

State Postings



NEW YORK STATE Department of Human Rights

1-888-392-3644 WWW.DHR.NY.GOV

DISCRIMINATION BASED UPON AGE, RACE, CREED, COLOR, NATIONAL ORIGIN, SEXUAL ORIENTATION, MILITARY STATUS, SEX, PREGNANCY, GENDER IDENTITY OR EXPRESSION, DISABILITY OR MARITAL STATUS, IS PROHIBITED BY THE NEW YORK STATE HUMAN RIGHTS LAW. SEXUAL HARASSMENT OR HARASSMENT BASED UPON ANY OF THESE PROTECTED CLASSES ALSO IS PROHIBITED.

ALL EMPLOYERS (EFFECTIVE FEBRUARY 8, 2020, ANY EMPLOYER WITH 4 OR MORE EMPLOYEES OR COVERED EMPLOYMENT OF MORE THAN 400 HOURS OF WORK PER YEAR) ARE PROHIBITED FROM DISCRIMINATING AGAINST AN EMPLOYEE OR APPLICANT BASED UPON ANY OF THE FOLLOWING PROTECTED CLASSES: AGE, RACE, CREED, COLOR, NATIONAL ORIGIN, SEXUAL ORIENTATION, MILITARY STATUS, SEX, PREGNANCY, GENDER IDENTITY OR EXPRESSION, DISABILITY OR MARITAL STATUS, IS PROHIBITED BY THE NEW YORK STATE HUMAN RIGHTS LAW. SEXUAL HARASSMENT OR HARASSMENT BASED UPON ANY OF THESE PROTECTED CLASSES ALSO IS PROHIBITED.

LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK PROHIBE LA DISCRIMINACION POR EDA, RAZA, CREED, COLOR, ORIGEN NACIONAL, ORIENTACION SEXUAL, ESTATUS MILITAR, SEXO, EMBARRAZO, IDENTIDAD O EXPRESION DE GENDER, DISCAPACIDAD O ESTADO CIVIL. TAMBIEN ESTE PROHIBIDO EL ACOSO SEXUAL O EL ACOSO POR CUALQUIERA DE ESTAS CLASES PROTEGIDAS.

TODOS LOS EMPLEADORES (EFFECTIVE FEBRUARY 8, 2020, ANY EMPLOYER WITH 4 OR MORE EMPLOYEES OR COVERED EMPLOYMENT OF MORE THAN 400 HOURS OF WORK PER YEAR) ARE PROHIBITED FROM DISCRIMINATING AGAINST AN EMPLOYEE OR APPLICANT BASED UPON ANY OF THE FOLLOWING PROTECTED CLASSES: AGE, RACE, CREED, COLOR, NATIONAL ORIGIN, SEXUAL ORIENTATION, MILITARY STATUS, SEX, PREGNANCY, GENDER IDENTITY OR EXPRESSION, DISABILITY OR MARITAL STATUS, IS PROHIBITED BY THE NEW YORK STATE HUMAN RIGHTS LAW. SEXUAL HARASSMENT OR HARASSMENT BASED UPON ANY OF THESE PROTECTED CLASSES ALSO IS PROHIBITED.

Department of Labor Division of Labor Standards Worker Protection

Summary of New York State Child Labor Law, Permitted Working Hours for Minors Under 18 Years of Age

Age of Minor (Age and Days)	Industry or Occupation	Maximum			Permitted Hours
		Daily Hours	Weekly Hours	Days per Week	
14 and 15	All occupations except farm, warehouse, carrier and street hawking	3 hours on school days	18 ¹	6	7 AM to 7 PM
16 and 17	All occupations except farm, warehouse, carrier and street hawking	3 hours on school days	28 ¹	6 ¹	6 AM to 10 PM ²
14 and 15	All occupations except farm, warehouse, carrier and street hawking	8 hours	40 ³	6	June 21 to Labor Day
16 and 17	All occupations except farm, warehouse, carrier and street hawking	8 hours ⁴	48 ⁴	6 ¹	6 AM to 10 PM ²
16 and 17	All occupations except farm, warehouse, carrier and street hawking	8 hours ⁴	48 ⁴	6 ¹	6 AM to 10 PM ²
12 and 13	Head start or before, after school or summer day care	4 hours	—	—	Day after Labor Day
14 to 18	Any work	—	—	—	June 21 to Labor Day 5 AM to 7 PM
14 to 18	Deliver, or sell and deliver, newspapers or work as a newspaper carrier	4 hours on school days 8 hours on other days	—	—	5 AM to 7 PM or 20 minutes prior to school, whichever is later
14 to 18	Self-employed or work as a self-employed newspaper carrier	4 hours on school days 8 hours on other days	—	—	6 AM to 7 PM

1 Quoted in table, 15 hours is an approved workday program which may work 3 hours on a school day, 2.5 hours on any one school day when school is in session.

2 Excludes 16 and 17 employed in an approved Education Program may work up to 8 hours on a day preceding a school day and a Sunday Holiday when school is in session, as long as the hours are in conjunction with the school day.

3 10 AM to 10 PM or midnight with written parental and educational authority on school day or preceding a school day and written parental and educational authority on non-school day.

4 This provision does not apply to minors employed in retail shops or restaurants in certain areas.

Additional Child Labor Law Information

The Employee must post a schedule of working hours for minors under 18 years old in the establishment.

An Employment Certificate (Working Paper) is required for all employed minors under 18 years old.

Penalties for Child Labor Law Violations:

- First violation: maximum \$1,000
- Second violation: maximum \$2,000*
- Third or more violations: maximum \$3,000*

*A minor is seriously injured or the child who is illegally employed, the penalty is three times the maximum penalty.

Section 144 of the Workers' Compensation Law provides double compensation and death benefits for minors who are illegally employed.

Note: There are many prohibited occupations for minors in New York State.

NEW YORK CORRECTION LAW • ARTICLE 23-A

LICENSE AND EMPLOYMENT OF PERSONS PREVIOUSLY CONVICTED OF ONE OR MORE CRIMINAL OFFENSES

Section 75a. Definitions.

75a. Applicability.

75a.1. Prohibited occupations.

75a.2. License and employment of persons previously convicted of one or more criminal offenses.

75a.3. License and employment of persons previously convicted of one or more criminal offenses.

75a.4. License and employment of persons previously convicted of one or more criminal offenses.

75a.5. License and employment of persons previously convicted of one or more criminal offenses.

75a.1. Prohibited occupations. The following occupations are prohibited for persons who have been convicted of one or more criminal offenses:

- (1) "Public agency" means any state or local institution.
- (2) "Public employer" means any person, company, corporation, labor organization or association which employs ten or more persons.
- (3) "Third individual" means the natural or juridical person for whom the person convicted of one or more criminal offenses is acting as an agent, representative, employee, or contractor.
- (4) "License" means any certificate, license, permit or grant of permission required by the laws of this state, or by federal, state or local government, including any license, permit, certificate, or other document, which is issued, renewed, transferred, or otherwise regulated by a public authority.
- (5) "Licensee" means any person who holds a license, permit, certificate, or other document issued, renewed, transferred, or otherwise regulated by a public authority.
- (6) "Employer" means any person, company, corporation, labor organization or association which employs ten or more persons.
- (7) "Public agency" means any state or local institution.
- (8) "Public employer" means any person, company, corporation, labor organization or association which employs ten or more persons.
- (9) "Third individual" means the natural or juridical person for whom the person convicted of one or more criminal offenses is acting as an agent, representative, employee, or contractor.
- (10) "License" means any certificate, license, permit or grant of permission required by the laws of this state, or by federal, state or local government, including any license, permit, certificate, or other document, which is issued, renewed, transferred, or otherwise regulated by a public authority.
- (11) "Licensee" means any person who holds a license, permit, certificate, or other document issued, renewed, transferred, or otherwise regulated by a public authority.
- (12) "Employer" means any person, company, corporation, labor organization or association which employs ten or more persons.

WORKERS' COMPENSATION Notice to Employers / Employees

This Posting is for Informational Purposes Only

UNEMPLOYMENT INSURANCE Notice to Employers / Employees

This Posting is for Informational Purposes Only

Attention Miscellaneous Industry Employees

WE ARE YOUR DOL Minimum Wage hourly rates effective 1/1/2024 - 12/31/2024

New York City		Long Island and Westchester County		Remainder of New York State	
Large Employers (11 or more employees)	Small Employers (10 or less employees)	Large Employers (11 or more employees)	Small Employers (10 or less employees)	Large Employers (11 or more employees)	Small Employers (10 or less employees)
Minimum Wage	\$16.00	Minimum Wage	\$16.00	Minimum Wage	\$16.00
Over time after 40 hours	\$24.00	Over time after 40 hours	\$24.00	Over time after 40 hours	\$24.00
Tipped Workers	\$16.00	Tipped Workers	\$16.00	Tipped Workers	\$16.00
Over time after 40 hours	\$24.00	Over time after 40 hours	\$24.00	Over time after 40 hours	\$24.00

If you have questions, need more information or want to file a complaint, please visit www.labor.ny.gov/minwage or call: 1-888-467-3665.

Credits and Allowances that may reduce your pay below the minimum wage rates shown above:

- **Tip - Beginning December 31, 2020, your employer may pay the full applicable minimum wage rate, and cannot take any tip credit.**
- **Meals and lodging - Your employer may claim a limited amount of your wages for meals and lodging that it provides to you, as long as they do not charge you anything else. The rates and requirements are set forth in wage orders and summaries, which are available online.**

Extra Pay you may be owed in addition to the minimum wage rates shown above:

- **Overtime - You must be paid 1 1/2 times your regular rate of pay (no less than amounts shown above) for weekly hours over 40 (or 44 for residential employees).**
- **Exceptions - Overtime is not required for salaried professionals, or for executive and administrative staff whose weekly salary is more than 75 times the minimum wage rate.**
- **Call-in pay - If you go to work as scheduled and your employer sends you home early, you may be entitled to extra hours of pay at the minimum wage rate for that day.**
- **Spread of hours - If your workdays last more than ten hours, you may be entitled to extra daily pay. The daily rate is equal to one hour of pay at the minimum wage rate.**
- **Uniform maintenance - If you clean your own uniform, you may be entitled to additional weekly pay. The weekly rates are available online.**

Minimum Wage Poster Post in Plain View (11/23)

Notice to Employers / Employees

Your state has its own minimum wage law which requires posting a notice regarding the aspects of that law. Employers are still required to post the Federal Minimum Wage notice from the U.S. Dept. of Labor. For Labor Standards for additional information on state posting, according to the Dept. of Labor, where Federal and state law have different minimum wage rates, the higher standard applies.

Notice of Employee Rights, Protections, and Obligations Under Labor Law Section 740

Prohibited Retaliatory Personnel Action by Employer

Effective January 26, 2022

Section 740. Definitions.

740. Applicability.

740.1. Prohibited actions.

740.2. Remedies.

740.3. Enforcement.

NEW YORK STATE DEPARTMENT OF LABOR WE ARE YOUR DOL

1. Definition of employee by employer's position.

2. Definition of employee by employer's position.

3. Definition of employee by employer's position.

4. Violative remedy.

5. Remedies.

6. Enforcement.

To be Posted Conspicuously in easily accessible and well-lit places customarily frequented by employees and applicants for employment.

NEW YORK PAID FAMILY LEAVE (PFL)

BOND with a child CARE for a family member ASSIST military families

PFL Benefits 67% Wage Benefits

Receive 67% of your average weekly wage, up to a cap.

Up to 12 Weeks of Leave

Can be taken all at once, or in increments.

Strong Protections

- Return to same or comparable job.
- Continued health insurance.
- No discrimination or retaliation.

Who Can Request PFL?

Generally, Employees Who:

- Work for a private employer in New York State, or a public employer who has opted in.
- Meet the time-worked requirements:
- Full-time (regularly work 20 or more hours weekly for 20 consecutive weeks of employment).
- Part-time (regularly work fewer than 20 hours weekly, but 175 hours working days).

How to Request PFL

Give 30 days' notice to your employer, if feasible. Complete request forms and submit your employer's insurance carrier.

Carrier pays or denies benefits within 16 days of receiving your completed request.

Resources

PaidFamilyLeave.ny.gov

Visit the website for more information and to download PFL request forms.

844-337-6303

Call the toll-free PFL Helpline 8:30 a.m. to 4:30 p.m. • Monday - Friday

STRONG FAMILIES, STRONG NEW YORK

VETERAN BENEFITS AND SERVICES

The following resources and hotlines are available at no-cost to help veterans understand their rights, protections, benefits, and accommodations: dol.ny.gov/veteran-benefits-and-services

MENTAL HEALTH AND SUBSTANCE ABUSE RESOURCES

Call toll-free 24 hours free and confidential: www.veteranscrisisline.net

U.S. Department of Veterans Affairs Veterans Crisis Line: www.veteranscrisisline.net

Call: 988, press 1, ext. 832255

TAX BENEFITS

NYS Department of Tax and Finance

- Information for military personnel and veterans: www.tax.ny.gov/military_pay.htm
- Property tax exemptions: www.ny.gov/property/exemption

EDUCATION, WORKFORCE, AND TRAINING RESOURCES

Veterans Readiness and Employment (VR&E)

www.benefits.va.gov/vr&e

NYS Office of Adult Services (OAS)

www.oas.ny.gov

NYS Office of Education Services and Supports (OSES)

Call: 800-942-6990, TDD: 646-697-2721

NYS Workforce Sexual Harassment Helpline: Call: 1-800-HARASS-3

ADP

Employees: For additional information on our services, visit our website or call us at 1-800-ADP-2424. All ADP products and services are provided on the property of the ADP company.

