Articles + Publications | June 28, 2024

Locke Lord QuickStudy: NYC Employers Must Post and ?Distribute a Workers' Rights Poster by July 1, 2024?

Locke Lord LLP

WRITTEN BY

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Reminder – As of July 1, 2024, all employers in New York City are required by Local Law 161 (2023) to provide a multi-lingual "Know Your Rights at Work" poster to all employees, and thereafter to all new hires. The one-page poster is found here and:

- Must be posted at each workplace where employees can easily see it;
- Must be given to employees by July 1 (which can be done by text or email);
- Must be given to new employees hired after July 1 on or before their first day or work; and
- Must be made available on any company intranet or app, or an online platform, if used to communicate with employees.

A first failure to comply with the requirements can result in a notice from the Commissioner of Consumer and Workplace Protection to correct the deficiency within 30 days; subsequent violations can result in a civil penalty of $500.

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