

Employment Law Posters Recent Changes	
State	Labor Law Change
Alabama	August 2009: Child Labor Laws Poster. Verbiage and format changes. Required for all employers who employ youths under the age of 19.
Alaska	November 2009: Change to Unemployment Insurance Poster. Required for all employers.
Arizona	November 2009: Change to Prohibition of Discrimination Poster. Required for all employers.
Arkansas	December 2009: Notice to Employer & Employee. New section added. Required for employers with 4 or more employees.
California	January 2007: Minimum wage changes to all specific industries in CA. Required for all employers, industry wage order as applicable.
Colorado	January 2010: Minimum Wage Change. Required for all employers. October 2009: Unemployment poster change. Required for all employers.
Connecticut	January 2009: Mercantile Trade, Beauty Shop and Restaurant/Hotel wage orders updated. Required for employers in those industries.
Delaware	July 2009: Minimum Wage change. Required for all employers.
District of Columbia	March 2009: No Smoking Poster. New Poster. Required for all nonexempt employers. November 2008: Fair Housing Opportunity Poster. New protected class. Required for individuals involved in the rental or sale of real estate.
Federal	October 2009: EEO poster updated to reflect GINA law change. Required for all employers. May 2010: Employee Rights Under the National Labor Relations Act. Required for all federal contractors and subcontractors.
Florida	January 2010: Minimum Wage poster change. Required for all employers.
Georgia	September 2007: Bill of Rights for the Injured Worker. Maximum weekly benefit amounts updated. Required for all employers.
Hawaii	January 2007: New poster. Smoking Prohibited by Law. Required for all employers except those exempt by law.
Idaho	July 2007: Minimum Wage change. Required for all employers.
Illinois	July 2008: New Minimum Wage Mandatory Notice. Required for all employers.
Indiana	July 2008: Minimum Wage Poster. New wage for tipped employees. Required for all employers.
Iowa	January 2009: Your Rights Under Iowa's Minimum Wage. Changes to tipped wage and overall wording. Required for all employers.
Kansas	April 2010: New No Smoking poster. Effective 07/01/2010. Required for all employers.
Kentucky	October 2007: Health & Safety Protection on the Job. Significant wording changes. Required for all employers.

Louisiana	January 2010: Earned Income Credit. EIC amounts updated. Required for all employers.
Maine	September 2009: Regulation of Employment poster updated, new section added. Required for all employers.
Maryland	July 2009: Minimum Wage poster updated. Required for all employers.
Massachusetts	August 2008: New sections added to the Minimum Wage and Hour Laws poster. Required for all employers.
Michigan	April 2010: New No Smoking poster. Effective 05/01/2010. Required for all employers.
Minnesota	April 2006: Your Rights as a Working Parent. Verbiage changes. Required for all employers with 21 or more employees.
Mississippi	September 2009: English and Spanish E-Verify / Right to Work Posters required for all businesses taking part in the E-Verify program.
Missouri	December 2009: Workers' Compensation poster updated. Required for all employers.
Montana	January 2009: Minimum Wage change. Recommended for all employers.
Nebraska	August 2008: Discrimination poster change. Required for all employers.
Nevada	July 2009: Minimum Wage change. Required for all employers.
New Hampshire	January 2008: Criteria to Establish an Employee or Independent Contractor. Verbiage changes throughout. Required for all employers.
New Jersey	June 2010: Payment of Wages poster updated. Required for all employers.
New Mexico	June 2009: Minimum Wage Act. New subsection added, "Retaliation Prohibited". Required for all employers.
New York	July 2009: Minimum Wage Information Poster. Minimum Wage change. Required for all employers.
North Carolina	February 2009: Worker's Compensation Notice. Poster now required. Required for all employers.
North Dakota	July 2007: Minimum Wage change. Required for all employers.
Ohio	January 2009: Minimum Wage change. Required for all employers.
Oklahoma	May 2010: Changes to Minimum Wage – Statutory Language poster. Required for all employers.
Oregon	May 2010: Updated Family Medical Leave Poster. Required for all employers with 25 or more employees in Oregon. March 2010: Updated Agricultural Minimum Wage poster. Required for all agricultural employers.
Pennsylvania	September 2009: Minimum Wage Poster and Fact Sheet updated. Required for all employers.
Rhode Island	August 2008: Minimum Wage Poster. Mandatory nurse overtime added. Required for all employers.
South Carolina	September 2009: English and Spanish E-Verify / Right to Work Posters required for all businesses taking part in the E-Verify program.

South Dakota	January 2010: Unemployment Benefits Notice. Updated for 2010. Required for all employers.
Tennessee	May 2009: Discrimination Poster. Verbiage changes. Required for all employers.
Texas	December 2006: Employer's Notification of the Ombudsman Program to Employees. New Poster. Required for all employers.
Utah	June 2010: E-Verify and Right to Work posters added. Required for all employers with 15 or more employees. Effective July 2010.
Vermont	July 2009: Breathing Room poster removed. Required for all employers.
Virginia	July 2009: Virginia added two new posters, Credit for Low Income Individuals and Earned Income Credit. Required for all employers.
Washington	January 2009: Minimum Wage change. Recommended for all employers.
West Virginia	July 2008: "Benefit Rate Table" and "Itinerant Points" sections updated. Required for all employers.
Wisconsin	June 2010: New No Smoking poster. Required for all employers. January 2010: Updated Family and Medical Leave poster. Added "or a parent of a domestic partner" as a qualifying relationship. Required for employers of 50 or more employees.
Wyoming	The state of Wyoming has not had a change since 2005.