

7 Facts You May Not Know About Labor Law Postings



1. Up-to-Date Postings May Not Be Correct

For years, Connecticut has had a minimum wage above the federal level. But until July 2020, the state hadn't updated its minimum wage posting since 2017. Just because your posting is technically up to date doesn't mean it necessarily reflects the latest laws.



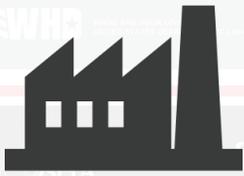
2. Some You Must Complete Yourself

Not all postings come ready to hang on the wall. Some require employers to fill out certain sections, often related to internal company contacts, medical information or local emergency phone numbers. More than 35 states issue fill-in-the-blank postings.



3. Postings in non-English Languages

You might know about postings in Spanish. Some are required for employers with a certain percentage of employees who speak Spanish. But many jurisdictions require postings in multiple languages. Washington, D.C., for example has a posting currently required to be displayed in seven languages.



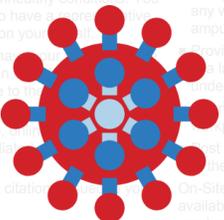
4. Check Your Industry

Industry-specific postings may be somewhat common. Everything from construction to clerical industries have them. But in New York, the state is aggressive with such postings: farm workers, building services, nail workers, apparel ... and then hospitality, which gets separated between fast food, service and food service.



5. Sacramento Going Solo

Keeping up with labor law postings at the city, county, state and federal levels can be challenging. One place where it's less of a burden? Sacramento, Calif. There, the only posting GovDocs carries is the Sacramento Sexual Orientation Discrimination Posting.



6. COVID-19 Postings

At the opposite end of the spectrum from Connecticut and its delayed update, we have the latest postings related to COVID-19. Many jurisdictions have passed new legislation, or updated existing paid leave laws, to cover the pandemic. Even those laws that expire at the end of 2020 may require employers to display the associated posting.



7. E-Verify Jurisdictions

Employers with federal contracts know that they need to display the E-Verify posting. Several states require it, some states have other rules about the E-Verify posting. Oh, and the city of Fremont, Neb., also requires it to be displayed.