



## Notice of Rights: Construction Workers

If you work for a Construction Labor Provider,<sup>1</sup> you have rights **regardless of immigration status or previous arrest record**. A Construction Labor Provider, licensed by the NYC Department of Consumer and Worker Protection, must give you this notice in English and in your primary language.

**Read this notice carefully, sign, and save a copy.**

### Safe and Sick Leave

You have the right to safe and sick leave to care for yourself or anyone you consider family, for medical needs or to seek safety from domestic violence or stalking. You earn safe and sick leave at a rate of 1 hour for every 30 hours worked, up to 40 or 56 hours each year depending on the size of your employer.

Your employer must:

- Give you a written safe and sick leave policy that explains how to use your benefits.
- Tell you how much safe and sick leave you have used and have left each pay period.

⇒ To learn more or to file a complaint, contact NYC Department of Consumer and Worker Protection:

Call **311** | Visit [nyc.gov/workers](https://nyc.gov/workers)

### Safe and Healthy Workplace

Your workplace must be free of known health and safety hazards. You also have the right to receive information and training from your employer in a language you understand before you start any potentially hazardous work.

⇒ To learn more or to file a complaint, contact Occupational Safety and Health Administration (OSHA):

Call 800-321-OSHA (**800-321-6742**) | Visit [OSHA.gov](https://www.osha.gov)

In addition, your employer must make sure you receive at least 40 hours of safety training before your employer assigns you to a large construction site. You must get a Site Safety Training card and have it with you at the construction site.

⇒ To learn more or to file a complaint, contact NYC Department of Buildings:

Call **311** / Visit [nyc.gov/dobhelp](https://nyc.gov/dobhelp)

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<sup>1</sup> A Construction Labor Provider is a person who employs and supplies covered construction workers to third-party clients for their construction sites in New York City in exchange for compensation.

## Required Written Notices

Before you sign an employment contract or agree to work for a Construction Labor Provider, your future employer must give you a **Notice of Certification** that informs you of:

- any certifications, trainings, or other designations you need to do your job;
- the expected cost; and
- whether your employer will pay.

Before you go to a new construction site, your employer must give you a **Notice of Assignment** that informs you of:

- the work you will do;
- equipment and protective clothing you will need;
- hours you can expect to work;
- how long the job is expected to last;
- salary and benefits, including workers' compensation coverage.

⇒ To learn more or to file a complaint, contact NYC Department of Consumer and Worker Protection:

Call **311** | Visit [nyc.gov/workers](https://nyc.gov/workers)

## Minimum Wage and Overtime

The minimum wage for New York City is \$15 per hour.

You must be paid for every hour you work, including work before and/or after your scheduled shift and time spent traveling during your scheduled shift.

If you work more than 40 hours in a week, your employer must pay you time and a half for overtime for hours worked over 40. *You have this right even if your employer pays you a daily rate or a flat weekly salary.*

⇒ To learn more or to file a complaint, contact New York State Department of Labor:

Call **888-469-7365** | Visit [labor.ny.gov](https://labor.ny.gov)

## Workers' Compensation

You have the right to cash benefits and medical care if you become disabled due to an injury or illness on the job.

⇒ To learn more, contact New York State Workers' Compensation Board:

Call **877-632-4996** | Visit [wcb.ny.gov](https://wcb.ny.gov)

## Unemployment Insurance

Unemployment insurance provides temporary income if you lose your job through no fault of your own.

⇒ To learn more or to apply, contact New York State Department of Labor:

Call **888-469-7365** | Visit [labor.ny.gov](https://labor.ny.gov)

## Discrimination-free Workplace

City, state, and federal law prohibit discrimination on the basis of a worker's actual or perceived:

- Age
- Alienage or Citizenship Status
- Arrest or Conviction Record
- Caregiver Status
- Color
- Consumer Credit History
- Disability
- Genetics
- Marital, Partnership, or Family Status
- Military Status
- National Origin
- Pregnancy
- Race
- Religion/Creed
- Sex, Gender or Gender Identity (includes Sexual Harassment)
- Sexual Orientation
- Status as a Victim of Domestic Violence, Stalking, and Sex Offenses
- Unemployment Status

⇒ To learn more or to file a complaint, contact NYC Commission on Human Rights:

Call **311** | Visit [nyc.gov/humanrights](https://nyc.gov/humanrights)

## No Retaliation

It is illegal to threaten, punish, or fire employees for exercising their rights under the law, including making complaints and reporting violations.

⇒ To learn more or to file a complaint, contact NYC Department of Consumer and Worker Protection:

Call **311** | Visit [nyc.gov/workers](https://nyc.gov/workers)

## Signed Statement of Worker:

I, \_\_\_\_\_ [print name],  
hired on \_\_\_\_\_ [date], received this Notice of Rights in my primary language. My  
primary language is \_\_\_\_\_ [print language]. I have read and understand this notice.

\_\_\_\_\_  
Date Notice Given to Worker

\_\_\_\_\_  
Worker Signature

**Important: You are entitled to receive this notice in your primary language.**