



California Workplace Know Your Rights Act (SB 294) Employee Frequently Asked Questions

1. What is SB 294?

Senate Bill (SB) 294, known as the California Workplace Know Your Rights Act, was signed by Governor Newsom on October 12, 2025. The bill takes effect on January 1, 2026, and requires employers to provide a template notice, which includes information on many areas of workers' rights under state and federal law, by February 1, 2026, and thereafter on an annual basis. The law also requires employers to allow employees to designate an emergency contact to be notified if the employee is arrested or detained at work or during work hours, and the employer has actual knowledge of the event. This part of the law must be implemented with current employees by March 30, 2026.

2. Who does SB 294 apply to?

SB 294 applies to all employees working in California, including full-time, part-time, temporary, and student employees.

3. Does SB 294 apply only to the California State University (CSU)?

No. SB 294 is a California state law that applies to all employers and employees in California, including public and private sector workplaces. The California State University (CSU), including Cal Poly Pomona, is required to comply with SB 294 as a California employer.

4. What rights does SB 294 provide?

Under SB 294, employees have the right to be informed of their workplace and constitutional rights, to be free from retaliation for exercising those rights, and to designate a person to be contacted if the employee is arrested or detained at work or during work hours/ performance of the employee's job duties, and the employer has actual knowledge of the arrest or detention of the employee.

5. Do I have to designate a contact under SB 294?

No. Designating a contact is voluntary.

6. Is my SB 294 contact the same as my primary emergency contact?

It may be, but it does not have to be. You may use your primary emergency contact or designate a different individual specifically for SB 294 purposes.

7. How do I designate or update my SB 294 contact?

You may designate or update your contact by completing the SB 294 Contact Designation [form](#) provided by the University. You may update this information at any time.

8. Can the University retaliate against me for exercising my rights?

No. Retaliation is prohibited by law. Employees may not be disciplined, terminated, have hours reduced, or be threatened for exercising workplace rights, asking questions about legal compliance, or assisting others in exercising their rights.

9. Will SB 294 affect my job duties, pay, or performance evaluation?

No. SB 294 does not change job duties, compensation, schedules, or performance expectations. The law exists solely to protect employee rights and ensure awareness of those rights.

10. How is SB 294 different from SB 98?

Please note this Workplace Know Your Rights Act is different from SB 98, the Sending Alerts to Families in Education (SAFE) Act, which became law in September 2025.

SB 98 requires the University to alert the university community when immigration enforcement activity occurs on the campus, whether or not an arrest or detention resulted. In contrast, SB 294 focuses on an employee's arrest or detention, which may have resulted from any number of reasons including, but not limited to, immigration enforcement activities.

Another difference is that SB 294 requires the University to notify the employee's designated contact when the employee is arrested or detained for any reason, whereas SB 98 requires the University to notify the campus community when the University has confirmed the presence of immigration enforcement activity on campus.

11. Is Cal Poly Pomona expecting immigration related activities soon?

At this time, Cal Poly Pomona is not aware of or anticipating any immigration-related enforcement activities on campus. The University provides this information in accordance with California law. The University will continue to comply with all applicable laws and share information if circumstances change in accordance with applicable laws and regulations.

12. Where can I find more information or ask questions?

Employees are encouraged to review the [California Workplace – Know Your Rights poster](#), resources on the [California Department of Industrial Relations \(DIR\) website](#), and the [HR Policy](#)

[Employment Notices webpage](#). For SB 294–related questions, contact HR Policy at hrpolicy@cpp.edu.

For more information related to SB 98 and immigration enforcement, employees are encouraged to review the University’s [immigration resource](#) webpage.

Disclaimer

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