

# NEW YORK

## Warehouse Worker Protections Become Effective Feb. 19, 2023

New York adopted the [Warehouse Worker Protection Act](#) (WWPA) on Dec. 21, 2022. The WWPA requires employers to provide a written description of quotas to which employees are subject and states that employees cannot be required to meet quotas that prevent compliance with meal or rest periods or the use of bathroom facilities. The WWPA becomes effective on Feb. 19, 2023.

### Affected Employers

The WWPA applies to warehouses distribution centers that directly or indirectly employ or exercise control over the wages, hours or working conditions of:

- 100 or more employees at a single warehouse distribution center; or
- 500 or more employees at one or more warehouse distribution centers in the state.

This definition includes employers that operate through the services of a third-party employer, temporary service, staffing agency, independent contractor or any similar entity.

### Quota Descriptions

A major provision of the WWPA requires affected employers to provide each employee with a written description of each quota to which they are subject. The description must be provided upon hire or within 30 days of the effective date of the WWPA and must include:

- The quantified number of tasks to be performed or materials to be produced or handled within the defined time period; and
- Any potential adverse employment action that could result from failure to meet the quota.

When quotas change, employers must provide updated written descriptions within two business days.

### Important Dates

#### Dec. 21, 2022

New York's governor signed the WWPA into law.

#### Feb. 19, 2023

Effective date for the WWPA.

*The WWPA applies to employers with at least 100 employees at a single facility or at least 500 employees at one or more facilities within the state.*

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