

## **New York City's Paid Sick Leave Law**

Dear NYC Employers,

On April 1st, New York City's Paid Sick Leave Law went into effect. Under the law, employers with 5 or more employees, must provide PAID sick leave to their employees, allowing them to care for themselves or their families. Employers with less than 5 employees, must allow employees leave without pay. For information of **What employers need to know**, please click on the link below.

**[http://www.nyc.gov/html/dca/html/law/PaidSickLeave\\_WhatEmployersNeedtoKnow.shtml](http://www.nyc.gov/html/dca/html/law/PaidSickLeave_WhatEmployersNeedtoKnow.shtml)**

If the NYC Paid Sick Leave Law applies to your business, please be aware of three key dates:

**April 1, 2014:** Existing employees, who were already working for your business, began accruing sick leave. Employees accrue one (1) hour of sick leave for every 30 hours worked.

**May 1, 2014:** You must give existing employees the Notice of Employee Rights.

**<http://www.nyc.gov/html/dca/downloads/pdf/MandatoryNotice.pdf>**

New employees must receive the Notice of Employee Rights on their first day of employment, which is when they begin to accrue sick leave.

**July 30, 2014:** Existing employees can begin using accrued sick leave. New employees can begin using accrued sick leave 120 days after their first day of employment.

For more information, please click on the link below:

**<http://www.nyc.gov/html/dca/html/law/PaidSickLeave.shtml>**