



Regulatory Compliance Bulletin

November 4, 2021

SB 657 - Employment Posting: Electronic Documents

SB 657 was chaptered on July 16, 2021 and provides that in any instance in which an employer is required to physically post information, they may also distribute that information to employees by email with the documents attached. Employers would still be required to physically post this information as well.

Existing law requires employers in California to post various notices in the workplace alerting employees of their rights under federal and state law.

SB 657 will add Section 1207 to the Labor Code to allow California employers to distribute to employees by email information that they are required to physically post in the workplace. Be aware that the distribution of this information by email does not relieve a California employer from continuing to physical post this information as well.

This new law will make it easier for telecommunicating employees to receive required notices from their employer at a time when COVID-19 has increased the number of employers who have offered employees the opportunity to work from home.

CBA supported this piece of legislation arguing that in an era of increasing

telecommuting by employees, this will make it easier for them to receive required notices from their employers.

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