

New York Requires Employers to Provide Electronic Versions of Mandatory Workplace Postings

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On December 16, 2022, New York Gov. Kathy Hochul signed into law an amendment to New York Labor Law Section 201 that requires employers to make mandatory workplace postings available electronically.

Before the amendment, the law required that certain legal notices be posted conspicuously in the workplace. Now, employers must also make digital versions of the physical notices available, either on the employer's website or via email.

Employers should take the following steps to comply with the amended law:

- Ensure that all mandatory workplace posters have been displayed in a conspicuous place on each floor of their New York workplaces, if any.
- Upload digital versions of the posters to the employer's intranet – or, if the employer does not have an internal website, disseminate via email.
- Notify employees that the posters are available electronically (e.g., via an email with a link to the employer's intranet page).
- Update the company handbook and other internal resources with information regarding the online location of the posters.

Federal posting requirements can be found on the [US Department of Labor website](#). New York-specific posting requirements are available on the [New York State Department of Labor website](#). Note that certain industries, such as healthcare and hospitality, require additional industry-specific postings.

If you have questions about the amended law, please contact the Cooley employment team.

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Key Contacts

Wendy Brenner Palo Alto	brennerwj@cooley.com +1 650 843 5371
Ann Bevitt London	abevitt@cooley.com +44 (0) 20 7556 4264

Leslie Cancel San Francisco	lcancel@cooley.com +1 415 693 2175
Helennane Connolly Reston	hconnolly@cooley.com +1 703 456 8685
Joshua Mates San Francisco	jmates@cooley.com +1 415 693 2084
Gerard O'Shea New York	goshea@cooley.com +1 212 479 6704
Miriam Petrillo Chicago	mpetrillo@cooley.com +1 312 881 6612
Ryan Vann Chicago	rhvann@cooley.com +1 312 881 6640
Summer Wynn San Diego	swynn@cooley.com +1 858 550 6030
Steven A. Zuckerman New York	szuckerman@cooley.com +1 212 479 6647
Erika Freeman New York	efreeman@cooley.com +1 212 479 6367

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