

## NOTICE

### Mandatory Workplace Communications

#### New York Labor Law § 201-d

Effective September 6, 2023, employers will no longer be able to require employees to attend employer-sponsored meetings, commonly known as “captive audience meetings.” New York Labor Law § 201-d prohibits an employer from discriminating against an individual for refusing to attend an employer-sponsored meeting or listen to speech or view communications, which primary purpose is to communicate the employer’s opinion concerning religious or political matters. Prohibited discrimination includes refusing to hire, employ, license, or discharge from employment or otherwise discriminating against an individual in compensation, promotion or terms, conditions or privileges of employment.

The law does not prohibit:

- an employer or its agent, representative or designee from communicating to its employees any information that the employer is required by law to communicate, but only to the extent of such legal requirement;
- an employer or its agent, representative or designee from communicating to its employees any information that is necessary for such employees to perform their job duties;
- an institution of higher education, or any agent, representative or designee of such institution, from meeting with or participating in any communications with its employees that are part of coursework, any symposia or an academic program at such institution;
- causal conversations between employees or between an employee and an agent, representative or designee of an employer, provided participation in such conversations is not required; or
- a requirement limited to the employer’s managerial and supervisory employees.

This is a summary of the New York Labor Law § 201-d. This is not a complete text of the law.