

# New York City Employers Must Provide Workers' Bill of Rights by July 1

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March 14, 2024 Jason Habinsky, Jenna Decker

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**PRACTICES** Traditional Labor Law, Employment Litigation, Immigration, Labor and Employment, Litigation

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On Jan. 3, 2024, New York City's Local Law 161 took effect, authorizing the City to publish a "workers' bill of rights." New York City employers must comply with the law's notice and posting requirements by July 1, 2024.

The law required the Department of Consumer and Worker Protection, in coordination with the City's agencies on immigration and human rights as well as community and labor organizations, to publish a workers' bill of rights by March 1, 2024. The workers' bill of rights, which is now live on the City's website [here](#), contains information on workers' rights and protections under federal, state, and local laws that apply to all workers in New York City, regardless of immigration status.

Beginning July 1, 2024, New York City employers must provide copies of the workers' bill of rights to all employees, and to new employees upon hire. Employers must also post the workers' bill of rights in the workplace and on the company's intranet and mobile application, if applicable. Employers must post and distribute this notice in English as well as any language spoken as a primary language by at least five percent of the employer's workforce, if the notice is available in that language. Currently, the workers' bill of rights is available for translation in 133 languages.

First violations of Local Law 161 will be granted a 30-day grace period to cure, and subsequent violations are subject to a \$500 civil penalty. The law does not specify what constitutes a "violation."

## Takeaways

New York City employers should take steps to comply with the notice and posting requirements of Local Law 161 by the July 1, 2024 deadline. Employers should also review the workers' bill of rights to ensure ongoing compliance with all legal obligations and protections listed on the notice.

For questions and compliance guidance, contact our [Labor and Employment](#) team here at Haynes Boone.