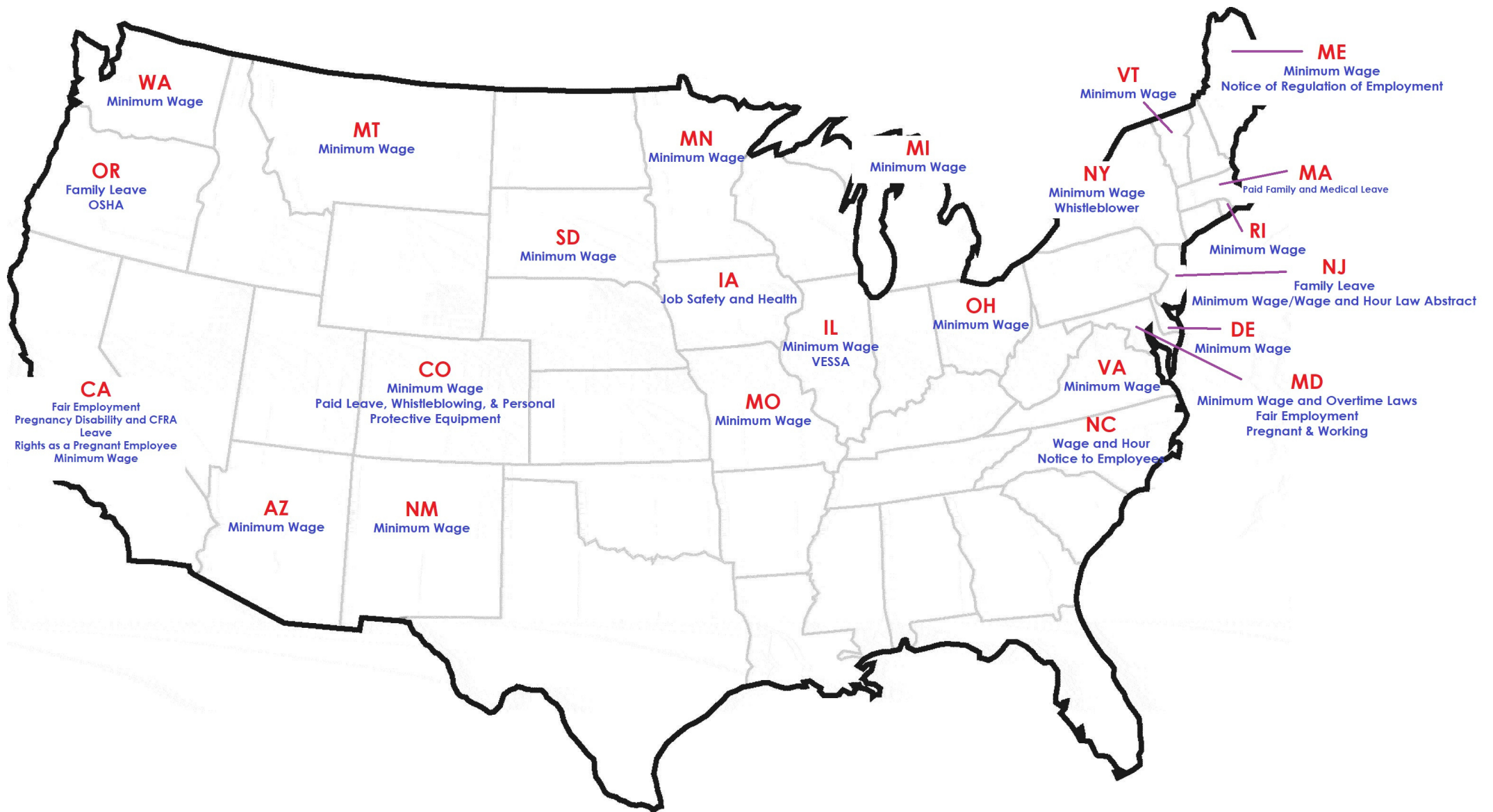


**FEB 2022**

**State OSHA Poster Changes for 2022. Please see list below for changes in your State:**



**2022 State Mandated Poster Updates Over 25 States have mandatory poster changes in effect.**

**Arizona:**

- Minimum Wage

**California:**

- Fair Employment
- Pregnancy Disability and CFRA Leave
- Rights as a Pregnant Employee
- Minimum Wage

**Colorado:**

- Minimum Wage
- Paid Leave, Whistleblowing, & Personal Protective Equipment

**Delaware:**

- Minimum Wage

**Illinois:**

- Minimum Wage
- VESSA

**Iowa:**

- Job Safety and Health

**Maine:**

- Minimum Wage
- Notice of Regulation of Employment

**Maryland:**

- Minimum Wage and Overtime Laws
- Fair Employment
- Pregnant & Working

**Massachusetts:**

- Paid Family and Medical Leave

**Michigan:**

- Minimum Wage

**Minnesota:**

- Minimum Wage

**Missouri:**

- Minimum Wage

**Montana:**

- Minimum Wage

**New Jersey:**

- Family Leave
- Minimum Wage/Wage and Hour Law Abstract

**New Mexico:**

- Minimum Wage

**New York:**

- Minimum Wage
- Whistleblower

**North Carolina:**

- Wage and Hour
- Notice to Employees

**Ohio:**

- Minimum Wage

**Oregon:**

- Family Leave
- OSHA

**Rhode Island:**

- Minimum Wage

**South Dakota:**

- Minimum Wage

**Vermont:**

- Minimum Wage

**Virginia:**

- Minimum Wage

**Washington:**

- Paid Family Leave

**The following cites/counties have specific posting requirements:**

(These are something you will have to look up on your state level to find the most current ones.)

- **AZ:** Flagstaff, Tucson
- **CA:** Alameda, Belmont, Berkeley, Burlingame, Cupertino, Daly City, East Palo Alto, El Cerrito, Emeryville, Fremont, Half Moon Bay, Hayward, Los Altos, Los Angeles, Los Angeles County (Unincorporated Areas), Malibu, Menlo Park, Milpitas, Mountain View, Oakland, Palo Alto, Pasadena, Petaluma, Redwood City, Richmond, San Carlos, San Diego, San Francisco, San Jose, San Leandro, San Mateo, Santa Clara, Santa Cruz, Santa Monica, Santa Rosa, Sonoma, South San Francisco, Sunnyvale, West Hollywood
- **CO:** Denver
- **FL:** Broward County, Miami Beach, Pinellas County, St. Petersburg
- **IL:** Chicago, Cook County
- **ME:** Portland
- **MD:** Montgomery County, Prince George's County
- **MI:** Ann Arbor
- **MN:** Duluth, Minneapolis, St. Paul
- **NM:** Albuquerque, Bernalillo County, Las Cruces, Santa Fe
- **NY:** New York City, Westchester
- **PA:** Philadelphia, Pittsburg
- **TX:** Austin, San Antonio
- **WA:** Seattle, Tacoma

**Fines**

- **The maximum penalty for federal posting violations is now over \$38,000**
- **OSHA alone: \$14,502**
- **State and Local fines usually vary from \$100 - \$1,000**

**A great resource for an updated OSHA poster is either: [www.complianceposter.com](http://www.complianceposter.com) or [www.resourcefulcompliance.com](http://www.resourcefulcompliance.com).**