



## 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.

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### 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](#)

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### 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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