

e-Alert

08.18.21

California to Allow Electronic Distribution of Workplace Notices

Background

California has amended its distribution of employee rights notices to be more conducive with a growing remote workforce.

Summary

Effective January 1, 2022, California will allow employers to distribute employee labor law notices electronically. This means that employers may share these notices via an email attachment. It is important to note that this amendment does not replace the requirement to post notices in a conspicuous location at the physical worksite. Therefore, postings must still be hung up in the workplace, even when sending electronically.

You can find all the applicable notices, free of charge, on California's Department of Industrial Relations [website](#).

This content is provided with the understanding that HR Knowledge is not rendering legal advice. While every effort is made to provide current information, the law changes regularly and laws may vary depending on the state or municipality. The material is made available for informational purposes only and is not a substitute for legal advice or your professional judgment. You should review applicable laws in your jurisdiction and consult experienced counsel for legal advice. If you have any questions regarding this content, please contact [HR Knowledge](#).



Employer Next Steps

- Employers should confirm they have a valid email address for all employees on file.
- Employers should review their current workplace posters and ensure they are displaying all current and applicable required postings.
- Consider enrolling in our ePoster service to easily stay compliant with federal, state, and local labor law updates. If you are interested in learning more about this service, please [email us](#).

This content is provided with the understanding that HR Knowledge is not rendering legal advice. While every effort is made to provide current information, the law changes regularly and laws may vary depending on the state or municipality. The material is made available for informational purposes only and is not a substitute for legal advice or your professional judgment. You should review applicable laws in your jurisdiction and consult experienced counsel for legal advice. If you have any questions regarding this content, please contact [HR Knowledge](#).

The People Simplifying HR

For almost twenty years, HR Knowledge has made it our mission to demystify the complex and daunting process of HR management. We do more than just provide the level of service and technology you'd expect from an industry leader. We combine unparalleled passion for service with our decades of HR, payroll, and benefits experience to provide our clients with personalized and actionable advice that is second—to—none. From managed payroll to employee benefits to HR support, we can help your organization thrive, grow, and reduce operating costs—no matter what industry you serve. Whether you're interested in our Full-Service solution or just need your employee handbook written, HR Knowledge can help you minimize risk while staying on top of compliance regulations. The bottom line? We're not just another cloud-based technology company that also does HR, #WeAreHR. [Get the scoop](#) on how we can help you simplify HR.



@WEAREHRK

This content is provided with the understanding that HR Knowledge is not rendering legal advice. While every effort is made to provide current information, the law changes regularly and laws may vary depending on the state or municipality. The material is made available for informational purposes only and is not a substitute for legal advice or your professional judgment. You should review applicable laws in your jurisdiction and consult experienced counsel for legal advice. If you have any questions regarding this content, please contact [HR Knowledge](#).