

Take Notice: Required Postings

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Recently, I was struck yet again by the huge number of laws requiring employers to provide notice to their employees of employment-related laws. Often laws require employers to provide notices over and over, too. For instance, Washington DC has a new law banning almost all non-compete provisions (which takes effect October 1). Not only do employers with one or more employees have to be aware that they may no longer ask their employees to sign non-compete agreements, but they must also remember to provide notice 1) ninety days after the law becomes effective (so they have to track that, too); 2) seven days after hire, and 3) within 14 calendar days of a written request for the text of the law. Who knew? I had to sit down and research this – and I'm an employment lawyer.

From this example alone, it's clear that keeping up with notification requirements is a pain. And it's extremely burdensome if the company is operating in multiple states. All the remote working has increased this administrative burden on employers. Remember, the employment laws of the state in which employees are working are those applicable to them. I suggest that management – at those employers without HR personnel – take a look at the websites of each state as a beginning point. All of the notices are usually available there in a PDF to be posted. Caution: it seems even the Departments of Labor in some states can't keep up with their own lawmaking because I've noticed some missing on their own websites. It's a good starting place and also an education in laws applicable, as you'll see when you read the notices. And, of course, don't forget your federal law notices, either ([DOL.gov](https://www.dol.gov))! Post in all brick and mortar sites and email notices to remote employees. Review once per year