

Q2 – 2024

Quarterly Report



GovDocs is committed to helping employers maintain compliance with labor law poster updates, minimum wage rates, and paid leave laws.

- Jana Bjorklund

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

GovDocs Quarterly Report

INTRODUCTION

Welcome to the **Q2 2024 GovDocs Quarterly Report**, a look back at the last three months of developments in labor law posters, minimum wage, and paid leave.

This piece examines mandatory labor law poster updates and news and notes regarding minimum wage and paid leave laws.

The growth of employment laws in recent years makes it doubly important for large employers to continually monitor updates, including new laws, guidance from state and local officials, and the associated labor law poster changes.

Plus, GovDocs has also included a number of other resources sprinkled throughout the Quarterly Report, such as blogs, guides, webinars, infographics, employment law trends, and more.

Finally, employers should always check with legal counsel to ensure compliance with employment laws.

As a reminder, the [GovDocs Employment Law Compliance Platform](#) centralizes labor law posters, minimum wage, and paid leave solutions. This one-stop destination simplifies employment law compliance for multi-jurisdiction companies.



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GovDocs Quarterly Report

AN OVERVIEW OF THE LATEST HAPPENINGS IN LABOR LAW POSTERS, MINIMUM WAGE, AND PAID LEAVE

LABOR LAW POSTER UPDATES

April 2024 – Mandatory Updates

California

- **Posting name:** Notice to Employees - UI & DI & Paid Family Leave
- **Required for:** Required for employers who provide unemployment insurance, disability insurance, and paid family leave to their employees
- **Description of changes:** Poster completely reworded and reformatted

Kentucky

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

Nevada (3 Updates)

- **Posting name:** Workers' Compensation
- **Required for:** Required for all employers
- **Description of changes:** Employee definition expanded

-
- **Posting name:** Daily Overtime Annual Bulletin
 - **Required for:** Required for all employers
 - **Description of changes:** Minimum wage rate updated; effective 7/1/2024

Employment Law News

Stay up to date on the latest developments in employment law

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GovDocs Quarterly Report

April 2024 – Mandatory Updates

Nevada (Continued)

- **Posting name:** Minimum Wage Annual Bulletin
- **Required for:** Required for all employers
- **Description of changes:** Minimum wage rate updated; effective 7/1/2024

Fremont, CA (6 Updates)

- **Posting name:** Fremont Minimum Wage
- **Required for:** Required for all employers, including versions in **Chinese, Spanish, Hindi, Tagalog, and Vietnamese**
- **Description of changes:** Minimum wage rate updated; effective 7/1/2024

Los Angeles, CA (2 Updates)

- **Posting name:** Los Angeles Minimum Wage and Paid Sick Leave
- **Required for:** Required for all employers, including a **Spanish** version for employers with 5% or more Spanish-speaking employees
- **Description of changes:** Minimum wage rate updated; effective 7/1/2024

West Hollywood, CA (2 Updates)

- **Posting name:** West Hollywood Minimum Wage
- **Required for:** Required for all employers, including a **Spanish** version
- **Description of changes:** Minimum wage rate expiration date updated from 6/30/2024 to 12/31/2024

Edgewater, CO (2 Updates)

- **Posting name:** Edgewater Minimum Wage
- **Required for:** Required for all employers, including a Spanish version
- **Description of changes:** Poster added to offering

Discover the ways GovDocs can help simplify your employment law compliance!

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April 2024 – Mandatory Updates

Bloomington, MN

- **Posting name:** Bloomington Earned Sick and Safe Time
- **Required for:** Required for employers with five or more employees
- **Description of changes:** Posting requirement updated to Required for All; Leave in posting name updated to Time

St. Paul, MN

- **Posting name:** St. Paul Minimum Wage and Earned Sick and Safe Time
- **Required for:** Required for all employers
- **Description of changes:** Day care provisions removed

MINIMUM WAGE UPDATES

April 2024 – News and Notes

Federal

The U.S. Department of Labor (DOL) issued its Final Rule to increase the minimum salary requirements for the "white collar" exemptions (executive, administrative, and professional) from minimum wage and overtime pay requirements under the Fair Labor Standards Act (FLSA). The exempt salary threshold level will increase as follows:

- July 1, 2024: \$844 per week (\$43,888 annually)
- Jan. 1, 2025: \$1,128 per week (\$58,656 annually)

The highly compensated employee level will increase as follows:

- July 1, 2024: \$132,964 per year
- Jan. 1, 2025: \$151,164 per year

The salary thresholds will be updated every three years to reflect current earnings data beginning July 1, 2027.



GovDocs Quarterly Report

April 2024 – News and Notes

California

California amended its fast food worker minimum wage ordinance exempting additional businesses from the fast food worker minimum wage rate requirements, effective April 1, 2024.

In addition, the following cities in California have announced their minimum wage increases, effective July 1, 2024.

- Alameda: \$17.00
- Emeryville: \$19.36
- Milpitas: \$17.70
- Pasadena: \$17.50
- West Hollywood: will remain at \$19.08 through Dec. 31, 2024

Montana

Montana amended its wage and hour rules, effective March 9, 2024.

Oregon

Oregon increased its minimum wage rates, effective July 1, 2024, as follows:

- Standard: \$14.70
- Portland Metro: \$15.95
- Non-Urban Counties: \$13.70

West Virginia

West Virginia updated the definitions and employer responsibilities concerning wages in their minimum wage regulations, effective May 1, 2024.

Webinar Replay: Midyear Minimum Wage Updates and Trends

View our latest Midyear Minimum Wage Webinar, hosted by GovDocs Associate Council Dana Holle, where we discuss the July minimum wage updates for 2024 and trending news, including:

- Wage Updates from July 1 Through the Second Half of 2024
- Several New, Local Minimum Wage Ordinances in Washington State
- Minimum Wage Ballot Measures Set for the 2024 General Election
- The U.S. Department of Labor's New FLSA Overtime Rule

MIDYEAR 2024:
Minimum Wage Updates and Trends

[VIEW NOW](#)



PAID LEAVE UPDATES

April 2024 – News and Notes

New York

New York has announced additional paid leave benefits that will impact workers as part of the state's FY 2025 Budget Bill.

- **Effective Jan. 1, 2025**, private employers will be required to provide 20 hours of paid prenatal leave to employees in addition to the state's paid sick leave requirements.
- **Effective June 19, 2024**, private and public sector employers will be required to provide their workers who are nursing mothers with 30-minute paid breaks to express breast milk.
- New York's COVID-19 paid leave law will continue through July 31, 2025.

Oregon

Oregon adopted a temporary rule under their **Oregon Family Leave Act (OFLA)** effective March 15, 2024 through Sept. 10, 2024. The temporary rule clarifies the allowable documents needed to take leave under OFLA.

Washington

Washington amended its **paid sick leave** through SB 5793, which will impact the definitions and covered uses, effective Jan. 1, 2025.



The banner features the GovDocs logo at the top center. Below it, the text "NEW PAID LEAVE FEATURES" is displayed in a large, bold, black font. Underneath this text are three circular icons: the first shows three hands raised in a voting gesture, the second shows three people at a jury box, and the third shows a medical cross over a calendar. Below each icon is its corresponding label: "VOTING", "JURY DUTY", and "BEREAVEMENT". At the bottom center of the banner is a red button with the white text "LEARN MORE".

LABOR LAW POSTER UPDATES

May 2024 – Mandatory Updates

Delaware

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

District of Columbia

- **Posting name:** Minimum Wage
- **Required for:** Required for all employers
- **Description of changes:** Minimum wage rate updated; effective 7/1/2024

Kansas

- **Posting name:** Unemployment Insurance
- **Required for:** Required for all employers
- **Description of changes:** Office hours updated

Virginia

- **Posting name:** Notice to Workers (Unemployment Insurance)
- **Required for:** Required for all employers
- **Description of changes:** Information on documents needed to provide to the agency added; new notice requirement added

Berkeley, CA (2 Updates)

- **Posting name:** Berkeley Minimum Wage
- **Required for:** Required for all employers, including a **Spanish** version for employers with 5% or more Spanish-speaking employees
- **Description of changes:** Minimum wage rate updated; effective 7/1/2024

Milpitas, CA (6 Updates)

- **Posting name:** Milpitas Minimum Wage
- **Required for:** Required for all employers, including versions in **Vietnamese** and **Chinese**
- **Description of changes:** Minimum wage rate updated; effective 7/1/2024



GovDocs Quarterly Report

May 2024 – Mandatory Updates

Milpitas, CA (Continued)

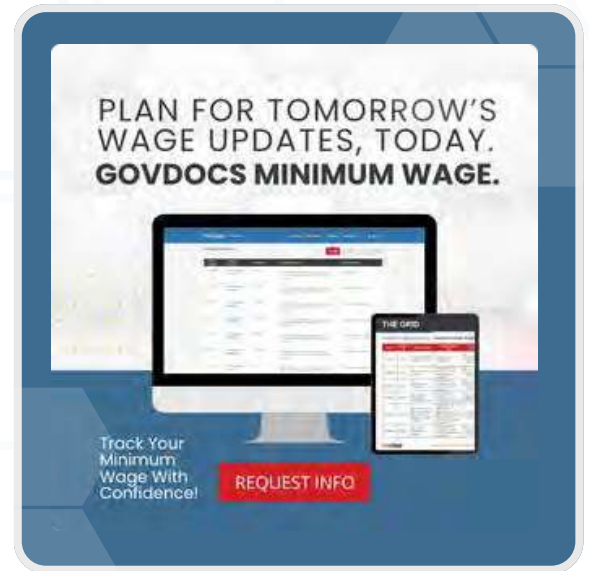
- **Posting name:** Milpitas Know Your Rights
- **Required for:** Required for all employers, including versions in **Vietnamese** and **Chinese**
- **Description of changes:** Minimum wage rate updated; effective 7/1/2024

San Francisco, CA

- **Posting name:** San Francisco Minimum Wage
- **Required for:** Required for all employers
- **Description of changes:** Minimum wage rate updated; effective 7/1/2024

Santa Monica, CA (2 Updates)

- **Posting name:** Santa Monica Minimum Wage
- **Required for:** Required for all employers, including a **Spanish** version
- **Description of changes:** Minimum wage rate updated; effective 7/1/2024



MINIMUM WAGE UPDATES

May 2024 – News and Notes

Federal

On May 22, 2024, a lawsuit was filed seeking to block the U.S. Department of Labor's (DOL) final rule raising the minimum salary thresholds under the Fair Labor Standards Act (FLSA) "white collar" overtime exemptions. The lawsuit seeks expedited consideration to stop the first threshold increase scheduled to take effect July 1, 2024. GovDocs is monitoring this case for further developments and will update the Exempt Salary Threshold document under the Resources Tab of GovDocs Minimum Wage as changes occur.

GovDocs Quarterly Report

May 2024 – News and Notes

California

The following cities in California have announced their minimum wage increases, effective July 1, 2024.

- Berkeley: \$18.67
- Glendale: hotel worker minimum wage: \$20.32 for hotels with 60 or more rooms
- West Hollywood: hotel worker minimum wage: \$19.61

Cook County, Ill.

Cook County, Ill. announced its minimum wage increase to \$14.05, while its tipped employee minimum wage will remain at \$8.40, effective July 1, 2024. It has also amended its wage and hour rules, effective March 9, 2024.

King County, Wash.

King County, Wash. passed a new minimum wage ordinance which applies to unincorporated areas of King County. The minimum wage for large employers (500 or more employees) will be \$20.29, effective Jan. 1, 2025.

The graphic features a smartphone displaying a 'GovDocs' guide titled 'CITY AND COUNTY MINIMUM WAGE RATE INCREASES'. Below the phone is a table of 'Minimum Wage Rates' and a blue circular badge with a bar chart icon and the text 'JULY 1, 2024 INCREASES'. A red 'READ NOW' button is at the bottom.

PAID LEAVE UPDATES

May 2024 – News and Notes

Connecticut

Connecticut passed amendments to its Paid **Family Medical Leave** under SB222, effective Oct. 1, 2024.

Illinois

Illinois published its final regulations for its **Paid Leave for All Workers law**, which took effect April 30, 2024.

Chicago, Ill. published its final rules for its **paid sick leave**, effective July 1, 2024.

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May 2024 – News and Notes

Maryland

Maryland amended its Paid Family and Medical Leave law through HB 571/SB 485, amending administration and enforcement of the state's Family and Medical Leave Insurance Program. The amendment delays the start of employer and employee contributions to the program to July 1, 2025 and its start date of when employees will be able to apply for benefits to July 1, 2026.

LABOR LAW POSTER UPDATES

June 2024 – Mandatory Updates

District of Columbia

- **Posting name:** Equal Employment Opportunity
- **Required for:** Required for all employers
- **Description of changes:** Filing a complaint section updated

Louisiana (2 Updates)

- **Posting name:** Minor Labor Law
- **Required for:** Required for all employers who employ minors
- **Description of changes:** Age of minor not permitted to work for a five-hour period without one thirty-minute meal break updated from 18 to 16 years old

-
- **Posting name:** National Guard
 - **Required for:** Required for all employers
 - **Description of changes:** URL for discrimination support updated

Maine

- **Posting name:** Minimum Wage
- **Required for:** Required for all employers
- **Description of changes:** Salary threshold requirement updated

**LABOR LAW
POSTER SPOTLIGHT**

**Important New Posters from
California, Virginia, and D.C.**

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

[READ NOW](#)

GovDocs Quarterly Report

June 2024 – Mandatory Updates

Nevada

- **Posting name:** Rules to be Observed by Employers (Wage & Hour Laws)
- **Required for:** Required for all employers
- **Description of changes:** Minimum wage rate updated; effective 7/1/2024

New Mexico

- **Posting name:** Minimum Wage Act
- **Required for:** Required for all employers
- **Description of changes:** City minimum wage rate information on poster updated

New York

- **Posting name:** Discrimination
- **Required for:** Required for all employers
- **Description of changes:** Employer coverage requirements updated; discrimination protections updated; URL updated

Oregon (7 Updates)

- **Posting name:** Minimum Wage
- **Required for:** Required for all employers
- **Description of changes:** Minimum wage rate updated; effective 7/1/2024

-
- **Posting name:** Family Leave
 - **Required for:** Required for employers with 25 or more employees in Oregon
 - **Description of changes:** Covered categories to take employee leave updated

-
- **Posting name:** Domestic Violence, Harassment, Sexual Assault, or Stalking Protections
 - **Required for:** Required for employers with 6 or more employees in Oregon
 - **Description of changes:** Sexual harassment explanations expanded; Bias crime added to covered incidents

GUIDE

Stay up to date on the latest employment law compliance news in the trendsetting states of the West Coast!



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June 2024 – Mandatory Updates

Oregon (Continued)

- **Posting name:** Paid Sick Leave
- **Required for:** Required for all employers
- **Description of changes:** Employer notification timeline defined

-
- **Posting name:** Equal Pay
 - **Required for:** Required for all employers
 - **Description of changes:** Definition of national origin expanded

-
- **Posting name:** Breaks/Overtime
 - **Required for:** Required for all employers
 - **Description of changes:** Daily overtime in industries defined; parameters to 30 minute break added

-
- **Posting name:** Captive Audience
 - **Required for:** Required for all employers
 - **Description of changes:** Agency poster released; replaced GovDocs created poster

Los Angeles County, CA

- **Posting name:** Los Angeles County Unincorporated Minimum Wage
- **Required for:** Required for all employers in the unincorporated areas of Los Angeles County
- **Description of changes:** Minimum wage rate updated; effective 7/1/2024



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Are Seasonal Employees Eligible for Paid Leave?
A monthly series featuring an education overview of today's most challenging employment law compliance topics
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GovDocs Quarterly Report

June 2024 – Mandatory Updates

Cook County, IL

- **Posting name:** Cook County Minimum Wage
- **Required for:** Required for all employers
- **Description of changes:** Minimum wage rate updated; effective 7/1/2024

Montgomery County, MD

- **Posting name:** Montgomery County Minimum Wage
- **Required for:** Required for all employers
- **Description of changes:** Minimum wage rate updated; effective 7/1/2024



Flagstaff, AZ (2 Updates)

- **Posting name:** Flagstaff Minimum Wage
- **Required for:** Required for all employers, including a **Spanish** version
- **Description of changes:** Employer maximum tip credit updated

Alameda, CA

- **Posting name:** Alameda Minimum Wage
- **Required for:** Required for all employers
- **Description of changes:** Minimum wage rate updated; effective 7/1/2024

Emeryville, CA (2 Updates)

- **Posting name:** Emeryville Minimum Wage and Paid Sick Leave
- **Required for:** Required for all employers, including a **Spanish** version for those with 10% or more Spanish-speaking employees
- **Description of changes:** Minimum wage rate updated; effective 7/1/2024

GovDocs Quarterly Report

June 2024 – Mandatory Updates

Los Altos, CA (6 Updates)

- **Posting name:** Los Altos Minimum Wage
- **Required for:** Required for all employers, including **Spanish** and **Chinese** versions
- **Description of changes:** Contact information updated

-
- **Posting name:** Los Altos Know Your Rights
 - **Required for:** Required for all employers, including **Spanish** and **Chinese** versions
 - **Description of changes:** Contact information updated

Pasadena, CA (2 Updates)

- **Posting name:** Pasadena Minimum Wage
- **Required for:** Required for all employers, including a **Spanish** version for employers with 5% or more Spanish-speaking employees
- **Description of changes:** Minimum wage rate updated; effective 7/1/2024

Chicago, IL (2 Updates)

- **Posting name:** Chicago Labor Standards
- **Required for:** Required for all employers, including a **Spanish** version for employers with Spanish-speaking employees who are not proficient in English
- **Description of changes:** Minimum wage rate and paid sick leave information updated; effective 7/1/2024

Philadelphia, PA (3 Updates)

- **Posting name:** Philadelphia Paid Sick Leave
- **Required for:** Required for employers with 10 or more employees
- **Description of changes:** Employees right to file a lawsuit in court added to learn more section

-
- **Posting name:** Philadelphia's Fair Chance Hiring Law
 - **Required for:** Required for all employers
 - **Description of changes:** Poster reformatted

GovDocs Quarterly Report

June 2024 – Mandatory Updates

Philadelphia, PA (Continued)

- **Posting name:** Philadelphia Wage Theft Complaints
- **Required for:** Required for all employers
- **Description of changes:** Employees right to file a lawsuit in court added to learn more section

MINIMUM WAGE UPDATES

June 2024 – News and Notes

Federal

The DOL's new final rule raising the minimum salary threshold levels under the FLSA white-collar overtime exemptions went into effect on July 1, 2024. However, please note: the state of Texas as an employer is currently exempt under an injunction granted June 28, 2024. This only applies to public employees of Texas.

Multiple lawsuits have been filed seeking to block the U.S. Department of Labor's new rule and are still developing. GovDocs is monitoring these cases for further developments and will provide updates on the Exempt Salary Threshold document under the Resources Tab of GovDocs Minimum Wage as changes occur.

California

California passed an amendment to its minimum wage ordinance which delays the effective date of the healthcare worker minimum wage increase from June 1, 2024 to July 1, 2024. A new budget deal is currently being reviewed by legislators and the Newsom administration to potentially push back minimum wage increases further, to Oct. 15, 2024. This deal is contingent upon the state bringing in at least 3% more revenue than the administration expects in the first quarter of the upcoming fiscal year. If this doesn't happen, the minimum wage increase will take effect Jan. 1, 2025. We are monitoring this and will bring you updates in this newsletter as changes occur.



Join the Conversation!

Check out the exclusive GovDocs Employment Law Compliance Group on **LinkedIn**

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GovDocs Quarterly Report

June 2024 – News and Notes

California Cities

The following cities in California have announced minimum wage changes:

- Long Beach: hotel worker minimum wage ordinance was amended and the wage will no longer be indexed. The increase to \$23.00 is still effective July 1, 2024.
- Santa Monica: hotel worker minimum wage increase to \$20.32, effective July 1, 2024.

Chicago, Ill.

Chicago, Ill. announced its minimum wage increase to \$16.20 and tipped employee minimum wage increase to \$11.02, effective July 1, 2024.

Nevada

Nevada is eliminating its two-tiered minimum wage and will have a single minimum wage for all employers of \$12.00 per hour, effective July 1, 2024.

PAID LEAVE UPDATES

June 2024 – News and Notes

Connecticut

Connecticut passed amendments to its Paid Sick Leave under HB 5005 which will make paid sick leave applicable to all private employers by 2027. The current paid sick leave law applies to employers with 50 or more employees. Under the new law, all private sector employees will be eligible for paid sick leave except for seasonal and certain unionized construction workers. The effective dates are tiered for employers as follows:

- Jan. 1, 2025: the law will apply to employers with 25 or more employees;
- Jan. 1, 2026: the law will apply to employers with 11 or more employees;
- Jan. 1, 2027: the law will apply to employers with at least one employee

The new law also expands the eligible reasons for taking leave, accelerates the accrual rate to one hour for every 30 hours worked, places limitations on required documentation, and extends additional notice requirements.

GovDocs Quarterly Report



June 2024 – News and Notes

Washington

Washington amended its paid sick leave law under SB 6088 which amends the definition of a covered employee, recordkeeping requirements, and the collective bargaining sections, effective June 6, 2024.

SUMMARY

Lawmakers continue to enact new legislation that impacts employers. Even this three-month snapshot of items to note illustrates the complexities of managing labor law posters, minimum wage, and paid leave.

ABOUT GOVDOCS

[GovDocs](#) simplifies employment law compliance for large, multi-jurisdiction employers in the U.S. and Canada.

The [GovDocs software platform](#) integrates three solutions in one convenient place to help you master the employment laws impacting your business.

Whether you manage a [labor law posters](#), [minimum wage](#) or [paid leave](#) program, our products cut through research time, provide proactive insights into the everchanging landscape of employment laws and reduce the risk of noncompliance.



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