

Key NYC Worker Protection Laws

The NYC Department of Consumer and Worker Protection (DCWP) enforces the worker protection laws described in this sheet. This includes some, but not all, of the City's worker protection laws.

Visit nyc.gov/workers for a complete list.

Protected Time Off

- Most employees have a right to up to 40 or 56 hours of paid protected time off a year.
- Employees also have 32 hours of unpaid protected time off from the beginning of employment.
- Employees can take protected time off for many reasons, including child care, illness, medical appointments, and more.
- Employers must provide 20 hours of paid prenatal leave in addition to protected time off.
- Employers must have a written protected time off policy and give a copy of the policy to each employee.
- Employers must give each employee the *Notice of Employee Rights: Protected Time Off* and post it in the workplace.
- Employers must list on each employee's pay stub (or similar document) the amounts of leave accrued and used during the pay period and the total balance of leave available for use.
- Visit nyc.gov/workers and click "Protected Time Off" for the Notice and Frequently Asked Questions (FAQ) to learn more.

Workers' Bill of Rights

- Employers must give their employees in NYC a printed copy of the *Know Your Rights at Work* poster and post it in the workplace and on any online platform used to communicate with employees.
- Employers must send each employee a link to the Workers' Bill of Rights webpage on the DCWP website by text or email.
- Visit nyc.gov/workers and click "Workers' Bill of Rights."

Commuter Benefits

- Most employers with 20 or more full-time employees in NYC must offer a commuter benefits program.
- Visit nyc.gov/workers and click "Additional Worker Rights > Commuter Benefits Law" for FAQ to learn more.

Fair Workweek

For Retail Stores*

- Retail businesses with 20 or more employees in NYC must give their employees predictable work schedules, including 72 hours' advance notice of work schedules.
- Employers must post the notice *You Have a Right to a Predictable Work Schedule* on 11x17 paper.
- Visit nyc.gov/workers and click "Retail Workers" for the notice and FAQ to learn more.

*See Grocery Worker Retention for special rights for grocery workers.

For Fast Food Businesses

- Fast food chains with at least 30 locations nationwide must give their fast food employees in NYC predictable schedules, the opportunity to work available shifts, and protections against "clopening" shifts, firing, layoffs, or reduction in hours.
- Employers must post the notice *NYC Fast Food Workers' Rights* on 11x17 paper.
- Employers must note premium payments for certain schedule changes and clopenings on pay stubs.
- Employers must distribute a written progressive discipline policy to their fast food employees.
- Visit nyc.gov/workers and click "Fast Food Workers" for the notice and FAQ to learn more.

Grocery Worker Retention

- New grocery store owners must retain employees of the previous owner for a 90-day transitional period. The new owner and the previous owner must follow specific procedures.
- Visit nyc.gov/workers and click "Additional Worker Rights > Grocery Worker Retention Act" for FAQ to learn more.

Other

- Post and provide DCWP's notices in English and in employees' primary language if available on nyc.gov/workers. Post notices in a place that is easily visible and accessible to employees.
- Keep detailed records documenting compliance with all laws.