



GTM Payroll Services Inc.  
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FOR IMMEDIATE RELEASE

## IMPORTANT UPDATE ON CHANGING LABOR LAWS FOR NEW YORK EMPLOYERS

Provisions Under New York's Domestic Workers' Bill of Rights Go Into Effect November 30<sup>th</sup>

**NOVEMBER 26, 2010** – (ALBANY, NY) – Earlier this year, the Domestic Workers Bill of Rights was signed into law, making New York the first state in the nation to move forward with new labor standards for the household employment industry. On November 29, specific provisions under this new law will go into effect.

Of particular importance is the establishment of regulations regarding employment of domestic workers; including hours of labor, wages and employment contracts. The NYS Domestic Bill of Rights – which creates additional protections for domestic workers and additional obligations on NYS Household Employers – amends the existing labor law, the executive law and the workers' compensation law.

The six specific provisions which go into effect on November 29, relate to:

1. **Pay Frequency** - It is now a requirement to pay your employee on a weekly basis, within 7 calendar days of the conclusion of the workweek.
2. **Overtime Compensation** - Overtime pay of one and a half times the regular rate of pay is still required for any household employee working over 40 hours per week (44 hours per week for live-in employees).
3. **Time Off (Unpaid and Paid)** - One day (24 consecutive hours) of rest in each calendar week is required. After one year of employment, 3 paid days off.
4. **Insurance** - Included in the law is a provision to the current NYS Disability requirements, making coverage mandatory for part-time domestic employees.\*

*\*Please note that GTM Employment Benefits is diligently following up with the Workers' Compensation Board for further clarification on this law, and has been told, there is no plan in place for a change to occur. GTM will continue to monitor this important piece of the law until we're given complete clarification from the State and will immediately inform you of the outcome.*

5. **Notification to Employees and Record Keeping** – In addition to other notification requirements, all new employees must be notified in writing, at the time of hire, of all employment policies including their rate of pay and overtime rate. Moreover, all employers must maintain accurate records of hours worked, rate of pay, deductions taken from wages paid, and name, address and date of birth; for every employee.
6. **Protection from Unlawful Discrimination** - It is an unlawful discriminatory practice for any domestic employer to engage in unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature.

GTM will continue to provide clients with ongoing support to aid with all of their household employment needs. Advocates for the professionalism of the household employment industry, New York-based, GTM Payroll Services has been guiding and educating thousands of clients throughout the U.S. for nearly 20 years.

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### About GTM Payroll Services Inc.

GTM Payroll Services is a proven leader in payroll and human resource management for both business and household employers. Founded in 1991 and backed by a SAS-70 Type II certification, GTM Payroll Services is recognized as one of Tech Valley's entrepreneurial success stories and honored as an INC. 5000 company for the last four consecutive years (2007-2010). GTM has also been recognized as one of the Fastest Growing Companies in the Capital Region for seven consecutive years. GTM's brands include Tech Valley Payroll®, GTM Household Employment Experts® (The Original Nanny Tax & Payroll Company), GTM Employment Benefits®, and A New England Nanny®. Privately held, GTM Payroll Services combines the highest levels of customer service, premium solutions, industry-leading software, and secure and compliant payroll and tax solutions, delivering better **advice**, better **service** and better **value** for an **easier life!**™ Visit [www.GTM.com](http://www.GTM.com).

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