Are Your Employees' Electronically-Signed Agreements Enforceable?

Drew York, writing in Gray Reed & McGraw's **Tilting the Scales** blog, offers some advice on how to "failsafe" electronic agreements with employees.

He describes a scenario in which a company requires its employees to electronically acknowledge receiving, reviewing and agreeing to abide by the company's employee handbook. One of the workers later is injured on the job, and the company wants to invoke the handbook 's arbitration agreement.

"In several recent cases, employees have disputed that they electronically acknowledged an agreement with their employer," writes York. "This raises an intriguing question: how do employers prove that an employee 'signed' an agreement when there is no written signature?"

Read the article.