

# CALIFORNIA

## California Will Allow Electronic Distribution of Workplace Notices

On July 16, 2021, California amended its Labor Code to allow employers to distribute certain workplace notices and posters electronically in addition to displaying the postings required by law. The amendment becomes effective Jan. 1, 2022.

### Document Distribution

Starting Jan. 1, 2022, employers in California will be allowed to distribute required notices and posters as an email attachment. The amendment affects notices that must be physically posted.

### Required Postings

California requires employers to post several notices to inform employees about their rights and protections under the state's labor and employment law. Required workplace posters are available free of charge from the agency that enforces compliance with the posting requirement.

The California Department of Industrial Relations (DIR) requires employers to display these posters in areas frequented by employees, in a location where employees can easily read them during the workday.

Employers can use the [DIR website](#) to access specific required workplace posters.

### Impact on Employers

Employers that wish to distribute required workplace posters and notices electronically to their employees starting on Jan. 1, 2022 should ensure they have accurate employee email addresses.

Employers are also encouraged to review their current workplace posters and evaluate whether they are displaying all current and applicable required postings.

### Important Dates

#### July 16, 2021

California amended its Labor Code to allow employers to distribute required workplace postings electronically.

#### Jan. 1, 2022

California employers may begin distributing required workplace notices and posters electronically.

***Starting Jan. 1, 2022, employers in California will be allowed to distribute required notices and posters as an email attachment.***