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509 467-2620

December 11, 2020

TO: All Member Owners
FROM: URM Human Resources
SUBJECT: Federal/State Combination Labor Law Posters

As you know, State and Federal Labor Laws change frequently. Below we have outlined the changes and recommendations.

The following changes are included in the new posters:

- WA – Min Wage Poster to \$13.69 1/1/2021, Your Rights as a Worker, Paid Family Leave**
- OR – Min Wage Poster to \$12.00 7/01/2020, Family Leave, Sexual Harassment & Domestic Violence, Breaks & Overtime, Equal Pay, Sick Time & Bullying**
- MT – Min Wage to \$8.75 1/1/2021**
- ID – No changes since 2017**

If you would like to order an updated poster for your state please fill out the information below and fax to our office at (509) 468-1358. You may also email your request to cthompson@urmstores.com but please make sure to include the information listed below.

When the posters are received, I will send them out and bill you on your statement. Each poster will be \$25 (shipping included) if ordered by: **December 28, 2020**

If you have any questions you may contact me at 509-467-3668 or email cthompson@urmstores.com.

FEDERAL/STATE LABOR LAW POSTERS

ATTN: Carla Thompson, URM Human Resources Office

___ Yes, I want to order _____ Federal/State Combination posters for **Washington State**
(Quantity)

___ Yes, I want to order _____ Federal/State Combination posters for **Oregon State**
(Quantity)

___ Yes, I want to order _____ Federal/State Combination posters for **Idaho State**
(Quantity)

___ Yes, I want to order _____ Federal/State Combination posters for **Montana State**
(Quantity)

Attention: _____
(Who do you want poster to go to?)

Store Name **Account Number**

Shipping Address **City** **State** **Zip Code**

Signature **Date**