

LABOR AND EMPLOYMENT LAW

INFORMATION MEMO

MARCH 6, 2024

New York City Publishes Workers' Bill of Rights

On March 1, 2024, New York City's Department of Consumer and Worker Protection (DCWP) released its newly expanded [Workers' Bill of Rights](#).

The Workers' Bill of Rights provides information about the rights and protections of employees, independent contractors, and prospective employees in New York City under City, State and federal laws.

By July 1, 2024, employers are required to provide a copy of the Workers' Bill of Rights to each of their current employees. Thereafter, employers must provide the Workers' Bill of Rights to each new hire on an employee's first day of work. Also by July 1, 2024, employers will be required to post the provided [poster](#) in a conspicuous location that is accessible and visible to employees. The Workers' Bill of Rights should also be posted online or on the employer's mobile application "if such means are regularly used to communicate with [the employer's] employees." The distribution and posting must be provided in English and in any language spoken as a primary language by at least 5% of employees, if the DCWP has the Workers' Bill of Rights available in that language.

Employers that fail to adhere to the posting requirement will incur a \$500 penalty, but first-time violators will be given a 30-day window to cure any violation.

If you have any questions about the information presented in this memo, please contact [Mallory Campbell](#), any attorneys in Bond's [labor and employment practice](#) or the Bond attorney with whom you are regularly in contact.

