

## **AUTOMATIC POSTER PROGRAM PARTICIPANT ALERT**

### **FEDERAL LABOR LAW POSTER UPDATE MANDATORY FEDERAL POSTER CHANGE (JUNE 2023)**

Dear Automatic Poster Program Participant:

You are receiving this alert because you are currently enrolled in the MBA Automatic Poster Update Program. Please be aware that the Equal Employment Opportunity Commission (EEOC) has issued a new posting that includes information about the Pregnant Workers Fairness Act (PWFA).

The PWFA, which amends the Americans with Disabilities Act (ADA), is effective June 27, 2023. Employers subject to the ADA should use the new EEOC posting on and after that date.

The last time the EEOC issued a new posting was on October 19, 2022. That posting, titled “Know Your Rights,” had been updated and replaced the previous one titled “EEO is the Law.” The PWFA was then enacted two months later, on December 29, 2022. Under the PWFA, employers that are subject to the ADA must provide reasonable accommodation for employees affected by pregnancy and related conditions and display new information.

**The MBA All-In-One Federal labor law poster is currently being updated and printed to reflect this new EEOC posting as well as the new U.S. Department of Labor’s (DOL) Fair Labor Standards Act (FLSA) posting issued in April.**

As you may recall, in a previous alert to our members, we explained that the new version of the FLSA posting reflects recent amendments pertaining to break time for nursing employees under the Providing Urgent Maternal Protections for Nursing Mothers Act, also known as the PUMP Act, which expands the right of nursing mothers to take breaks and express breast milk in a private place during the workday. As noted in the alert, the MBA was waiting to update the MBA All-In-One Federal labor law poster until the EEOC released their new posting as well.

**To remain compliant, employers can take the following steps:**

- Print and post a temporary new FLSA and EEOC posting next to your current MBA All-In-One Federal labor law poster (links below).
  - [temporary FLSA posting](#)
  - [temporary EEOC posting](#)
- **Automatic Poster Update Program members** will automatically receive an invoice to reflect the number of updated MBA All-In-One Federal labor law posters they requested as part of the program. Once the invoice is paid, and the new MBA posters are printed, posters will be shipped to participants.

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