

**CLIENT ALERT**

**Mandatory Labor Law Poster Changes Effective January 2019**

With legal changes comes the obligation to update your required employment posters. Don't forget to change your employment posters. Please see the below from the Society For Human Resource Management.

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**December 5, 2018**

**Mandatory State Labor Law Poster Changes Effective January 2019**



Turn to the SHRMStore for the state and federal postings you need. Don't risk being out of compliance when next year's changes go into effect.

Plus, your purchase of a labor law poster set comes with an update service that ensures your posters are always in compliance. Chose from 1-, 3- or 5- year Update Service subscription.

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Order today or email [SHRMStore@JKKeller.com](mailto:SHRMStore@JKKeller.com) or call 844-840-3449 for pricing on purchases of multiple posters.

**Member:** \$84.30 per set

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**Below are the changes that will be effective in early 2019!**

- [Alaska](#) – Minimum wage, effective January 1, 2019
- [Arizona](#) – Minimum wage, effective January 1, 2019

- [California](#) – Minimum wage, effective January 1, 2019; Family Care and Medical Leave and Pregnancy Disability Leave, effective January 1, 2019
- [Colorado](#) – Minimum wage, effective January 1, 2019
- [Delaware](#) – Minimum wage, effective January 1, 2019
- [Florida](#) – Minimum wage, effective January 1, 2019
- [Hawaii](#) – Discrimination, effective January 1, 2019
- [Maine](#) – Minimum wage, effective January 1, 2019
- [Massachusetts](#) – Minimum wage, effective January 1, 2019
- [Michigan](#) – Minimum wage, effective January 1, 2019
- [Minnesota](#) – Minimum wage, effective January 1, 2019
- [Missouri](#) – Minimum wage, effective January 1, 2019
- [Montana](#)\* – Minimum wage, effective January 1, 2019
- [Nebraska](#) – Unemployment insurance, effective October 1, 2018
- [New Jersey](#) – Paid sick leave, effective October 29, 2018; Minimum wage, effective January 1, 2019
- [New York](#) – Minimum wage, effective December 31, 2018
- [Ohio](#) – Minimum wage, effective January 1, 2019
- [Rhode Island](#) – Minimum wage, effective January 1, 2019
- [South Dakota](#)\* – Minimum wage, effective January 1, 2019
- [Vermont](#) – Minimum wage, effective January 1, 2019
- [Washington](#)\* – Minimum wage, effective January 1, 2019
- [Federal Contractor](#) – Executive Order 13658, minimum wage for federal contractors

\*The state does not require employers to display a minimum wage poster. However, the poster is an effective way for employers to make workers aware of the state's minimum wage rate.

**Municipalities with mandatory posting changes effective on January 1, 2019 include:**

- Flagstaff, AZ
- Belmont, CA
- Cupertino, CA
- El Cerrito, CA
- Los Altos, CA
- Mountain View, CA
- Oakland, CA
- Palo Alto, CA
- Redwood City, CA
- Richmond, CA
- San Diego, CA
- San Francisco, CA
- San Jose, CA
- San Mateo, CA
- San Leandro, CA
- Santa Clara, CA
- Sunnyvale, CA
- Portland, ME
- Albuquerque, NM
- Bernalillo County, NM
- Las Cruces, NM
- Santa Fe, NM

- Seattle, WA
- Tacoma, WA

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If you have questions or would like additional information, please contact EGS's Employment Law Practice Group Leader, Amanda M. Fugazy at [afugazy@egsllp.com](mailto:afugazy@egsllp.com) or the primary EGS attorney with whom you work.

*This memorandum is published solely for the informational interest of friends and clients of Ellenoff Grossman & Schole LLP and should in no way be relied upon or construed as legal advice.*



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