
GLASER & WEINER, LLP

CLIENT ALERT
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NEW YORK LABOR LAW UPDATE

In our October Client Alert, we informed you that amendments to Section 195 of the New York State Labor Law had gone into effect requiring employers operating in New York to adhere to new notice and recordkeeping requirements for employees hired on or after October 26, 2009.

For new employees hired on and after October 26, employers must provide written notice:

- ◆ Advising the employee of their rate of pay and the regular pay day designated by the employer; and
- ◆ For all employees eligible for overtime compensation, the employee's regular hourly rate and overtime rate of pay.

Employers must also obtain a written acknowledgement from employees confirming receipt of this written notice. The NYS Department of Law had previously issued a form of written acknowledgment that employers were required to use to satisfy these requirements. The Department of Law has now made use of its form voluntary. If employers choose not to use the Department of Law form, they must create their own form or other type of agreement that includes the required information. A link to the form of written acknowledgement issued by the Department of Law is below.

http://www.labor.state.ny.us/workerprotection/laborstandards/PDFs/LS_52_Hourly_Rate_Plus_Overtime.pdf

If you have any questions about the new law, please contact Michael J. Weiner at 516.304.5858 or mweiner@glaserweiner.com.

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