

Employment Law Update

November 2009

We recently sent you an alert about a new New York State law requiring employers to notify employees, in writing at the time of hire, of (i) their rate of pay, (ii) their overtime rate, and (iii) the employer's regular payday. Please click [here](#) to see the original alert. The law took effect October 26, 2009 and **applies only to employees newly hired after the effective date, not to existing employees.**

Since then, the New York State Labor Department has promulgated a form for this required notification. Employers must get each new employee to sign the form acknowledging receipt of the required information, and must keep the acknowledged form on file for six years.

The acknowledgment form can be found at

http://www.labor.state.ny.us/workerprotection/laborstandards/PDFs/LS_52_Hourly_Rate_Plus_Overtime.pdf

If you have questions regarding this Update, please contact [David Rabinowitz](mailto:Drabinowitz@mosessinger.com) at 212.554.7815/

MOSES & SINGER LLP

The [Employment and Labor Practice Group](#) represents employers, executives, lenders and business purchasers in all aspects of employment and labor matters including: pre-hiring negotiations; advice on workplace issues such as employment conditions, benefit plans and ERISA compliance, discrimination, privacy, healthcare and health and safety issues; assistance with terminations and termination benefit claims; protection of rights after termination involving non-compete and non-disclosure obligations; due diligence with respect to all of the foregoing. Our Employment and Labor Practice draws upon the experience and knowledge of our litigation, corporate, finance, intellectual property, privacy, healthcare and ERISA practitioners to ensure that our clients receive comprehensive representation in all aspects of employment issues.

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