

Written Disclosures of Pay Date and Pay Rate to Be Required for New Hires in New York

New York Labor Law § 195 has been amended effective October 26, 2009 to require employers to provide all newly hired employees with written notice of their regular pay day and rate of pay. For non-exempt, overtime-eligible employees, the notice must include their overtime, as well as their regular, rate of pay. Employers must also obtain written acknowledgment from each new hire of the receipt of this notice.

The stated purpose of the amendment is to assist employees in determining whether their paychecks properly reflect the hourly wage rates agreed upon at the time of hiring, including the proper overtime rate.

This amendment applies only to employees hired on or after October 26, 2009. ♦

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