

insights

TYPES NOT MAPPED YET March 11, 2024 | TTR not mapped yet | Howard S. Lavin

New York City Workers' Bill of Rights

Earlier this month, the New York City Department of Consumer and Worker Protection (DCWP) released its [Workers' Bill of Rights](#), which includes information about rights under relevant federal, state and local law that apply to employees, prospective employees or independent contractors in New York City, including the right to organize a union and rights that apply to workers regardless of immigration status.

By July 1, 2024, employers must provide a copy of the DCWP-provided multilingual ["Your Rights at Work" poster](#) to their current employees, as well as to new employees on or before their first day of work. Employers also will be required to post the Workers' Bill of Rights poster in an area that is accessible and visible to employees and to make it available online or on its mobile application if these means are regularly used to communicate with employees. The Workers' Bill of Rights poster must be in English, and any language spoken as a primary language by at least 5 percent of employees if New York City makes it available in that language.

Non-compliance will result in a civil penalty of \$500; however, for the first violation, employers will be notified and given 30 days to correct the violation.

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Conozca sus derechos en el trabajo
了解您的职场权利
瞭解您的職場權利
Know your rights at work
Connaître ses droits au travail
Konn dwa w nan travay la

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