

WELCOME

CLOSING THE GAPS:

Labor Law Poster Compliance for
Multi-Location Workforces



Employment Law Compliance. *Simplified.*



**GovDocs Employment Law
Compliance Platform**

Meet Our Speaker



Dana Holle

GovDocs Counsel and Manager,
Employment Law & Compliance

<https://www.linkedin.com/in/dana-holle-6530b4203/>

Webinar Housekeeping



Webinar recording
available soon



Submit questions
during the webinar



Tell us how we did
in the exit survey

On Deck for Today...

- 2025 **Posting Trends** and 2026 **Posting Predictions**
- Best practices for **Managing Poster Compliance**
- **Local Poster Spotlight:** Boulder County Minimum Wage, Toledo Employment Rights, and San Francisco Parity in Pay Postings
- Upcoming **Federal Posting** changes



You Ask... We Answer!

Your Questions, Answered:

You submitted your questions during registration; we will be answering them in this session.

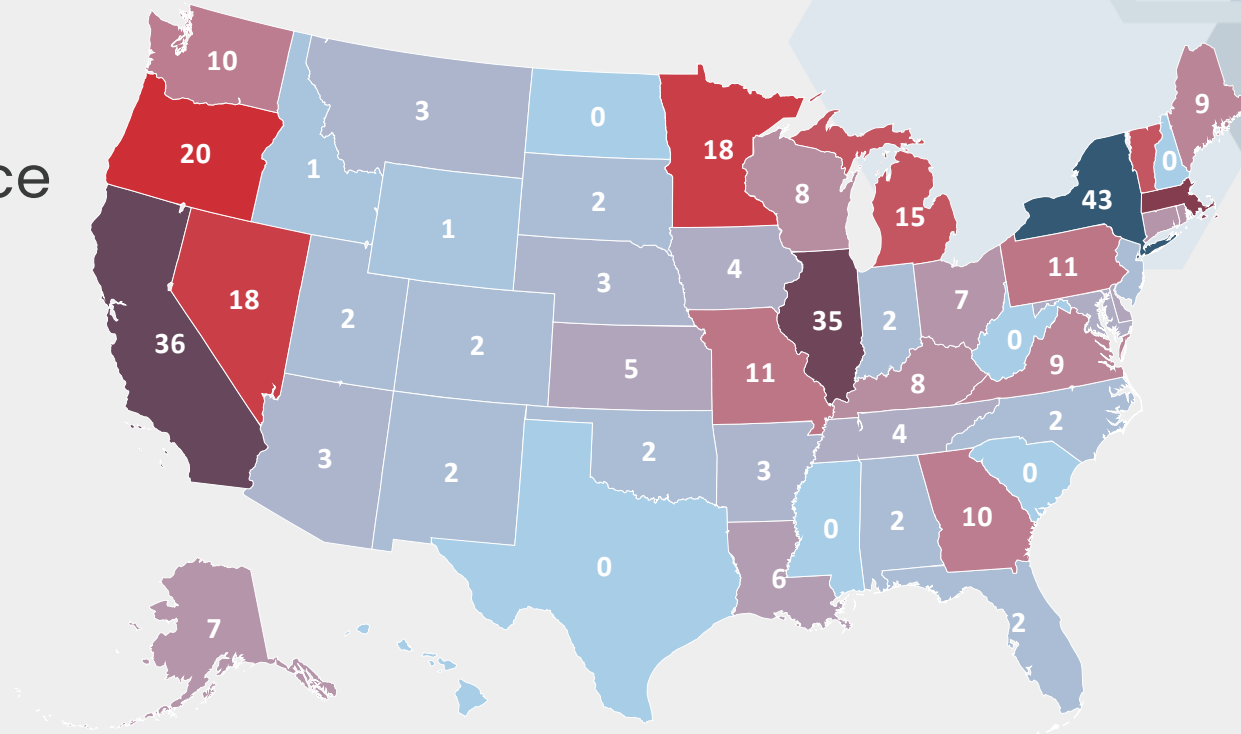


A Look Back at 2025 Posting Trends

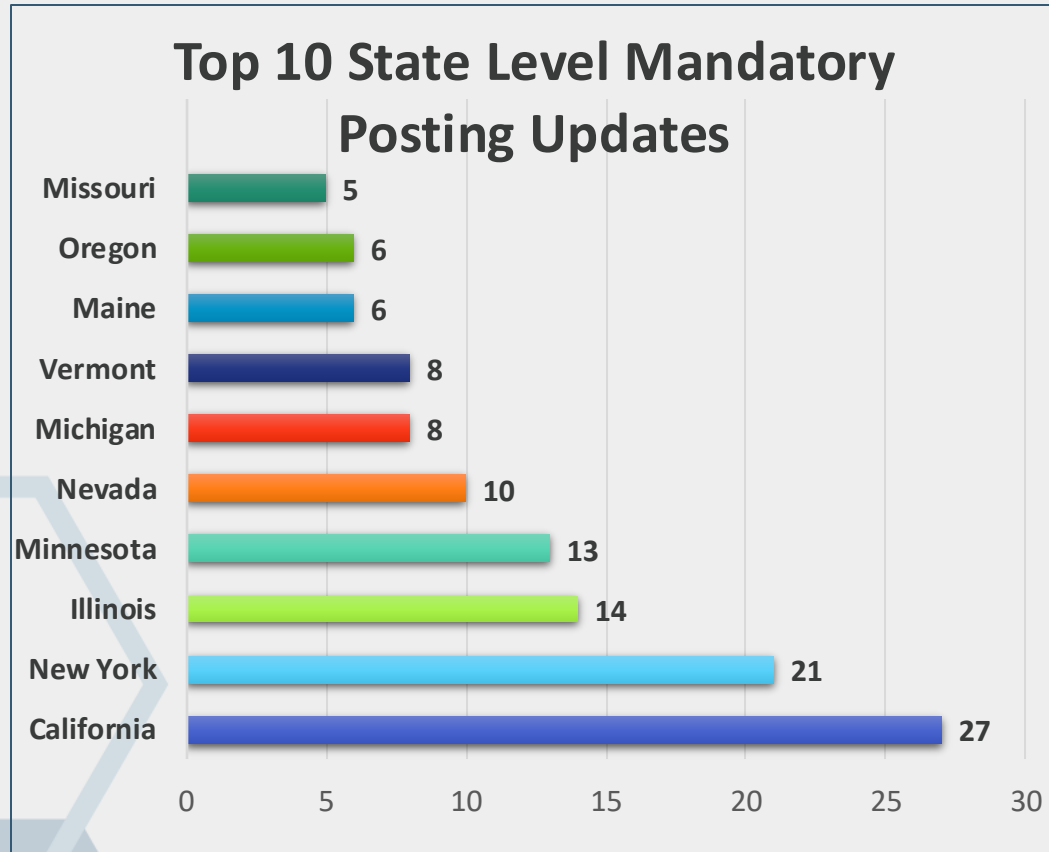
A Look Back at 2025

721 posting updates

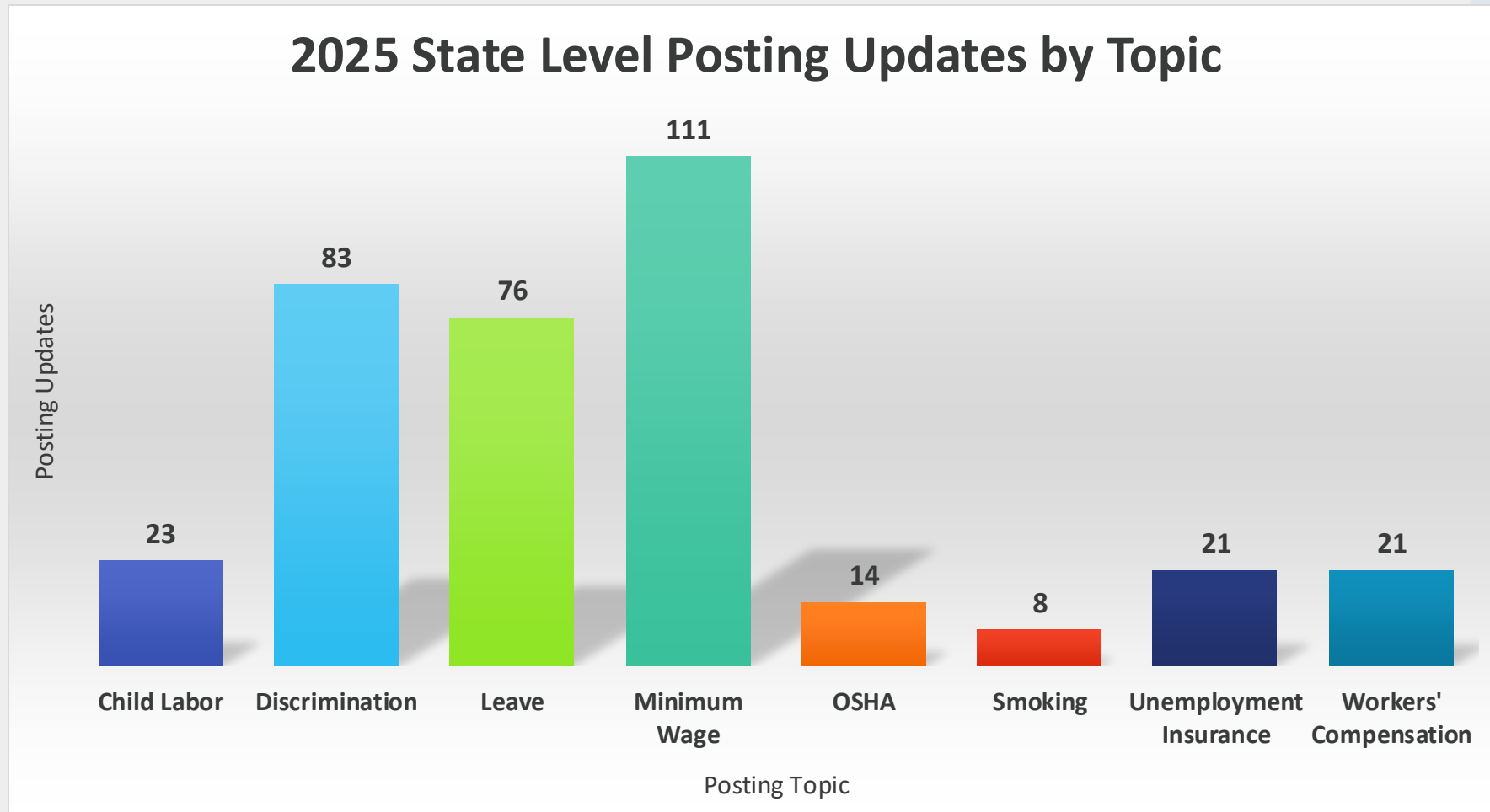
- 394 updates in Standard Update Service
- 99 updates in Spanish Update Service
- 429 mandatory posting updates
- 72 new labor law postings added
- 1,850+ postings being tracked



A Look Back at 2025 (cont.)



A Look Back at 2025 (cont.)



2026 Posting Predictions

Paid Leave Postings



PAID SICK TIME NEBRASKA

NEBRASKA HEALTHY FAMILIES & WORKPLACES ACT | EFFECTIVE DATE: OCTOBER 1, 2025

BEGINNING OCTOBER 1, 2025, EMPLOYEES ARE ENTITLED TO PAID SICK TIME.

SICK TIME ACCRUAL

Employees begin accruing paid sick time after 80 hours of consecutive employment, at which point employees then accrue a minimum of one hour for every 30 hours worked, subject to the following limitations:

- Employees whose employers have 11-19 employees earn 40 hours of paid sick time in a year.
- Employees whose employers have 20 or more employees earn 56 hours of paid sick time in a year.

Employers are permitted to select higher limits of accrual and use.

USE OF SICK TIME

Employees may use accrued paid sick time for the following reasons:

- The employee's illness, injury, or health condition; or for treatment, diagnosis, or preventative medical care.
- Care of the employee's family member(s) for illness, injury, or health condition; or for treatment, diagnosis, or preventative medical care.

- Meetings at school or a care provider's location related to the employee's child's illness, injury, or health condition.
- Closure of the Employee's business or to care for a child due to closure of school or place of care by order of public official due to public health emergency.
- The employee's need to self-isolate or care for a family member that needs to isolate due to a communicable disease as determined by a health authority or a health care professional.

RETALIATION PROHIBITED

Retaliatory personnel action against employees who request or use paid sick time is prohibited.

RIGHTS

Each employee has the right to file a suit or complaint if paid sick time as required by the Act is denied by the employer or the employee is subjected to retaliatory personnel action for requesting or taking paid sick time.

Questions about rights and responsibilities under the Act may be directed to the Labor Standards Division.

Nebraska Dept. of Labor - Labor Standards Division | dol.nebraska.gov
Email: NDOL.Laborstdrdsinquiries@nebraska.gov | Phone: 402-471-2239

NEBRASKA
DEPARTMENT OF LABOR

Published: 07/2025

Equal Opportunity Program/Employer | TDD: 800-833-7252
Auxiliary aids and services are available upon request to individuals with disabilities.

- **16 jurisdictions** have released paid leave postings in the last **5 years**:

- Alaska
- Colorado
- Delaware
- Guam
- Cook County, IL
- Illinois
- Maine
- Massachusetts
- Minnesota
- Bloomington, MN
- St. Paul, MN
- Nebraska
- Nevada
- New Mexico
- Oregon
- Alleghany County, PA

- Virginia passed **SB 2 and HB 5** – paid family and medical leave insurance program and statewide paid sick leave – *postings coming soon*

Veterans' Benefits Postings



Veteran Benefits and Services

The following free resources are available to help Pennsylvania Veterans understand their rights, protections, benefits and services.

For more information, contact either your County Office of Veterans Affairs, scan the QR code, call the PA Department of Military and Veterans Affairs at 1-800-698-2411 or visit www.pa.gov/agencies/dmva/pennsylvania-veterans.

<p>MENTAL HEALTH & SUBSTANCE ABUSE RESOURCES</p> <p> Veterans Crisis Line DIAL 988 then PRESS 1 www.veteranscrisisline.net Text 838255</p> <p>CRISIS TEXT LINE crisistextline.org Text "PA" to 741741 Free, 24/7, Confidential</p> <p> Find Drug & Alcohol Treatment Services 1-800-662-HELP (4357)</p>	<p>PENNSYLVANIA TAX AND FEE RESOURCES</p> <p> State Tax Information for Military Personnel and Veterans</p> <p> Disabled Veterans' Real Estate Tax Exemption Information</p> <p> Disabled Veterans' Registration and Title Fee Waiver Information</p>
<p>VOCATIONAL REHAB AND TRAINING RESOURCES</p> <p> Apply for VA Vocational Rehab Services</p> <p> Apply for PA Vocational Rehab Services</p> <p> Get help finding jobs, acquiring skills, planning your career, and finding resources to support veterans.</p> <p>SkillUp™ PA Sign up for free job training with SkillUp™ PA</p>	<p>JUSTICE AND LEGAL RESOURCES</p> <p> The Unified Judicial System of Pennsylvania Veterans Treatment Court Information</p> <p> Pennsylvania Bar Association Lawyers Serving Veterans Program Information</p> <p> Legal Aid Provider Near You</p> <p> Free Representation at the U.S. Court of Appeals for Veterans Claims Information</p>

To apply for VA health care, you can call the VA health benefits hotline at 877-222-8387 (TTY 711), apply online at VA.gov or visit the nearest VA medical center or clinic.
For information on Veterans Hiring Preference with the Commonwealth of Pennsylvania, call 717-783-6655, e-mail ra-os-vetpreference@pa.gov or visit the website at www.pa.gov/agencies/employment/veterans-veterans-preference.

Information about private providers and services provided on this posting does not constitute an endorsement by the Pennsylvania Department of Military and Veterans Affairs, the Pennsylvania Department of Labor & Industry, or the Commonwealth of Pennsylvania.

Department of Military and Veterans Affairs

Department of Labor & Industry

- **11 states** have released veterans' benefits and services postings in the last **3 years**:
 - Arkansas
 - Michigan
 - Ohio
 - Indiana
 - Minnesota
 - Pennsylvania
 - Maine
 - New Hampshire
 - Rhode Island
 - Massachusetts
 - New York

- West Virginia **HB 4742**: Introduced in House – *potential new veterans' benefits and services posting requirement*

Minimum Wage Postings



The City of **SAN DIEGO**

OFFICIAL NOTICE
HOSPITALITY MINIMUM WAGE ORDINANCE
San Diego Municipal Code Chapter 3, Article 12, Division 1

MINIMUM WAGE RATES
Effective Date: July 1, 2026

HOTELS & AMUSEMENT PARKS: \$19.00 PER HOUR	EVENT CENTERS: \$21.06 PER HOUR
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This workplace is subject to the City of San Diego Hospitality Minimum Wage Ordinance. This law establishes a minimum wage for certain employees of hospitality employers in the City of San Diego and provides protections for those employees.

YOUR RIGHTS

- You must be paid at least the applicable minimum wage for all hours worked.
- You are covered if you perform at least two (2) hours of work in a work week within the City of San Diego for a covered hospitality employer.
- Employers may not retaliate against you for asserting your rights, filing a complaint, or participating in an investigation.

HOSPITALITY EMPLOYERS INCLUDE

- Hotels with 150 or more guest rooms
- Event Centers: Petco Park, Pechanga Arena, San Diego Convention Center, Civic Theatre
- Amusement Parks with at least 75 contiguous acres and operating under agreement with the City of San Diego
- Employees of contractors, vendors, tenants, and service providers operating on the grounds of these locations for 30 days or more in a calendar year are also covered by this law.

NEED HELP OR WANT TO FILE A COMPLAINT?
Employees may file a complaint with the City or bring a civil action against their employer. Contact the Office of Labor Standards and Enforcement for assistance:
Website: sandiego.gov/MinimumWage
Phone: (619) 235-5912
Email: SDMinWage@sandiego.gov

EMPLOYERS MUST POST WHERE EMPLOYEES CAN EASILY READ. VIOLATORS ARE SUBJECT TO PENALTIES

- **11 jurisdictions** have released new minimum wage postings in the last **3 years**:
 - Boulder, CO
 - Burien, WA
 - CA Fast Food/Healthcare
 - District of Columbia
 - Edgewater, CO
 - Everett, WA
 - Illinois Contractor
 - Los Angeles, CA Hotel
 - Minnesota Airport
 - New York City Construction
 - Oakland, CA Hotel
 - San Diego, CA Hotel
 - Tukwila, WA
- San Diego **Hospitality Minimum Wage** – *postings added to offerings in April 2026*



You Ask... We Answer!



What are some of the most notable upcoming poster releases GovDocs is monitoring right now?

Poster Spotlight

Poster Spotlight (cont.)

San Francisco, CA Parity in Pay Posting

- **Posting Requirements:** Required for all employers
- San Francisco Board of Supervisors passed Ord. 142-17, or the **“Parity in Pay Ordinance,”** operative July 1, 2018
- Posting required in **English, Spanish, Chinese,** and all languages spoken by more than 5% of the workforce in San Francisco
- Posting added to **GovDocs Standard Update Service** in Jan. 2026



 **City & County of San Francisco**
Parity in Pay Ordinance

Post Where Employees Can Read Easily. Failure to post this notice may result in penalties.

OFFICIAL NOTICE — Parity in Pay Ordinance - Employer Consideration of Salary History

- Employers may not inquire about a job applicant's prior salary or wages.
- Employers may not consider salary history when determining whether to offer employment to an applicant, or what salary to offer.
- An applicant may choose to share salary history information voluntarily and without prompting. If the applicant does so, the employer may consider that information in determining the salary to offer that applicant.
- Employers may not disclose the salary history of a current or former employee to that person's prospective employer without written permission from that employee.
- Employers may not retaliate against applicants who do not disclose salary history information.

For more information, contact:
San Francisco Office of Labor Standards Enforcement (OLSE)
(415) 554-6469 | parityinpay@sfgov.org | www.sf.gov/olse-ppo

AVISO OFICIAL — Ordenanza de Paridad Salarial
Salarial - Consideración del Empleador de la Historia Salarial

Publicar donde los empleados pueden leer fácilmente. La falta de publicación de este aviso puede resultar en sanciones.

- Los empleadores no deben preguntar sobre el salario o sueldo anterior de un solicitante de empleo.
- Los empleadores no deben tener en cuenta el historial de salario a la hora de determinar si ofrecer empleo a un solicitante, o qué salario ofrecer.
- Un solicitante puede elegir compartir la información de historial de salario voluntariamente y sin recibir indicaciones. Si el solicitante lo hace, el empleador puede tener esa información en cuenta al determinar el salario que le ofrecerá al solicitante.
- Los empleadores no deben revelar el historial de salario de un empleado actual o anterior al posible empleador de esa persona sin el permiso por escrito de ese empleado.
- Los empleadores no pueden tomar represalias contra los solicitantes que no revelen información sobre su historial de salario.

Para obtener más información, comuníquese con:
Oficina de Normas Laborales (OLSE) de San Francisco
(415) 554-6469 | parityinpay@sfgov.org | www.sf.gov/olse-ppo

正式通告 — 平等薪酬條例 - 關於僱主考慮過往薪資的規定

請張貼在僱員容易看到的地方。未張貼此通知可能會導致罰款。

- 僱主不得詢問求職者以前的工資或時薪。
- 僱主不得將過往的薪酬歷史作為考慮是否提供求職者工作或薪資參考。
- 求職者可以選擇自願提供自己的薪酬歷史。若求職者願意這樣做，則僱主可以考慮用求職者過往的薪酬來決定是否提供職位給求職者和決定薪金多少。
- 未經現任或前任僱員的書面許可，僱主不得向該僱員的未來僱主透露其薪酬歷史。
- 僱主不得報復拒絕透露薪酬歷史的求職者。

如需更多資訊，請聯絡：
三藩市勞工標準執行辦公室 (OLSE)
(415) 554-6469 | parityinpay@sfgov.org | www.sf.gov/olse-ppo



Office of Labor Standards Enforcement
For more information please visit www.sf.gov/olse



You Ask... We Answer!



There are a lot of states and cities passing pay transparency laws. Do you think there will be new postings for them?

Poster Spotlight (cont.)

Toledo, OH Employee Rights Posting

- **Posting Requirements:** Required for all employers
- Toledo City Council passed Ord. 562-25 updating **wage and tip compensation requirements**, eff. Dec. 16, 2025
- Posting required in **English, Spanish**, and any other language commonly spoken by employees at the workplace
- Posting added to **GovDocs Standard Update Service** in April 2026

EMPLOYEE RIGHTS



TOLEDO MUNICIPAL CODE 796.02 WAGE AND TIP COMPENSATIONS REQUIREMENTS
At time of hire, or within one pay period prior to any change in employment, employers shall provide written notice to employees that contains the following information:

1. Project Coordinator of the Human Relations
2. Physical address of the employer's main office or principal place of business and, if different, a mailing address;
3. Telephone number of the employer;
4. Employee's rate or rates of pay;
5. Employee's tip policy, including any tip sharing, pooling, or allocation policies, if applicable;
6. Pay basis (e.g. hour, shift, day, week, commission); and
7. Employee's established pay day for earned wage and tip compensation.

Each time wage and tips are paid, employers shall provide written notice that contains the following information:

1. Rate or rates of pay;
2. Tip compensation (if applicable);
3. Pay basis (e.g. hour, shift, day, week, commission);
4. Gross wages; and
5. All deductions for that pay period.

TOLEDO MUNICIPAL CODE 545.22 WAGE THEFT VIOLATIONS
Employees can report a wage theft concern if an employer is:

1. Not paying wages when work is complete or payment was promised.
2. Missing an agreed-upon pay day or required pay interval
3. Failing to show up to make payment at an agreed time and place
4. Paying less than the agreed-upon amount
5. Paying with a check that is not honored by the bank
6. Retaliating against a worker for asserting wage rights, including threats or intimidation
7. Failing to respond within 15 days to a written demand for unpaid wages
8. Failing to pay all wages and tips owed on a regular pay day (at least monthly)
9. Misclassifying employees to avoid employment laws
10. Withholding money from an employee's paycheck and not sending it to the correct place or within the correct timeframe
11. Making illegal paycheck deductions, or deducting so much that the wage falls below the state or federal minimum wage

Report a concern at toledo.oh.gov/report-wage-theft or call 419-936-2020.
Any employee who reports a concern or violation will be protected from retaliation for 90 days.
Each employer in the City of Toledo shall post this notice with other labor law posters and provide a copy of this notice upon commencement of employment.

796.02 poster updated 12/2025. For the most recent poster visit: toledo.oh.gov/wage-theft/



Poster Spotlight (cont.)

Boulder County, CO Minimum Wage Posting

- **Posting Requirements:** Required for all employers
- Board of County Commissioners of Boulder County adopted **Minimum Wage Ordinance 2023-004** in 2023
- **Three local jurisdictions in CO have their own MW postings:** Denver, Boulder, and Edgewater but NOT Boulder County
- **Colorado's state-level MW posting** meets requirements



COLORADO Department of Labor and Employment
COLORADO WAGE & HOUR RIGHTS & RESPONSIBILITIES:
The COMPS Order (Colorado Overtime & Minimum Pay Standards) Poster & Notice
Effective 1/1/2026
Use new version released by each December

Colorado Minimum Wage: \$15.16 per hour in 2026, updated yearly (COMPS Rule 3)

- Must pay at least minimum wage for all time worked, whether by hour, salary, commission, piece rate, etc.
- Use the highest minimum wage applicable; ColoradoLaborLaw.gov lists all local minimum wages
- 15% lower is allowed for unemancipated minors — but not for some local minimum wages

Overtime: 1½ regular rate after 40 weekly hours, or 12 daily or consecutive (Rule 4)

- Can't give time off instead of overtime pay; can't average overtime and non-overtime weeks (or days)
- Agriculture: Overtime after 48 hours (56 at some highly seasonal sites); extra breaks and pay on long days
- Some (not all) jobs in health, ski, and heavy vehicles are partly or fully exempt (Rules 2.3-2.4)

Meal Periods: 30 minutes uninterrupted & duty-free, in shifts over 5 hours (Rule 5.1)

- Can be unpaid only for employees completely relieved of duty, and allowed to do personal activities
- If work doesn't allow uninterrupted meal periods: must allow eating on duty, on paid time
- As much as practical, meal periods must be at least 1 hour after starting shifts, and 1 hour before ending

Rest Periods: 10 minutes, paid, every 4 hours (Rule 5.2)

# Work Hours:	Up to 2	>2, up to 6	>6, up to 10	>10, up to 14	>14, up to 18	>18, up to 22	>22
# Rest Periods:	0	1	2	3	4	5	6

- Need not be off-site, but must not include work, and should be in the middle of the 4 hours if practical
- Rest periods count as time worked, including for minimum wage and overtime
- Extra pay is owed for rest period time not authorized or permitted, including for employees not paid hourly
- Break rules differ for some agricultural work (Rule 2.3, & the Agricultural Labor Conditions Rules)

Deductions, Credits, Charges, & Withheld Pay (Rule 6, & Colorado Wage Act)

- Final pay: Owed promptly (if a termination by employer) or at next pay date (if employee resigned)
- Unused vacation: Must pay to departing employees, even if fired for cause or resigned without notice
- Tip credit: Can lower hourly pay up to \$3.02 if tips (not service charges) aren't diverted to unstaffed staff
- Meals: Can charge cost or value (without profit) of voluntarily accepted meals
- Lodging: Can charge \$25-\$100 weekly (by housing type) if voluntary and primarily for employee benefit
- Uniforms: Can't charge or require deposits for special uniforms, special cleaning, or ordinary wear and tear
- Other deductions: Only for items in CRS 8-4-105; not for poor work, breakage, quitting without notice, etc.

Time Worked: All on-duty or on-premises time that must be paid (Rule 1.9)

- Cleanup or setup (examples: put on or remove clothes, or gear, worn only at work)
- Checking in or out (timeclock, security or safety screening, etc.), or waiting to do so
- Receiving or sharing work information, or wait for tasks — but not just off-duty time on premises
- Travel for employer benefit — but not normal commuting (Rule 1.9.2)
- Sleep time required to be on-site — but not if lengthy and uninterrupted (Rule 1.9.3)

Exemptions from COMPS (Rule 2.2 lists all; highlights below)

- Executive/supervisor, administrator, or professional: \$57,784 (updated yearly) in salary (not hourly pay)
- Other high-level work: non-manual jobs paid 2¼ times the above salary; ½ owners who actively manage
- Some (not all) salespeople, computer professionals, drivers, camp/outdoor ed staff, or property managers
- Duties to pay wages, including most limits on deductions, still apply if exempt from COMPS

Employer Responsibilities (Rule 7)

- Give employees pay statements (total pay, rate, tips, credits, and time worked), and keep for 3 years
- Display this poster/notice where easily seen (or give to employees); also include in any handbook/manual
- Use translations (available from this Division) of this poster/notice for employees with limited English
- Not giving (or undercutting) posters or notices may disallow employer credits, deductions, or exemptions
- Individuals with control over work may be liable for wages and violations, even at incorporated employers

Complaint & Anti-Retaliation Rights (Rule 8)

- File complaints in the Division or Court, or send the Division confidential tips
- Retaliation, or actions interfering with rights, may yield fines or other consequences
- Immigration status is irrelevant to these rights, and can't be used to interfere with rights

Contact Us:
DIVISION OF LABOR STANDARDS & STATISTICS
303-318-8441 / 888-390-7936 / cdle_labor_standards@state.co.us (English or Spanish)

For all laws, guidance, & complaints: ColoradoLaborLaw.gov

Spanish guidance & complaints: LeyesLaboralesDeColorado.gov

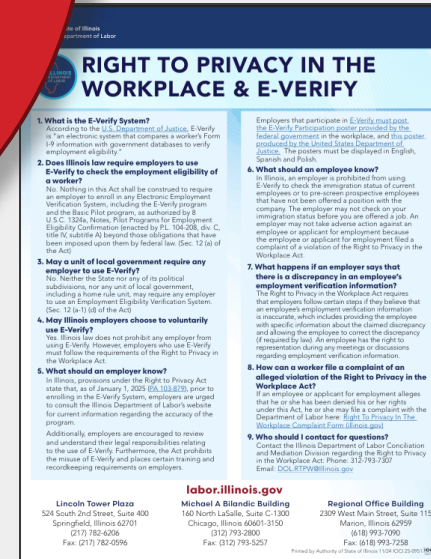
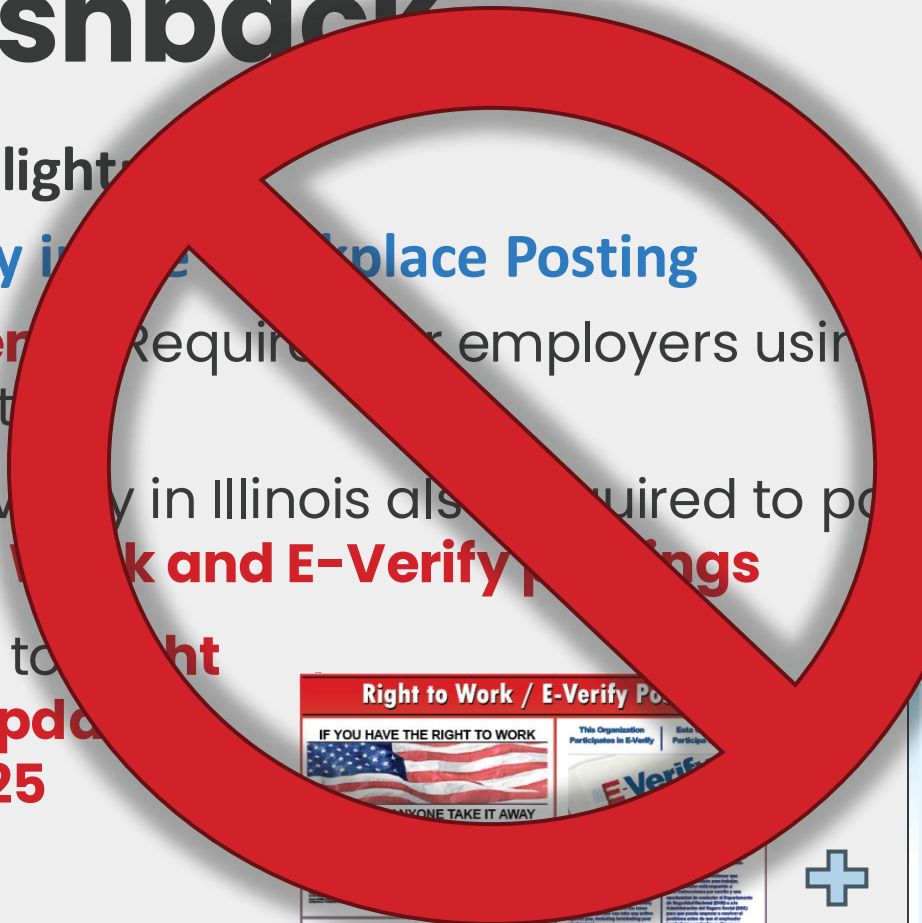
This notice in other languages: cdle.colorado.gov/LaborStandardsPoster

Poster Flashback

Last Year's Poster Spotlight

Illinois' Right to Privacy in the Workplace Posting

- **Posting Requirements** Required for employers using the federal E-Verify system
- Employers using E-Verify in Illinois also required to post the **federal Right to Work and E-Verify** posters
- Posting was added to the **Right to Work/E-Verify Update Program in Jan 2025**

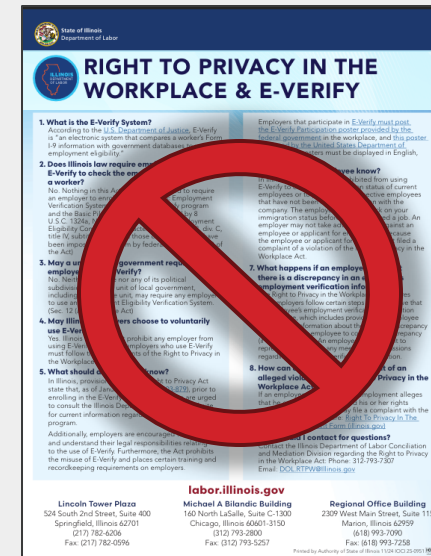


Poster Flashback

Last Year's Poster Spotlight:

Illinois' Right to Privacy in the Workplace Posting

- Employers using E-Verify in Illinois are no longer required to post **Illinois' Right to Privacy in the Workplace Posting**
- Employers using E-Verify must still post the **Federal Right to Work and E-Verify postings**
- Posting removed from **Right to Work/E-Verify Update Program in Mar 2026**



Best Practices for Managing Poster Compliance

Poster Complexity with a Diverse Workforce

Why is Managing Poster Compliance Difficult?

- Labor law posting requirements vary by law, jurisdiction, agency, workplace, employee type
- Remote, hybrid, traveling, multi-location, kiosk, shared workspace, and onsite employees require different methods for poster delivery and access
- **Frequent updates to labor law postings + workforce mobility = compliance risk of outdated or missing posters**



REMOTE



TRAVELING



ONSITE



Onsite Employees

- Display postings in a conspicuous area, i.e.: breakroom, hallway, meeting space, cafeteria, where employees can easily view them
- Multiple breakrooms? Multiple floors? Multiple buildings? Kiosks? Shared workspaces? Satellite offices?
- What about No Smoking postings? Applicant postings?
- Do we need to display all required federal, state, county, city postings?





You Ask... We Answer!



Are certain states or agencies more aggressive in labor law poster enforcement?

Remote Employees

- Most posting requirements do not generally address digital or electronic delivery of postings
- Provide postings via digital or electronic methods: link to IPP, provide copies of postings on company's intranet, or sending copies directly to remote workers via email
- Digital postings supplement and do not replace physical posting requirements in workplace
- What about fill-in-the-blanks? How to provide access?





You Ask... We Answer!



What states require electronic copies of posters to be sent to employees?

Traveling Employees

- Posting requirements do not address digital or electronic delivery of postings for traveling employees
- Provide postings via digital or electronic methods and/or binders
- Digital postings and binders supplement and do not replace physical posting requirements in workplace
- What about hybrid employees? Multiple locations in different cities? Different states?



Upcoming Federal Poster Updates

Federal Updates



OSHA CARES

As an employee, you have the right to:

- A safe workplace
- Speak up about safety and health concerns without retaliation
- Report an injury or illness
- Training in a manner you understand
- Be provided required safety equipment
- Request an OSHA inspection and speak with the inspector
- File a complaint with OSHA about workplace hazards
- Free safety and compliance assistance from OSHA at any time

**THAT YOU
GO HOME SAFE**

Call us at 800-321-OSHA
or visit [OSHA.gov/workers](https://www.osha.gov/workers)



OSHA 3165 (03/2025)

OSHA Cares That You Go Home Safe

- Job Safety and Health: It's the Law! posting had **non-mandatory update** in early March 2026
- **Posting Requirements:** Required for all private employers
- Posting included on **Federal All-On-One**
- Why non-mandatory? OSHA states that employers **do not need to replace** previous versions of the poster
- The poster must be **at least 8.5 × 14 inches** with **10-point body text**
- Posting in languages **other than English is not required**

Federal Updates (cont.)

Know Your Rights: Workplace Discrimination is Illegal

- **Posting Requirements:** Required for all employers with 15 or more employees; entities holding federal contracts or subcontracts; federally assisted construction contracts of \$10,000 or more; financial institutions issuing and paying agents for U.S. savings bonds and notes; depositories of federal funds or entities having govt bills of lading
- Posting included on **Federal and Federal Contractor All-On-Ones**
- **Executive Order 14173** - Revokes Executive Order 11246 listed
- **Per EEOC Website** - Documents undergoing revision pursuant to Executive Order: Defending Women From Gender Ideology Extremism And Restoring Biological Truth To The Federal Government



EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. If you are applying for a job with a contractor, you should be aware of the following:

Protected Veteran Status
The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and promote, disabled veterans, recently separated service members, and service medal veterans.

Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

Who is Protected?

- Employees (current and former), including managers and temporary employees
- Job applicants
- Union members and applicants for membership in a union

What Organizations are Covered?

- Most private employers
- State and local governments (as employers)
- Educational institutions (for employers)
- Unions
- Staffing agencies

What Types of Employment Discrimination are Illegal?

Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the basis of:

- Race
- Color
- Religion
- National origin
- Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity)
- Age (40 and older)
- Disability
- Genetic information (including employer requests for, or purchase, use, or disclosure of)

What Employment Practices can be Challenged as Discriminatory?

All aspects of employment, including:

- Discharge, firing, or lay-off
- Harassment (including quackery, verbal or physical conduct)
- Hiring or promotion
- Pay (unequal wages or compensation)
- Assignment
- Failure to provide reasonable accommodation for a disability, pregnancy, childbirth, or related medical condition or a sincerely held religious belief, observance or practice
- Benefits
- Job training
- Classification
- Referral
- Obtaining or disclosing genetic information of employees
- Requesting or disclosing medical information of employees
- Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding
- Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights, or encouraging someone else to exercise rights, regarding disability discrimination (including accommodation) or pregnancy accommodation

What can you Do if You Believe Discrimination has Occurred?

Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are 180-day time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways:

Submit an inquiry through the **EEOC's public portal** (<https://publicportal.eeoc.gov/portal/login.aspx>)

Visit an **EEOC field office** (www.eeoc.gov/field-office)

Call 1-800-669-4000 (toll free) 1-800-669-6020 (TTY) 1-844-234-5122 (ASL Video phone)

Visit an **EEOC field office** (www.eeoc.gov/field-office)

E-Mail info@eeoc.gov

Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov

FINANCIAL ASSISTANCE

with Disabilities

The Rehabilitation Act of 1973, as amended, prohibits discrimination on the basis of disability or activity which receives Federal financial assistance, in all aspects of employment against individuals who, with or without reasonable accommodations, can perform the essential functions of the job.

If you have been discriminated against in a program in which you receive Federal financial assistance, contact the Federal agency providing the assistance.

(Revised 6/27/2020)

Federal Updates (cont.)



New!

EO 13658 Federal Contractor Minimum Wage

WORKER RIGHTS UNDER EXECUTIVE ORDER 13658

FEDERAL MINIMUM WAGE FOR CONTRACTORS

\$13.65 PER HOUR

EFFECTIVE MAY 11, 2026 – DECEMBER 31, 2026

The law requires certain federal contractors to display this poster where employees can easily see it.

- MINIMUM WAGE** • **\$13.65 PER HOUR:** This rate applies to certain federal construction and service contracts that were entered into on or between **January 1, 2015, and January 29, 2022**, that have not been renewed or extended on or after January 30, 2022. For such covered contracts, EO 13658 generally requires that workers be paid at least **\$13.65 per hour** for all time spent performing on or in connection with the contract from May 11, 2026, through December 31, 2026.
- TIPS** • Covered tipped employees performing on or in connection with covered contracts must be paid a cash wage of at least **\$9.55 per hour**, beginning on May 11, 2026, provided the employees receive sufficient tips to equal **\$13.65 per hour** for all time spent performing on or in connection with the contract from May 11, 2026, through December 31, 2026.
- EXCLUSIONS** • The EO 13658 minimum wage may not apply to some workers who provide support in connection with covered federal contracts for less than 20 percent of their hours worked in a week.
• The EO 13658 minimum wage may not apply to certain other occupations and workers.
- ENFORCEMENT** • The U.S. Department of Labor's Wage and Hour Division (WHD) is responsible for enforcing this law. WHD can answer questions about your workplace rights and protections, investigate employers, and recover back wages. All WHD services are free and confidential. Employers cannot retaliate or discriminate against someone who files a complaint or participates in an investigation. WHD will accept a complaint in any language. You can find your nearest WHD office online at dol.gov/agencies/whd/contact/local-offices or by calling toll-free 866-4US-WAGE (866-487-9243). We do not ask workers about their immigration status. **We can help.**
- ADDITIONAL INFORMATION** • Workers with disabilities whose wages are governed by special certificates issued under section 14(c) of the Fair Labor Standards Act must receive no less than the EO 13658 minimum wage for time spent performing on or in connection with covered contracts.
• Some state or local laws may provide greater worker protections and employers must follow the law that requires the highest rate of pay.
• More information about the EO 13658 minimum wage is available online at dol.gov/agencies/whd/government-contracts/minimum-wage.



- **Posting Requirements:** Required for federal contractors and service contracts that were entered into on or between Jan. 1, 2025, and Jan. 29, 2022
- Posting included on **Federal Contractor All-On-One**
- **Executive Order 14236:** Rescinded Executive Order 14026, which required the higher MW for federal contracts on or after Jan. 30, 2022
- DOL **no longer enforcing** executive order or implementing rule (29 CFR part 23) and will take steps to rescind rule
- **No changes yet to federal rule** requiring higher minimum wage



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Thank You