



ATTORNEYS AT LAW

New York Law Requires Employers to Make Digital Versions Available to Employees

January 19, 2023: Written by Quin Martin, Esq., Of Counsel, Becker LLC

New York – On December 16, 2022, Governor Hochul signed Bill [A7595/S6805](#) into law, which requires documents that are required to be physically posted in a workplace to be made available to employees electronically through the employer's website or by email.

The new law goes into effect immediately!

This law amends New York labor Law Section 201, which required employers to post employee-rights posters in a conspicuous place on each floor of their premises. It amends this requirement to now include employers to provide digital versions on the employer's website or by email. Employers are also required to provide notice to employees that documents that were previously required to be physically posted will also be available to them electronically. This new requirement applies to all federal, state, or other regulations that are currently required to be physically posted.

The law modernizes the workplace and ensures that employees are aware and have access to employee-rights information in a conveniently and timely fashion which includes remote workers. This is in line with the U.S. Department of Labor (DOL) guidance to DOL staff on December 22, 2022, regarding electronic notice to employees on statutory rights (FLSA, FMLA, SCA, etc.) in light of remote work <https://bit.ly/3QmCxIg>.

It is silent as to how it may impact employers who do not have websites or employers without emails and whether such employers can satisfy the new law's requirements by physical posters alone.

Compliance with this law may be a shield to employee claims to not knowing their rights. Failure to comply can be met with fines and/or legal action.

For more information about Labor or Employer/Employee rights & regulations, visit Becker LLC at www.becker.legal.

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