



National Employment
Law Project

Delivering Economic Opportunity

80 Maiden Lane, Suite 509, New York, NY 10038

SUPPORT

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The National Employment Law Project (NELP) is a non-profit organization based in New York City that has advocated for low-wage workers for over thirty years. NELP's attorneys and researchers help community coalitions and policymakers around the country design policies to raise wage standards and strengthen the enforcement of labor standards at the federal, state, and local levels. NELP supports this legislation.

Currently, state law requires employers to inform workers when they are hired of how much they will be paid and their regular pay schedule. But workers who are paid on a weekly basis are not required to be told what their hourly "regular rate" of pay is. This makes it difficult for them to know how much they are entitled to be paid when they work overtime and leads to confusion between employers and workers.

This proposal would clarify for both employers and workers the agreed pay rates by ensuring that employers inform workers of both their hourly "regular rate" of pay and overtime rate at the time that they are hired. It would also require workers to return to the employer a written acknowledgement that they received this notification. Having this information recorded at the beginning of a job helps employers, workers and the New York State Department of Labor as it ensure that workers receive the overtime pay to which they are entitled.

For these reasons, NELP urges you to support this legislation.

For more information, please contact:

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