

NEW NOTICE AND ACKNOWLEDGEMENT REQUIREMENT PURSUANT TO NEW YORK LABOR LAW AND GUIDELINES FOR TEMPORARY HELP FIRMS

Effective October 26, 2009, the New York State Labor Law requires employers to provide written notice to newly hired employees, upon hiring, of their regular and overtime rates of pay. As the rates of pay for employees of temporary help agencies often vary for each assignment, the New York State Department of Labor (“DOL”) has prepared “Guidelines for Temporary Help Firms” and a model form “Notice and Acknowledgment of Wage Rate(s) for Temporary Help Agencies” to assist temporary help agencies in complying with the requirements of Section 195(1) of the Labor Law. The DOL guidelines and model notice may be found at: <http://www.labor.state.ny.us/workerprotection/laborstandards/workprot/lshmpg.shtm#>.

If you have any questions regarding this new law and regulations, please contact Richard Steer, Esq. at 212-216-8070.