

# Compliance Checklist: 5 Tips for 2024



## Monitoring Minimum Wage Laws

At the start of 2024, more than **20 states** and **40 local jurisdictions will update their minimum wage rates**. Are you on top of it all? Working with payroll teams to ensure minimum wage compliance is a major challenge for large employers. With separate rates by employee type, wages for tipped employees, and even industry-specific rates to monitor, you should **check your locations' jurisdictions** for the exact rates.



## Checking on Paid Leave Laws

Though not on a more regular update schedule like minimum wage, paid leave laws still require attention at Jan. 1 each year. This year has been busy with new and updated laws. Employers in **Minnesota** and **Illinois** should ensure they will be in compliance, not to mention updates to paid leave in **California, Colorado** and elsewhere. Learn more from our recent webinar: **What's New - Paid Leave in 2023**.



## Don't Forget Labor Law Posters

What do new laws that go into effect at the start of the year also include? Updated labor law postings. A flurry of updates are usually announced in the months before the new year. Remember, however, that posters can update at any time of year. Stay ahead of updates with the **GovDocs Labor Law Poster Program** to manage both physical locations and remote/hybrid employees, helping you increase efficiency so you can focus on other essential matters.



## New OSHA Reporting Requirements

**The Occupational Safety and Health Administration (OSHA) amended its regulations** to require employers with 100 or more workers in certain industries to electronically submit information from their OSHA Forms 300 and 301 once a year. That goes into effect Jan. 1, 2024, and employers must post their summaries by March 2, 2024. Mark your calendars to ensure you don't miss the deadline.



## Review Pay Transparency Laws

Perhaps the hottest trend of 2023 has been the rise in **pay transparency laws**. There has been an increase in states, including **Hawaii** and **New York**, requiring employers to include pay range information in job postings as well as providing disclosure of pay ranges to applicants and employees upon request. As public sentiment appears to be in favor of these laws, 2024 could be another year with additional pay transparency legislation.