

New York City Enacts a Workers' Bill of Rights Notice and Posting Requirement

1 min read

Jan 29, 2024

Starting **July 1, 2024**, New York City employers will be required to distribute a Workers' Bill of Rights to all their current employees and new hires on or before their first day of work.

The Workers' Bill of Rights will be prepared by the Commissioner of the Department of Consumer and Worker Protection ("DCWP") in coordination with the Mayor's Office of Immigrant Affairs, the Commission on Human Rights, and other community and labor organizations selected by the Commissioner of the DCWP. It will be posted on the City's website no later than March 1, 2024.

The Workers' Bill of Rights will contain "information about rights under relevant federal, state and local law that apply to employees, prospective employees or independent contractors in the City," as well as indicating "which rights apply to workers regardless of immigration status," and "information about the right to organize a union."

The Workers' Bill of Rights must be in English and any other language spoken as a primary language by at least 5 percent of the employees if the Commissioner has made it available in that language.

Employers must post the Workers' Bill of Rights at their place of business in an area accessible and visible to employees. In addition, employers who regularly communicate with their employees online or on mobile applications must make the Workers' Bill of Rights available for their employees on such means.

New York City employers who violate this law are subject to a \$500 penalty. However, for a first violation, the Commissioner will notify the employer of such violation and request that the action be corrected within 30 days.

This post was updated on June 5, 2024, to include a link to the [Workers' Bill of Rights page](#) made available on the New York City Government website.

Hinshaw & Culbertson LLP is a U.S.-based law firm with offices nationwide. The firm's national reputation spans the insurance industry, the financial services sector, professional services, and other highly regulated industries. Hinshaw provides holistic legal solutions—from litigation and dispute resolution,

and business advisory and transactional services, to regulatory compliance—for clients of all sizes. Visit www.hinshawlaw.com for more information and follow @Hinshaw on LinkedIn and X.

Topics

New York, Employment, Employee Handbook, Employer Policies, Employer, Employee, New York City, New York Labor Law, Employer Policy, Employee Information, Worker Classification

Related Capabilities

Labor & Employment