

COMPLIANCE ALERT

MANDATORY LABOR LAW

EEOC Announces Posting Penalty Increase

The Equal Employment Opportunity Commission (EEOC) has increased the penalty for failure to post the Equal Employment Opportunity (EEO) is the Law poster to \$576 from \$569.

The increase was announced in a final rule recently published in the Federal Register and applies to penalties assessed as of May 26, 2021. The EEOC's posting fine increase is an annual occurrence. Federal agencies are required to adjust penalties for inflation each year under the Federal Civil Penalties Inflation Adjustment Act Improvements Act of 2015.

The Department of Labor (DOL) announced its penalty increases on January 14, setting the following maximum fine amounts:

- **Family and Medical Leave Act (FMLA): \$178**
- **Job Safety and Health: It's the Law (OSHA): \$13,653**
- **Employee Polygraph Protection Act (EPPA): \$21,663**

This brings the maximum penalty for violations of federal posting requirements to \$36,070. These changes should not impact any federal posters as the specific penalty amounts were removed from the federal posters a few years ago. However, we will be monitoring the federal posters for any possible changes.