New York State Postings

Division of Human Rights

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

THIS ESTABLISHMENT IS SUBJECT TO THE NEW YORK STATE HUMAN RIGHTS LAW (EXECUTIVE LAW, ARTICLE 15)

ESTE ESTABLECIMIENTO ESTÁ SUJETO A LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK (LEY EJECUTIVA, SECCIÓN 15)

Discrimination based upon age, race, creed, color, national origin, sexual orientation, military status, sex, pregnancy, gender identity or expression, citizenship or immigration status, disability, domestic violence victim status, familial status, 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 prohíbe la discriminación por edad, raza, credo, color, origen nacional, orientación sexual, estatus militar, sexo, embarazo, identidad o expresión de género, ciudadanía o estatus migratorio, discapacidad, estado como víctima de violencia doméstica, estado familiar, o estado civil. También está prohibido el acoso sexual o el acoso por cualquiera de estas clases protegidas.

ALL EMPLOYERS, EMPLOYMENT AGENCIES, LABOR ORGANIZATIONS AND APPRENTICESHIP TRAINING PROGRAMS

TODOS LOS EMPLEADORES, AGENCIAS DE EMPLEO, ORGANIZACIONES DE TRABAJO Y PROGRAMAS DE CAPACITACIÓN DE APRENDICES

RENTAL, LEASE OR SALE OF HOUSING, LAND AND COMMERCIAL SPACE, INCLUDING ACTIVITIES OF REAL ESTATE BROKERS AND SALES PEOPLE

ALQUILER, ARRENDAMIENTO O VENTA DE VIVIENDA, TERRENO O ESPACIO COMERCIAL INCLUYENDO ACTIVIDADES DE AGENTE DE BIENES RAÍCES Y VENDEDORES

ALL CREDIT TRANSACTIONS INCLUDING FINANCING FOR PURCHASE, MAINTENANCE AND REPAIR OF HOUSING PLACES OF PUBLIC ACCOMMODATION SUCH AS RESTAURANTS, HOTELS, HOSPITALS AND MEDICAL OFFICES, CLUBS, PARKS AND GOVERNMENT OFFICES

TODAS TRANSACCIONES CREDITICIAS INCLUYENDO FINANCIAMIENTO PARA LA COMPRA, MANTENIMIENTO Y REPARACION DE VIVIENDAS LUGARES DE ALOJAMIENTO PÚBLICO, COMO RESTAURANTES, HOTELES, HOSPITALES Y CONSULTORIOS MÉDICOS, CLUBS, PARQUES Y OFICINAS DEL GOBIERNO.

EDUCATION INSTITUTIONS

INSTITUCIONES EDUCATIVAS

ADVERTISING AND APPLICATIONS RELATING TO EMPLOYMENT, REAL ESTATE, PLACES OF PUBLIC ACCOMMODATION AND CREDIT TRANSACTIONS MAY NOT EXPRESS ANY DISCRIMINATION

PUBLICIDAD Y SOLICITUDES RELACIONADAS CON EL EMPLEO, LOS INMUEBLES, LOS LUGARES DE ALOJAMIENTO PÚBLICO Y LAS TRANSACCIONES CREDITICIAS NO DEBEN EXPRESAR NINGÚN ACTO DISCRIMINATORIO

Retaliation for filing a complaint or opposing discriminatory practices is prohibited. You may file a complaint with the Division if you have been retaliated against.

Se prohíben las represalias por presentar una demanda u oponerse a prácticas discriminatorias. Puede presentar una demanda ante la División si sufrió represalias.

FOR FURTHER INFORMATION, WRITE OR CALL THE DIVISION'S NEAREST OFFICE. HEADQUARTERS:
ONE FORDHAM PLAZA, 4TH FLOOR, BRONX, NY 10458

PARA OBTENER MÁS INFORMACIÓN, ESCRIBA O LLAME A LA OFICINA MÁS CERCANA DE LA DIVISIÓN. OFICINA CENTRAL:
ONE FORDHAM PLAZA, 4TH FLOOR, BRONX, NY 10458

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

Prohibited Retaliatory Personnel Action by Employers

Effective January 26, 2022

Division of Labor Standards
Harriman State Office Campus
Building 12, Albany, NY 12226

WE ARE YOUR DOL — Department of Labor

www.labor.ny.gov

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

(07/22)

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 Girls and Boys		Industry or Occupation	Maximum			Permitted Hours
			Daily Hours	Weekly Hours	Days per Week	
Attending School, When school is in session	14 and 15	All occupations except farm work, newspaper carrier and street trades.	3 hours on school days. 8 hours on other days.	18[1]	6	7 AM to 7 PM
	16 and 17	All occupations except farm work, newspaper carrier and street trades.	4 hours on days preceding school days: Monday, Tuesday, Wednesday, Thursday[2]. 8 hours on: Friday, Saturday, Sunday and Holidays[2].	28[2]	6[3]	6 AM to 10 PM[3]
Attending School, When school is not in session (vacation)	14 and 15	All occupations except farm work, newspaper carrier and street trades.	8 hours	40	6	7 AM to 9 PM June 21 to Labor Day
	16 and 17	All occupations except farm work, newspaper carrier and street trades.	8 hours[4]	48[4]	6[4]	6 AM to Midnight[4]
Not Attending School	16 and 17	All occupations except farm work, newspaper carrier and street trades.	8 hours[4]	48[4]	6[4]	6 AM to Midnight[4]
Farm Work	12 and 13	Hand harvest of berries, fruits and vegetables.	4 hours	—	—	June 21 to Labor Day 7 AM to 7 PM; Day after Labor Day to June 20, 9 AM to 4 PM
	14 to 18	Any farm work.	—	—	—	—
Newspaper Carriers	11 to 18	Delivers, or sells and delivers newspapers, shopping papers or periodicals to homes or business places.	4 hours on school days. 5 hours on other days.	—	—	5 AM to 7 PM or 30 minutes prior to sunset, whichever is later
Street Trades	14 to 18	Self-employed work in public places selling newspapers or work as a bootblack.	4 hours on school days. 5 hours on other days.	—	—	6 AM to 7 PM

1 Students 14 and 15 enrolled in an approved work/study program may work 3 hours on a school day, 23 hours in any one-week when school is in session.

2 Students 16 and 17 enrolled in an approved Cooperative Education Program may work up to 6 hours on a day preceding a school day other than a Sunday or Holiday when school is in session, as long as the hours are in conjunction with the Program.

3 6 AM to 10 PM or until midnight with written parental and educational authorities consent on day preceding a school day and until midnight on day preceding a non-school day with written parental consent.

4 This provision does not apply to minors employed in resort hotels or restaurants in resort areas.

Additional Child Labor Law Information

The Employer must post a schedule of work 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 Laws violations:

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

*If a minor is seriously injured or dies while illegally employed, the penalty is three times the maximum penalty.

Also, Section 14A of the Workers' Compensation Law provides double compensation and death benefits for minors illegally employed.

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

For more information about New York State Child Labor Laws and provisions please visit the Department of Labor's website at http://www.labor.ny.gov. If you have questions, please send them to one of the offices listed below at:

New York State Department of Labor, Division of Labor Standards:

Albany District
State Office Campus
Bldg. 12 Room 185A
Albany, NY 12226
(518) 457-2730

New York City District
55 Hanson Place
11th Floor
Brooklyn, NY 11217
(212) 775-3880

Bronx District
55 Hanson Place
11th Floor
Brooklyn, NY 11217
(212) 775-3719

Rochester District
276 Waring Road
Room 104
Rochester, NY 14609
(585) 258-4550

Buffalo District
295 Main Street
Suite 904
Buffalo, NY 14203
(716) 847-7141

Syracuse District
333 East Washington Street
Room 121
Syracuse, NY 13202
(315) 428-4057

Garden City District
400 Oak Street
Suite 102
Garden City, NY 11530
(516) 794-8195

White Plains District
120 Bloomingdale Road
White Plains, NY 10605
(914) 997-9521

(11/23)

NEW YORK CORRECTION LAW • ARTICLE 23-A

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

Section 750. Definitions.
751. Applicability.
752. Unfair discrimination against persons previously convicted of one or more criminal offenses prohibited.
753. Factors to be considered concerning a previous criminal conviction; presumption.
754. Written statement upon denial of license or employment.
755. Enforcement.

Attention Miscellaneous Industry Employees

WE ARE YOUR DOL — Department of Labor

Minimum Wage hourly rates effective 1/1/2024 – 12/31/2024

New York City

Large Employers (11 or more employees)		Small Employers (10 or less employees)	
Minimum Wage	$16.00	Minimum Wage	$16.00
Overtime after 40 hours	$24.00	Overtime after 40 hours	$24.00
Tipped Workers	$16.00	Tipped Workers	$16.00
Overtime after 40 hours	$24.00	Overtime after 40 hours	$24.00

Long Island and Westchester County		Remainder of New York State	
Minimum Wage	$16.00	Minimum Wage	$15.00
Overtime after 40 hours	$24.00	Overtime after 40 hours	$22.50
Tipped Workers	$16.00	Tipped Workers	$15.00
Overtime after 40 hours	$24.00	Overtime after 40 hours	$22.50

If you have questions, need more information or want to file a complaint, please visit www.labor.ny.gov/minimumwage or call: **1-888-469-7365.**

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

- **Tips** – Beginning December 31, 2020, your employer must 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 they provide 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 1½ 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 executives 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 workday lasts longer 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 Fair Labor Standards Act in addition to this state posting. According to the Dept. of Labor, where Federal and state law have different minimum wage rates, the higher standard applies.

This Posting is for Informational Purposes Only

NEW YORK PAID FAMILY LEAVE (PFL)

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

Paid Family Leave may also be available for use in situations when you or your minor dependent child are under an order of quarantine or isolation due to COVID-19. See **PaidFamilyLeave.ny.gov/COVID19** for full details.

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 full-day 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/week), after 26 consecutive weeks of employment.
  - Part-time (regularly work fewer than 20 hours/week), after 175 working days.

How to Request PFL

Give 30 days' notice to your employer, if foreseeable.

Complete request forms and submit to your employer's insurance carrier.

Carrier pays or denies benefits within 18 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

Paid Family Leave — **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

All calls and texts are free and confidential

U.S. Department of Veterans Affairs Veterans Crisis Line:
www.veteranscrisisline.net
Call: 988, press 1 Text: 838255

Suicide and Crisis Lifeline:
www.veteranscrisisline.net
Call: 988 Text: 988

Crisis Textline:
Text: 741741 Chat: crisistextline.org

NYS Office of Mental Health (OMH):
www.omh.ny.gov

NYS Office of Addiction Services and Supports (OASAS):
www.oasas.ny.gov/hopeline
Call: 1-877-8-HOPENY (467469)
Text: HOPENY (467369)

LEGAL SERVICES

Veterans Treatment Courts (VTC):
ww2.nycourts.gov/courts/problem_solving/vet/courts.shtml

Email:
ProblemSolving@courts.state.ny.us

NYS Defenders Association Veteran Defense Program:
https://www.nysda.org/page/VDP

TAX BENEFITS

NYS Department of Tax and Finance
- Information for military personnel and veterans: tax.ny.gov/pit/file/military_page.htm
- Property tax exemptions: tax.ny.gov/pit/property/exemption/vetexempt.htm

EDUCATION, WORKFORCE, AND TRAINING RESOURCES

Veteran Readiness and Employment (VR&E) Program: www.benefits.va.gov/vocrehab

New York State Civil Service Credits for Veterans Program: www.cs.ny.gov

ADDITIONAL RESOURCES

NYS Domestic and Sexual Violence Hotline:
Call: 800-942-6906 Text: 844-997-2121

NYS Workplace Sexual Harassment Hotline:
Call: 1-800-HARASS-3

NYS Department of Motor Vehicles:
- Veteran Status Designation Photo Document: **dmv.ny.gov/more-info/veteran-status-designation-photo-document**
- Veteran License Plate: dmv.ny.gov/plates/military-and-veterans

NEW YORK STATE DEPARTMENT OF VETERANS' SERVICES

Website: **veterans.ny.gov**
Help Line: 1-888-838-7697
Email: DVSInfo@veterans.ny.gov

Services: Legal, education, employment and volunteer, financial, health care, and more.

NEW YORK STATE DEPARTMENT OF LABOR VETERANS' PROGRAM

Website: **dol.ny.gov/services-veterans**
Help Line: 1-888-469-7365
Email: Ask.Vets@labor.ny.gov

Services: Workforce and training resources, unemployment insurance, the Experience Counts program, and more.

The New York State Department of Labor is an Equal Opportunity Employer/Program. Auxiliary aides and services are available upon request and free of charge to individuals with disabilities TTY/TDD 711 or 1-800-662-1220 (English) / 1-877-662-4886.

Department of Veterans' Services — WE ARE YOUR DOL — Department of Labor — 2024

WORKERS' COMPENSATION
Notice to Employers / Employees

This is not intended to represent the law, nor does it replace any Workers' Compensation posting requirements within your state.

***Employers:** Place your notice of compliance/certificate of insurance with Workers' Compensation Laws from your insurance carrier next to this poster.*

***Employees:** Refer to notice of compliance/certificate of insurance from your Employer's Insurance Carrier. If you have any further inquiries, please contact your personnel office.*

This Posting is for Informational Purposes Only

New York Child Labor

The employer must make a schedule for all minors and post it where workers can see it. The schedule shows the hours minors start and end work and time allotted for meals.

The employer can change the hours of work, as long as they post the changes on the schedule. Minors may work only on the days and at the times posted on the schedule. If minors are present at other times or if there is no posted schedule, it is a violation of the child labor law.

https://dol.ny.gov/hours-work-minors

This Posting is for Informational Purposes Only

UNEMPLOYMENT INSURANCE
Notice to Employers / Employees

***Employers:** You must be a registered employer in this state in order to receive the official Unemployment Insurance posting. If you have any questions concerning this mandatory posting, please contact your local unemployment office.*

***Employees:** Contact your local unemployment office for your rights concerning unemployment benefits as an employee.*

This Posting is for Informational Purposes Only

Electronic Monitoring

Please be advised that any and all telephone conversations or transmissions, electronic mail or transmissions, or internet access or usage by an employee by any electronic device or system, including but not limited to the use of a computer, telephone, wire, radio or electromagnetic, photoelectronic or photo-optical systems may be subject to monitoring at any and all times and by any lawful means.

https://www.nysenate.gov/legislation/laws/CVR/52-C%2A2

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