New York State Postings



NEW YORK STATE Human Rights

THIS ESTABLISHMENT IS SUBJECT TO THE NEW YORK STATE HUMAN RIGHTS LAW (EXECUTIVE LAW, ARTICLE 15) DISCRIMINATION BASED UPON AGE, RACE, CREED, COLOR, NATIONAL RACE, CREED, COLOR, NATIONAL ORIGIN, SEXULO CRIETATION, MILITARY STATUS, SEX, PRECIAMACY, GENDER IDENTITY OR EVPRESSION, CITZEISHIP OR IMMIGRATION STATUS, DISABILITY OR MARITAL STATUS FORDHITTED BY THE IREN'T SUMP STATE HUMAN RIGHTS LAW, SEVILLA HARASSMENT OR HARASSMENT BASED UPON JAY OF THESE PROTECTED CLASSES ALSO IS PROHIBITED.

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

SES OF PUBLIC ACCOMMODATION SUCH AS AURANTS, HOTELS, HOSPITALS AND MEDICAL FRE FLIRE, PARKS AND GOVERNMENT OFFICES

sh to file a complaint in State Court, you may do so ree years of the discrimination. You may not file both Division and the State Court.

nited States Congress, any state legislature, or any discal governmental body, or any member or

employee thereot; i) any federal, state, or local court, or any member or employee thereof, or any grand or potit jary; iii) any federal, state, or local regulatory, administrative, or public agency or authority, or instrumentality thereot;

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

1-888-392-3644

MAMMOR DEL TRADO EN NAM HORA ETT EADTHA, REDOMI EN LA LEY DE DERECHOS HUMMANDS DE ESTADO DE HUEVAY YORK PROHIBE LA DISCRIMINACIÓN POR EDAD, RAZA, CREDO, COLOR, ORIGEN NACIONAL, ORIENTACIÓN SEXUA, ESTATUS MILITAR, SEXO, EBIBARAZO, DENTIDAD O EXPRESIÓN DE GÉNERO, ESTADO MIGRATORIO O GUADADANÍA, MIGRATORIO O CIUDADANIA, DISCAPACIDAD O ESTADO CIVIL. TAMBIÉN ESTÁ PROHIBIDO EL ACOSO SEXUAL O EL ACOSO POR CUALQUIERA DE ESTAS CLASES PROTEGIDAS.

TODOS LOS EMPLEADORES, AGENCIAS DE EMPLEO, ORGANIZACIONES DE TRABAJO Y PROGRAMAS DE CA DE APREHOXES

coopusa per el 038110 (2) estricciones de todas las habitaciones en una vivienda para inchidados del mismo sexo (5) algulier de una habitación por parte del ocupante de una cas construmento.

orita, alquiler o arrendamiento de alojamiento en una casa selvamento a personas mayores de 55 años y al cónyuge de se narronas

TODAS TRANSACCIONES CREDITICIAS INCLUYENDO FINANCIAMENTO PARA LA COMPRA, MANTENIMIENTO Y REPARACION DE VIVIENDAS

the employee reacceably believes that the supervisor is steady sware of the activity, policy or practice and will not correct such activity, policy or practice.

Notice of Employee Rights, Protections, and

Obligations Under Labor Law Section 740

Prohibited Retaliatory

Personnel Action by Employers

Effective January 26, 2022

WE ARE YOUR DOL

NEW YORK 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 | | | |
|---|-----------|--|--|-----------------|------------------|---|
| | | | Doily Hours | Weekly Hours | Days per Week | Permitted Hours |
| Attending School, When school is in session: | 14 and 15 | All occupations except form work, newspaper carrier and street trades. | 3 hours on achool days. 8 hours on other days. | 181 | 6 | 7 AM to 7 PM |
| | 16 and 17 | All occupations except form seck, rawapaper carrier and street trades. | 4 hours on days preceding school days: Meeday, Tuesday, Wednesday, Thursday ² . 8 hours on: Friday, Seturday, Sunday and Holidayo ⁴ . | 284 | 64 | 6 AM to 10 PM ⁵ |
| Attending School, When school is not in session (xxxation): | 14 and 15 | All occupations except form 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 form work, newspaper carrier and street trades. | 8 hours* | 434 | 64 | 6 AM to Midnight ⁴ |
| Not Attending School: | 16 and 17 | All occupations except form work, newspaper carrier and street trades. | 8 hours ⁴ | 434 | 64 | 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. | | | _ | |
| | | , | | | | |
| | | Delivers, or sells and | | | | |
| Newspaper Carriers: | 11 to 18 | delivers neverpapers, 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 |
| Neespaper Carriers: | 11 to 18 | delivers newspapers, shopping papers or periodicals to homes or | | - | - | minutes prior to sunset, |

NEW YORK CORRECTION I AW • ARTICLE 23-A

LICENSURE AND EMPLOYMENT OF

PERSONS PREVIOUSLY CONVICTED OF

ONE OR MORE CRIMINAL OFFENSES

Additional Child Labor Law Information

752. Unfair discrimination against persons previ consisted of one or more criminal differees proh 753. Factors to be considered concerning a prev criminal consistince, presumption. 754. Written statement upon denial of license or

Department of Labor's website at http://www.labor.ny.gov. If you have questions, send them to one of the offices listed below at

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

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

Attention Miscellaneous Industry Employees

WE ARE YOUR DOL

Minimum Wage hourly rates effective 1/1/2025 - 12/31/2025

New York City Large Employers (11 or more employees) Small Employers (10 or less employees) Minimum Wage \$16.5 Overtime after 40 hours \$24 \$16.50 Minimum Wage Tipped Workers Tipped Workers \$16.50 \$16.50 Overtime after 40 hours \$24.75 Overtime after 40 hours \$24.75

Remainder of New York State \$16.50 Minimum Wage Minimum Wage \$15.50 Overtime after 40 hours \$24.75

Tipped Workers \$16.50

Overtime after 40 hours \$24.75 Overtime after 40 hours \$23.25 Tipped Workers \$15.50 Overtime after 40 hours \$23.25

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.

and cannot take any the 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

and Allowances that may your pay below 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).

residential employees).

Exceptions: Out the major for scalaried processions, or for AS DO Congestions: Out the major for scalaried processions, or for Exceptions: Out the major for th

Post in Plain View

r state has its own minimum wage law which requires posting a notice regarding the aspects of that law. Employers are still used to post the Federal Risimum Wage notice from the U.S. Dept. of Labor Fair Labor Standards Act is addition to this state top, According to the Dept. of Labor; where Federal and state law have different minimum wave rates. In Internal accordant

NEW YORK PAID FAMILY LEAVE



(3) CARE for a family member ASSIST military families

PFL Benefits Who Can Request

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.

WORKERS' COMPENSATION

IINEMPI OYMENT INSURANCE

Workplace Lactation

New York Child Labor

How to Request PFL

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

Carrier navs or denies benefits within 18 day

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 4)

Resources

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

STRONG FAMILIES, STRONG NEW YORK

Paid Family Leave 9-24

Website: veterans.ny.gov Help Line: 1-888-838-7697 mail: DVSInfo@veterans.nv.cov

NEW YORK STATE DEPARTMENT OF LABOR VETERANS' PROGRAM

VETERAN BENEFITS AND SERVICES

The following resources and hotlines are available at no-cost to help veterans understand their rights, protections, benefits, and accommodations:

MENTAL HEALTH AND SUBSTANCE ABUSE RESOURCES

All calls and texts are free and confidential

www.orm.ntp.gov
NYS Office of Addiction Services and
Supports (0ASAS):
www.ossas.rtg.owthopeline
Call: 1-877-8-HOPENY (467469)
Text: HOPENY (467369)

TAX BENEFITS

EDUCATION, WORKFORCE, AND TRAINING RESOURCES

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

SP-NY-E



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

ALLC 20250505

Compliance Date January 2025

