## CONNECT WITH US

