



Georgia Law Alert

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Georgia Updates Rules for UI Separation Notices and Postings

Starting August 9, 2026, Georgia's unemployment insurance (UI) rules will address the electronic delivery of separation notices and the electronic posting of required notices for remote employees. The rules apply to employers of all sizes that are required to make UI contributions. Highlights of the updated rules are below.

Separation Notice

Employers that choose to provide separation notices to employees electronically will be subject to new delivery-related requirements. Specifically, employers will need to:

- Send the completed notice by email, employee portal, or another electronic system used for employee communication
- Use a delivery method that creates a record that the employer can access later
- Sign the notice using a compliant electronic signature

- Retain proof of delivery, such as a transmission log, system record, or read receipt, for at least four years

While hard copy delivery is still permitted, the updated rules strongly encourage employers to deliver separation notices electronically.

Electronic Posting

The updated rules will allow employers to satisfy the UI posting requirement electronically when they have no physical worksite and all Georgia employees work remotely, or for remote employees who don't regularly report to a worksite. Employers will need to keep records of the electronic postings, such as a screenshot of the posting location, system delivery log, employee's receipt confirmation, or a dated notice telling employees where to find the current or updated posting. The law doesn't say how long those records need to be retained.

Employers that rely on electronic posting to satisfy the posting requirement should review the complete access, delivery, and recordkeeping requirements. For more information, see the Georgia Separation laws page on the platform.