



Dear Clients and Friends,

The federal increase in the minimum wage may seem to be "old news." And, hopefully, employers have already complied with the new requirements. With employees well aware of the increases – compliance is almost assured.

But, some employers have forgotten that their posters became outdated as the wages

increased. So, it makes sense to review whether all mandated posters are current and displayed. There are sanctions and penalties tied to many of the posting requirements.

*Sincerely yours,
Jim Lill, President*

Mandatory Posters

The new federal minimum wage rate of \$5.85 went into effect July 24, 2007. Employers are required by federal law to display a poster with the new federal minimum wage. Employers must post the new federal information even in states with a higher minimum wage – such as Illinois.

There are other posters required by either federal or state law. Mandatory posters should be displayed where employees can see them on occasion. Common areas for posters include lunchrooms, employee bulletin boards and near time clocks.

Federal posters for display include:

- Federal minimum wage
- USERRA - Uniformed Services Employment and Reemployment Rights Act
- Equal Employment Opportunity is the Law
- Employee Polygraph Protection Act
- Family and Medical Leave Act

- OSHA- Job Safety & Health Protection
- IRS Withholding Notice
- Payday Notice
- Anti-Discrimination Notice.

State posters in addition to Minimum Wage typically include topics such as Workers' Compensation; Unemployment Insurance; Right-To-Know and Equal Pay.

In some cases, an employer may not be required to display a specific notice. For example, small businesses that are not covered by the Family and Medical Leave Act (FMLA) do not need to post the notice. The US Department of Labor has posters that can be downloaded from the Internet. They also provide more information about poster requirements and compliance by telephone at 1-888-9-SBREFA.

There are also commercial services available that provide complete posters to meet both state and federal laws.

Ask us about free COBRA, FSA and FMLA administration!

The Advisor Advantage