

 e-Alert

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New York Electronic Workplace Poster Requirements

Background

All employers, regardless of location, must physically post a variety of state, local and federal labor law posters, and notices in their workplaces. The definition of workplace has evolved as many employees work remotely, usually from home, which makes it challenging to provide access to those posters. Due to the significant increase in remote work, New York signed [Senate Bill S6805](#) amending [Labor Law Section 201](#) in December 2022 requiring notices be made available electronically.

Summary

With the increasing number of remote and hybrid positions, New York requires employers to provide employees with digital versions of those mandatory federal and state notices to ensure employees have access to information regarding their rights. The law specifies that digital versions should be available on an employer's website or sent to employees via email. In addition, employers must notify employees that these notices are available in electronic format. It is important to clarify that electronic postings do not replace physical posting requirements; employers must still display labor law notices at their physical location(s).

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How can we help?

We offer an electronic ePoster service to current clients which can help you stay compliant no matter where your employees are located. Depending on your level of service with us, this solution may be a good fit.

Some features of this service include:

- Digital service accessed through an online platform
- Federal, state, county, and city notices plus updates
- Certificate of acknowledgement feature included
- Dashboard and reporting access
- Labeled with your organization's logo
- Backed by a \$25,000 "We pay the fine" guarantee

Employer Next Steps

- Ensure all mandatory federal and state workplace notices are posted in accordance with applicable laws.
- Compile these notices and upload them to your organization's website or intranet, then provide New York employees with notice that the documents are available electronically.
- Alternatively, send an email to New York employees with the notices attached.
- If you are interested in learning more about our ePoster Service, please [email us](#).

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