

In the Know Series - Labor & Employment Law Changes in New York

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Stay Ahead of the Curve with Key Insights from Our L&E Team

As the new year commences, so do changes in New York's employment laws, bringing both challenges and opportunities for employers. Stay informed and proactive with our comprehensive summary of the latest updates affecting employment practices in the Empire State.

- **Accommodations for Nursing Mothers:** Effective June 7, 2023, requirements for private employers now match those of state employers. Employers must ensure "that pumping spaces are convenient and private, as well as include seating, access to running water and electricity, and a working space," and employers must develop and implement a written policy for these rights.
- **Warehouse Worker Protection Act:** Effective June 19, 2023, The Warehouse Worker Protection Act was amended to alter several provisions regarding definitions, notice, recordkeeping, employees' rights to record inspections, retaliation, and enforcement. The Warehouse Worker Protection Act applies to employers with over 100 employees at a single warehouse in New York, or over 1,000 employees in warehouses across the state. Finally, employers must provide each employee with production quotas within 30 days of June 19, 2023, or upon hire.