

One Minute Memo®



Mayor Signs NYC Sick Leave Law

On March 20, New York City Mayor Bill de Blasio signed the Earned Sick Time Act, which requires most private employers in the City to provide up to 40 hours of sick leave a year. Employers with five or more employees must provide paid leave; at smaller employers, the leave may be unpaid.

The Act takes effect on April 1. Current employees must receive formal notice of the Act's provisions by May 1. New employees thereafter must receive notice when they start. The City's Department of Consumer Affairs, which will be responsible for administering the law, has published a template notice on its [website](#). According to [Crain's New York Business](#), the DCA also intends to begin "a massive public education campaign in the coming weeks, including advertising in the subways and door-to-door campaigning to distribute educational materials in multiple languages."

For a detailed summary of the Act, see our previous [Management Alert](#).

In anticipation of the April 1 effective date, employers with New York City operations should determine whether their leave policies are in compliance with the Act or need to be revised. Employers should also prepare compliant notice materials and recordkeeping forms where necessary.

By: [Robert S. Whitman](#)

[Robert S. Whitman](#) is located in Seyfarth Shaw's New York Office. For assistance or questions regarding this please contact Rob at rwhitman@seyfarth.com or the Seyfarth attorney with whom you work.

www.seyfarth.com

Attorney Advertising. This One Minute Memo is a periodical publication of Seyfarth Shaw LLP and should not be construed as legal advice or a legal opinion on any specific facts or circumstances. The contents are intended for general information purposes only, and you are urged to consult a lawyer concerning your own situation and any specific legal questions you may have. Any tax information or written tax advice contained herein (including any attachments) is not intended to be and cannot be used by any taxpayer for the purpose of avoiding tax penalties that may be imposed on the taxpayer. (The foregoing legend has been affixed pursuant to U.S. Treasury Regulations governing tax practice.)

Seyfarth Shaw LLP One Minute Memo® | March 20, 2014

©2014 Seyfarth Shaw LLP. All rights reserved. "Seyfarth Shaw" refers to Seyfarth Shaw LLP (an Illinois limited liability partnership). Prior results do not guarantee a similar outcome.