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**Legal Alert: REMINDER - Effective October 26th,
New Hires Must Receive Pay Information**

This summer, Governor Patterson recently signed into law several amendments to New York's Labor Law. These changes will affect employer/employee relations with regard to compensation and benefits.

The change in the Labor Law relates to notification of newly hired employees regarding compensation. Section 195 of the Labor Law covers requirements for employer recordkeeping and notification. Effective October 26, 2009, Section 195 requires employers to provide new hires with written notice of the employee's pay rate, overtime and scheduled payday. In order to ensure compliance, employers should make sure that their employees understand how their overtime pay is calculated and that payroll departments maintain accurate records that reflect employee work hours. Until regulations have been promulgated by the Department of Labor, employers should revise offer letters to include the newly required information, as well as the applicant's acknowledgement of receipt.

For more information about the New York Labor Law, including procedures, laws and regulations, please visit the New York State Department of Labor at <http://www.labor.state.ny.us/>.

This alert is meant to provide general information only, not legal advice. Please contact Judith Moldover at Lawyers Alliance for New York at (212) 219-1800 x 250 or visit our website www.lawyersalliance.org for further information.

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