



HURRICANE SANDY: EMPLOYER'S OBLIGATIONS TO PAY WAGES

Many people who live or work in New York were unable to work because of storm disruptions. In some instances, your employer may be required to pay you for the missed time.

Does My Employer Have to Pay if My Workplace Was Closed Because of Sandy?

Your employer may have to pay you if your workplace was closed if:

- You are paid on a salary basis, not by the hour; and
- Your workplace was closed for less than a full workweek.

If this happens, you may be required to take vacation, personal, or other leave time.

Does My Employer Have to Pay if I Could Not Get to Work Because of Sandy?

If you are paid by the hour, your employer does not have to pay you if you were not at work. If you are paid on a salary basis and missed less than a full day of work, your employer has to pay you. You may be required to take vacation, personal, or other leave time.

If My Employer Does Not Have to Pay, Can I Receive My Lost Wages?

If you lost work in New York as a direct result of Hurricane Sandy **and** you are authorized to work in the U.S., you can apply for Disaster Unemployment Benefits. Call NYS Department of Labor at 888-209-8124 or 877-358-5306 (if you live out of state). Please note that the **deadline** to apply for these benefits is **February 4, 2013**.

For more information, see MFY's Fact Sheet "Hurricane Sandy: Disaster Unemployment Assistance Benefits."

How Can I Get Legal Advice About This?

If you have additional questions, you can call the MFY Legal Services Workplace Justice Project Hotline at **212-417-3838** on Mondays or Tuesdays, between 2PM and 5PM.