



KVD Alert: May 1 Deadline for Earned Sick Time Act Compliance Looms for NYC Private Employers

*By Keith J. Gutstein, Esq., Jeffery A. Meyer, Esq. and Leslie M. DiBenedetto, Esq.
(April 23, 2014)*

An important deadline for NYC employers is quickly approaching. May 1, 2014 marks the date by which most private NYC employers are to provide current employees written notice of their rights under the new Earned Sick Time Act ("Act"). The Act mandates that most private New York City employers provide employees with at least 40 hours of paid sick time each calendar year.

Pursuant to the Act, the written notice must inform employees of their entitlement to paid sick time, as well as provide information on accrual, use of the paid sick time, the right to be free from retaliation, and how to file a complaint with the New York City Department of Consumer Affairs ("DCA"). In addition, the written notice must inform employees of the start and end date of the employer's calendar year.

Employees must receive the written notice in English, and in their primary language, provided that it is available on the DCA's website. Currently, the notice is available in English, Spanish, Arabic, Chinese, French-Creole (Haitian Creole), Italian, Korean, and Russian.

Employers who fail to comply with these notice requirements will be subject to a civil fine.

If you have questions about whether the Act applies to your company, would like to discuss your company's policy regarding retaining signed copies of the notice, or need assistance revising your policies to comply with the Act's specific requirements, please contact one of the attorneys in Kaufman Dolowich & Voluck's Labor and Employment Group. Our firm provides employers with guidance in formulating and implementing employment practices and decisions to stay ahead of new and complex statutory regulations, and minimize their potential liability exposure.