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The Workplace Know Your Rights Act: California Mandates New Annual Notice To Employees

California Employment Law Update on **November 17, 2025**

On October 12, 2025, Governor Gavin Newsom signed S.B. 294, the "Workplace Know Your Rights Act" (the "Act"). In response to recent immigration enforcement actions, the Act aims to educate workers on their civil rights in the workplace.

The Act sets forth two requirements.

First, it requires California employers to provide a stand-alone written notice to new hires and current employees advising them of their constitutional rights when interacting with law enforcement. Employers have until February 1, 2026, and annually thereafter, to provide the written notice to all employees. Among other requirements, the notice must include a description of worker's compensation benefits, an explanation of an employee's protections against unfair immigration-related practices, a statement addressing the right to organize a union, and a summary of constitutional rights when interacting with law enforcement at work. The California Labor Commissioner will post a template notice on its website by January 1, 2026.

Second, the Act requires employers to notify an employee's designated person in the event that the employee is arrested or detained at the worksite or in the performance of job duties away from the worksite. Employers have until March 30, 2026 to provide employees with the opportunity to identify a designated contact person for purposes of complying with the Act.

Employers should take notice that the Act authorizes the Labor Commissioner to impose a steep penalty between $500-$10,000 per employee for an employer's noncompliance. It also prohibits retaliation against an employee who seeks enforcement of the employer's obligations under the Act.

In light of these new requirements, employers should monitor the Labor Commissioner's website for the template notice, make necessary plans to distribute the written notice to all employees by February 1, 2026 (and annually thereafter), and develop an implementation plan for the designated contact feature.

We will continue to monitor these developments.

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