



## **Paid Sick Leave Law Takes Effect: Tips for Businesses** *Lessons from* **Jackson Heights - Corona Business Improvement District's Forum**

**Tuesday, April 1, 2014** - This evening, from 6-8 pm at Sabor Latino Restaurant, located at 95-35 40<sup>th</sup> Road, the Jackson Heights-Corona Business Improvement District will be sponsoring a community forum to help local small businesses understand their responsibilities under the new *Paid Sick Leave Law*. The forum, conducted by the NYC Department of Consumer Affairs and the 82<sup>nd</sup> Street Partnership, with support from Council Member Julissa Ferreras, Queens Chamber of Commerce, and the Hispanic Chamber of Commerce of Queens, is open to small business owners in the area.

It's important for local businesses to understand this new law. If business owners are unable to attend tonight's forum, they are welcome to call or email the Jackson Heights-Corona Business Improvement District to get the support they need.

### **What is the Paid Sick Leave Law?**

Under this law, applicable employers must give their employees sick leave; covered employees have the right to use the sick leave for the care and treatment of themselves or a family member.

### **When does the law go into effect?**

The law goes into effect April 1, 2014. Employers must provide existing employees a written Notice of Employee Rights by May 1, 2014. Up to October 1, 2014, employers with 1-19 employees will have the opportunity to ensure compliance without a penalty, and a first violation before October 1, 2014 will not be counted against these employers.

### **Who does the law apply to?**

- Employers with **5 or more employees** who are hired to work more than 80 hours a calendar year in New York City must provide **up to 40 hours of paid sick leave per calendar year**.

- Employers with **less than 5 employees** who are hired to work more than 80 hours a calendar year in New York City must provide **up to 40 hours of unpaid sick leave per calendar year.**

**Sick Leave Accrual and Use – Important Dates**

	Rate of Accrual	Date Accrual Begins	Date Sick Leave Available for Use
<b>Employee</b>	1 hour for every 30 hours worked	<b>April 1, 2014</b> <i>(Existing employee)</i>	<b>July 30, 2014</b> <i>(Existing employee)</i>
		<b>First day of employment</b> <i>(New employee)</i>	<b>120 days after first day of employment</b> <i>(New employee)</i>

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**About The Jackson Height-Corona Business Improvement District:** *The proposed Jackson Heights – Corona Business Improvement District will strengthen our diverse business community. With the support of the district’s property owners, business owners, entrepreneurs, elected officials, community boards, community-based organizations, as well as residents, the proposed Jackson Heights – Corona Business Improvement District will create a cleaner, safer, and more pleasant place for everyone to enjoy.*

[www.JHCoronaBID.org](http://www.JHCoronaBID.org)

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