

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

January 11, 2023

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.

This content is provided for general informational purposes only, and your access or use of the content does not create an attorney-client relationship between you or your organization and Cooley LLP, Cooley (UK) LLP, or any other affiliated practice or entity (collectively referred to as "Cooley"). By accessing this content, you agree that the information provided does not constitute legal or other professional advice. This content is not a substitute for obtaining legal advice from a qualified attorney licensed in your jurisdiction, and you should not act or refrain from acting based on this content. This content may be changed without notice. It is not guaranteed to be complete, correct or up to date, and it may not reflect the most current legal developments. Prior results do not guarantee a similar outcome. Do not send any confidential information to Cooley, as we do not have any duty to keep any information you provide to us confidential. When advising companies, our attorney-client relationship is with the company, not with any individual. This content may have been generated with the assistance of artificial intelligence (AI) in accordance with our AI Principles, may be considered Attorney Advertising and is subject to our [legal notices](#).

## 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
Helenanne 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

This information is a general description of the law; it is not intended to provide specific legal advice nor is it intended to create an attorney-client relationship with Cooley LLP. Before taking any action on this information you should seek professional counsel.

Copyright © 2023 Cooley LLP, 3175 Hanover Street, Palo Alto, CA 94304; Cooley (UK) LLP, 22 Bishopsgate, London, UK EC2N 4BQ. Permission is granted to make and redistribute, without charge, copies of this entire document provided that such copies are complete and unaltered and identify Cooley LLP as the author. All other rights reserved.