



## Attention New York City Employers

We would like to make you aware that there are **other requirements** your company is subject to in addition to posting your City of New York poster in a conspicuous location.

- All private employers in New York City must implement a vaccine mandate for their employees. **The Affirmation of Compliance With Workplace Vaccination Requirements** notice must be completed and posted in a public location.

Go to the following link to download a PDF of the poster:

<https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>

- Under New York City's Earned Safe and Sick Time Act, certain employees have a right to safe and sick leave. Employers who are required to provide safe and sick leave must give their eligible employees written notice of their rights under the law when they begin employment. The New York City Department of Consumer Affairs has created a notice that meets this written requirement.

For further information about the law and to access the required written notice, go to

<https://www1.nyc.gov/site/dca/businesses/paid-sick-leave-law-for-employers.page>.

- All employers must also provide employees written notice of their right to reasonable accommodations related to pregnancy, childbirth, and related conditions under the NYC Human Rights Law. Employers may use the **Pregnancy Accommodations at Work** notice to satisfy this requirement.

For further information about the written notification requirement, go to

<https://www1.nyc.gov/site/cchr/law/the-law.page> or call 212-416-0197.

- All employers must also provide employees, at the time of hire, written notice of their rights under the Sexual Harassment Act, part of the NYC Human Rights Law. Employers may use the **Stop Sexual Harassment Act** Fact Sheet to satisfy this requirement.

For further information about the written notification requirement, go to

<https://www1.nyc.gov/site/cchr/law/stop-sexual-harassment-act.page> or call 212-416-0197.

- All employers are also required by law to post state and federal labor law posters, and Poster Compliance Center publishes state and federal posters in multiple formats. If you need these posters, please go to [www.postercompliance.com/labor-law-posters/new-york/](https://www.postercompliance.com/labor-law-posters/new-york/) to order or call us at 800-322-3636.

Depending on a company's industry, type of commerce, sector, location or workforce, additional specialized notices may be required by federal, state or local governments or agencies. Examples could include notices for federal contractors, notices that must be posted for the public or job applicants (in addition to those posted for employees), a labor law notice required in another language for employees who do not speak English, public sector notices, signage that must be posted at a specific location in your business such as the entrance, or a notice that can only be obtained through an insurance company.

DISCLAIMER: This product is not intended to provide legal or financial advice or substitute for the advice of an attorney or advisor.

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