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August Tip of the Month: New York City Steps Up Enforcement of Worker Protection Laws

New York City's Department of Consumer and Worker Protection (DCWP) has actively stepped up enforcement of the city's worker protection laws, including the Fair Workweek Law (FWL) and Paid Safe and Sick Leave Law (PSSL). Earlier this month, the DCWP announced a settlement with a national food service company involving payment of up to \$20 million in worker compensation and \$1 million in civil penalties, due to alleged violations of such laws. Similarly, a single New York City location of a national coffee franchise will pay roughly \$250,000 in connection with alleged PSSL and FWL violations. While the FWL imposes predictable scheduling requirements only in the fast food industry, the PSSL is applicable to all industries, and other city laws (in addition to New York state laws) impose scheduling predictability requirements beyond the fast food industry. The DCWP's enforcement posture is a reminder to employers to promptly address any potential noncompliance under the PSSL and applicable scheduling predictability laws.

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