



BULLETIN!

SB-294: The Workplace Know Your Rights Act



Senate Bill (SB) 294, known as the Workplace Know Your Rights Act, has officially passed and requires immediate employer attention.

Under the Act, employers must provide employees with a mandatory workplace rights notice **on or before February 1, 2026, and annually thereafter**. The law also grants employees the right to designate an emergency contact, who must be notified by the employer if the employee is arrested or detained while at work. Finally, **employers are required to maintain records for at least three years** documenting when and how the required notices were distributed.

Let's break it down...

- By **January 1, 2026**, the Labor Commissioner will provide a template notice for employers to use - currently available in English and Spanish, additional languages forthcoming.
- By **February 1, 2026**, employers must provide the notice to all current employees.
- By **March 30, 2026**, employers must give employees—and any new hire—the opportunity to designate an emergency contact to be reached in the event of the employee's arrest.
- By **July 1, 2026**, California Labor Commissioner to develop videos for employees and employers advising of their rights and requirements.

[TEMPLATE NOTICE - English](#)[TEMPLATE NOTICE - Spanish](#)

Let us handle the red tape, you handle the work

In 2025, MCAC remained vigilant in tracking and responding to legislative and regulatory developments impacting California's masonry industry. **More than 2,800 bills were introduced during the session, with 40 measures closely monitored on MCAC's legislative watch list.**

Navigating California's ever-changing laws, regulations, and building codes isn't just overwhelming—it can directly impact your bottom line. Missing a critical update can cost valuable time and money. For example, **under SB-294, employers who fail to provide**

the required workplace rights notice may face penalties of up to \$500 per employee, per violation.

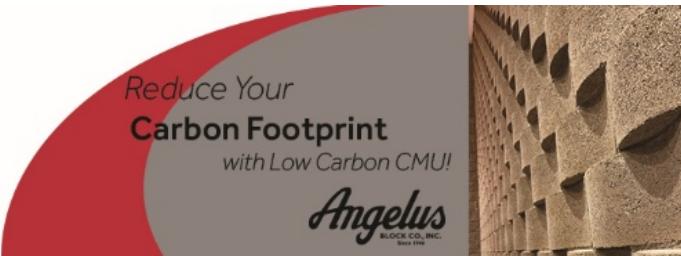
Review MCAC's Member-Only **2025 Issues on the Radar Report**, which provides a recap of key wins, losses, and ongoing challenges. The measures that passed are the laws we'll be navigating in 2026 and beyond.

2025 ISSUES ON THE RADAR

This bulletin brought to you in part by MCAC Mission Partner, Angelus Block.



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MCAC is the "411" center for mason contractors on legislation, regulations, safety issues, and building codes.



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