



NEW YORK CITY ONLY

KNOW YOUR RIGHTS AT WORK POSTER

The following is applicable to clients in New York City and/or clients with employees working in New York City. Effective 07/01/2024, New York City requires that employers provide a “Know Your Rights at Work” poster/handout to employees.

In particular, the new NYC law requires that NYC employers perform the following:

- No later than 07/01/2024, NYC employers must post the “Know Your Rights at Work” poster in a location visible to all employees.
- No later than 07/01/2024, NYC employers must provide a copy of the “Know Your Rights at Work” poster to every current employee.
- NYC employers must also provide a copy of the “Know Your Rights at Work” poster to any worker hired on or after 07/01/2024.
- NYC employers must post the “Know Your Rights at Work” poster to the employer’s intranet or mobile app when such means are regularly used to communicate with employees.

If an employer does not comply with the requirements as noted above, the employer may receive a warning for the first violation as well as be subject to a \$500.00 civil penalty for any subsequent violations.

Please click on the following link for more information:

<https://www.nyc.gov/assets/dca/downloads/pdf/workers/KnowYourRightsAtWorkPoster.pdf>