

June 12, 2024

UPCOMING COMPLIANCE DATE UNDER NEW YORK CITY'S WORKERS' RIGHTS LAW

By July 1, 2024, all New York City employers must inform their employees of the Workers' Bill of Rights in the following ways:

- Provide the "Know Your Rights at Work" poster to each employee.
- Also provide the poster to all employees through any intranet or distribute it through any mobile app or other digital platform if such means are used to regularly communicate with their employees.
- Display the poster in a conspicuous place that is accessible and visible to their employees.
- Provide the poster to all employees hired after July 1, 2024, who are based in New York City on or before the employee's first day of work.

Failure to do so may subject the employer to civil penalties of \$500 per violation.

The poster, which links to the Worker's Bill of Rights via a QR code, can be found at <https://www.nyc.gov/assets/dca/downloads/pdf/workers/KnowYourRightsAtWorkPoster.pdf>.

Contacting Pavia & Harcourt LLP

Questions regarding matters discussed in this publication, or any employment-related matter, may be directed to Adam Mitzner at amitzner@pavialaw.com.

About Pavia & Harcourt LLP

Established in 1951, Pavia & Harcourt LLP is a business law firm concentrating in international commercial and corporate transactions, banking, media and entertainment, real estate, litigation and arbitration, employment law, intellectual property, estate planning and administration, and matrimonial law. We are based in New York City.

This publication by Pavia & Harcourt LLP is for information purposes only. It does not constitute legal or other professional advice or opinions on specific facts or matters, nor does its distribution establish an attorney-client relationship. This material may constitute Attorney Advertising as defined by the New York Court Rules. As required by New York law, we hereby advise you that prior results do not guarantee a similar outcome.