



## **New York City Proposal to Require Premium Pay During COVID-19**

Dear Valued Client,

In proposed legislation nicknamed “the NYC Essential Workers Bill of Rights,” the New York City Council is considering mandatory premium pay for non-salaried, essential workers. [Introductory Bill No. 1918](#) would pay essential employees an additional \$30 for any shift less than four hours, \$60 for any shift that lasts between four and eight hours, and \$75 for any shift greater than eight hours. The premiums would be paid at the same time as regular wages and would be itemized on the check stub. Employee notifications would be required to be posted in English and any other primary language spoken by five percent or more of employees. Penalties per violation would start at \$3,000. The premium pay obligations would end after the COVID-19 state of emergency is lifted.

The Committee on Civil Service and Labor held a public hearing on the bill on May 5 to obtain feedback from the public and other government entities. It is too early to predict if the bill will become law, but we wanted to keep you up to date.

We will continue to monitor developments and keep you apprised of any updates.

In it with you,

Your Viventivm Team