



On December 16, 2022, New York Governor Kathy Hochul signed [an amendment to New York Labor Law Section 201](#), mandating that employers make notices required to be physically posted at a worksite under federal and state law or regulation available electronically as well through the employer's website or by e-mail.

The amendment took effect immediately. Previously, NY Labor Law Section 201 required employers to physically post notices "in a conspicuous place" on each floor of its premises. **Employers must now also either: (i) e-mail employees an electronic copy of the notices; or (ii) post an electronic copy of the notices on the employer's website.**

Additionally, employers must inform employees that the notices are available electronically (a requirement that appears to apply even if the employer e-mails the notices to their workforce). https://www.littler.com/publication-press/publication/ny-employers-provide-certain-notices-electronically?utm_source=vuture&utm_medium=email&utm_campaign=news%20%26%20analysis%20january%202023

NY Posters: <https://dol.ny.gov/posting-requirements-0>

Federal Posters: <https://www.dol.gov/general/topics/posters>