

## ***NYC's Earned Safe & Sick Time Act – Are You Ready??***

The clock is ticking on the time period to notify employees about New York City's Earned Safe and Sick Time Act which became effective on May 5, 2018. The New York City Department of Consumer Affairs published the [required notice](#) just under the wire on May 4, 2018.

The following are important points and deadlines about distribution of the notice.

- The Act requires that the notice be distributed to employees within 30 days of the effective date, by June 4, 2018, or upon hire for employees hired after June 4, 2018.
- The notice must be provided in the primary language of the employee (there are notices in a number of other languages on the New York City Consumer Affairs website - <https://www1.nyc.gov/site/dca/about/paid-sick-leave-law.page> if needed).
- The notice includes a space to note the calendar year that the employer uses and the law indicates that employers need to notify employees of the method of accrual as well (this would typically be addressed in your policy or handbook).
- There is no requirement that the notice be posted, but the notice could be posted in the area where your company has other postings.
- If your company has not yet updated its sick or paid time off policy to include the law's safe time provisions, those policies should be updated.

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If you have questions about this client alert, please contact one of the authors below or the MSF lawyer with whom you normally consult.

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