



Garfunkel, Wild & Travis, P.C.

New York New Jersey Connecticut

Legal Alert

September 2009

Amendment to NYS Labor Law Recordkeeping Requirements

Effective October 26, 2009, New York State Labor Law Section 195(1) will require employers to notify employees, *in writing*, of their rate of pay and regular payday at the time of hire. Non-exempt employees who are eligible for overtime must also receive written notice of their regular hourly rate and overtime rate of pay. If an overtime eligible employee is salaried, employers must still calculate the regular hourly rate and overtime rate. Additionally, employers must obtain and keep on file a written acknowledgement from each employee that they received the required notice.

We also would like to take this opportunity to remind you of the importance of ensuring that all employees are properly classified for purposes of overtime and that the time worked by all employees is accurately tracked.

* * * * *

If you have any questions, please contact the GWT attorney with whom you regularly consult.

About Garfunkel, Wild & Travis, P.C.

Garfunkel, Wild & Travis, P.C. was founded in 1980 with a single purpose in mind: to become a pre-eminent health care law firm attending to the unique business and legal needs of its clients. Since then, the firm has grown to over 80 attorneys devoted to addressing the complex legal, regulatory, business and financial needs of its diverse clients.

If you would like to receive Legal Alert mailings from Garfunkel, Wild & Travis, P.C. electronically in the future, or if you would like to be removed from the mailing list, please contact us at (516) 393-2258 or subscriptions@gwtlaw.com. You may also visit the Firm's website at www.gwtlaw.com.

THIS MATERIAL IS INTENDED AS INFORMATIONAL ONLY AND THE CONTENT SHOULD NOT BE CONSTRUED AS LEGAL ADVICE. READERS SHOULD NOT ACT UPON INFORMATION IN THIS MATERIAL WITHOUT FIRST SEEKING PROFESSIONAL ADVICE.

THIS MATERIAL MAY BE CONSIDERED **ATTORNEY ADVERTISING** UNDER CERTAIN RULES OF PROFESSIONAL CONDUCT.

www.gwtlaw.com

© 2009 Garfunkel, Wild & Travis, P.C.