

# Important Updates for Workers

## NYC Works *Even Better* with Paid *Safe and Sick* Leave

As of **May 5, 2018**, most employees in NYC now have the right to safe and sick leave.

If you work in NYC for more than 80 hours a year, you can earn up to 40 hours of safe and sick leave each year to use for yourself or to help anyone you consider family.

Use sick leave for care and treatment.

Use safe leave to seek help or take other safety measures for any act or threat of domestic violence, unwanted sexual contact, stalking, or human trafficking.

“Family member” now includes:

- **Any individual whose close association with you is the equivalent of family**
- Child (biological, adopted, or foster child; legal ward; child of yours standing *in loco parentis*)
- Grandchild
- Spouse
- Domestic Partner
- Parent
- Grandparent
- Child or Parent of your spouse or domestic partner
- Sibling (including a half, adopted, or step sibling)
- **Any other individual related by blood to you**

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If you are a domestic worker who provides services like housecleaning or child care directly to a family or household, after one year of employment, your household employer must provide two days of paid safe and sick leave in addition to the three days of paid rest you get under New York State Labor Law.

It is illegal for an employer to retaliate against you for requesting or using safe and sick leave.



## Minimum Wage in NYC – Rate Schedule

	12/31/17	12/31/18	12/31/19
<b>Fast Food Employers</b>			
Any number of workers	\$13.50	\$15.00	
<b>All Other Employers</b>			
10 or fewer workers	\$12.00	\$13.50	\$15.00
11 or more workers	\$13.00	\$15.00	

*There are special rates for tipped workers.*

For more information about Paid Safe and Sick Leave and Minimum Wage:

[nyc.gov/dca](http://nyc.gov/dca) | 311 | @NYCDCA

**Also available in:** español, বাংলা, 中文, Kreyòl Ayisyen, हिंदी, 한국어, Português, ਪੰਜਾਬੀ ਦੇ, Русский, Tagalog, اردو



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