

Labor Laws

Department of Labor

WE ARE YOUR DOL **NEW YORK DEPARTMENT OF LABOR**

Attention Miscellaneous Industry Employees

Minimum Wage

Overtime after 40 hours

Tipped workers

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

	New York Cit				
Large Employers (11 o	or more employees)				
Minimum Wage	\$16.00	Miı			
Overtime after 40 hours	\$24.00	0ver			
Tipped workers	\$16.00	Tipp			
Overtime after 40 hours	\$24.00	Over			

Long Island and

Westchester County

\$16.00

\$24.00

\$16.00

\$24.00

\$24.00 Overtime after 40 hours Remainder of New York State Minimum Wage \$15.00 Overtime after 40 hours \$22.50 \$15.00 **Tipped workers** \$22.50 Overtime after 40 hours

Small Employers (**10 or less** employees)

\$16.00

\$24.00

\$16.00

If you have questions, need more information or want to file a complaint, please visit

 $www.labor.ny.gov/minimumwage\ or\ call:\ \textbf{1-888-469-7365}.$

edits 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

Minimum Wage

Overtime after 40 hours

Overtime after 40 hours

Tipped workers

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 nours 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 egual 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

Minimum Wage Poster

Post in Plain View **REV. 11/2023**

NEW YORK STATE Departmen www.labor.ny.gov

IOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee, the U.S. Departmen Labor dictates that the employee is entitled to the higher minimum wage rate.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY

of one or more criminal offenses prohibited.

752. Unfair discrimination against persons previously convicted

753. Factors to be considered concerning a previous criminal

54. Written statement upon denial of license or employment

5750. Definitions. For the purposes of this article, the following terms shall have the following meaning:

"Public agency" means the state or any local subdivision thereof, or any state or local department, agency, board or

"License" means any certificate, license, permit or grant of permission required by the laws of this state, its political

subdivisions or instrumentalities as a condition for the lawful practice of any occupation, employment, trade, vocation,

business. or profession. Provided. however, that "license" shall not, for the purposes of this article, include any license or

permit to own, possess, carry, or fire any explosive, pistol, handgun, rifle, shotgun, or other firearm

shall not, for the purposes of this article, include membership in any law enforcement agency.

5751. Applicability. The provisions of this article shall apply to any application by any person for a license or employment at

srepresentation in connection with an application for employment made by a prospective employee or previously made by a

"Employment" means any occupation, vocation or employment, or any form

of vocational or educational training. Provided, however, that "employment

ection 750. Definitions

751. Applicability

NEW YORK CORRECTION LAW ARTICLE 23-A

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

are applicable, shall be denied or acted upon adversely by reason of the individual's having been previously convicted of one or more criminal offenses, or by reason of a finding of lack of "good moral character" when such finding is based upon the fact that the

- individual has previously been convicted of one or more criminal offenses, unless: There is a direct relationship between one or more of the previous criminal offenses and the specific license or employment sought or held by the individual; or
- the issuance or continuation of the license or the granting or continuation of the employment would involve an unreasonable risk to property or to the safety or welfare of specific individuals or the general public

§753. Factors to be considered concerning a previous criminal conviction; presumption. 1. In making a determination pursuant to section seven hundred fifty-two of this chapter, the public agency or private employer shall consider the following factors:

- The public policy of this state, as expressed in this act, to encourage the licensure and employment of persons previously convicted of one or more criminal offenses.
- The specific duties and responsibilities necessarily related to the license or employment sought or held by the person. The bearing, if any, the criminal offense or offenses for which the person was previously convicted will have on his fitness or
- ability to perform one or more such duties or responsibilities "Private employer" means any person, company, corporation, labor organization or association which employs ten or more The time which has elapsed since the occurrence of the criminal offense

"Direct relationship" means that the nature of criminal conduct for which the person was convicted has a direct bearing on

- his fitness or ability to perform one or more of the duties or responsibilities necessarily related to the license, opportunity, The age of the person at the time of occurrence of the criminal offense The seriousness of the offense or offenses.
 - Any information produced by the person, or produced on his behalf, in regard to his rehabilitation and good conduct.
 - The legitimate interest of the public agency or private employer in protecting property, and the safety and welfare of

2. In making a determination pursuant to section seven hundred fifty-two of this chapter, the public agency or private employer shall also give consideration to a certificate of relief from disabilities or a certificate of good conduct issued to the applicant, which ertificate shall create a presumption of rehabilitation in regard to the offense or offenses specified therein.

§754. Written statement upon denial of license or employment. At the request of any person previously convicted of one or ny public or private employer, who has previously been convicted of one or more criminal offenses in this state or in any other nore criminal offenses who has been denied a license or employment, a public agency or private employer shall provide, within thirty risdiction, and to any license or employment held by any person whose conviction of one or more criminal offenses in this state or days of a request, a written statement setting forth the reasons for such denial. any other jurisdiction preceded such employment or granting of a license, except where a mandatory forfeiture, disability or bar to inployment is imposed by law, and has not been removed by an executive pardon, certificate of relief from disabilities or certificate so rectificate so rect

f good conduct. Nothing in this article shall be construed to affect any right an employer may have with respect to an intentional brought pursuant to article seventy-eight of the civil practice law and rules. 2. In relation to actions by private employers, the provisions of this article shall be enforceable by the division of human rights pursuant to the powers and procedures set forth in article fifteen of the executive law, and, concurrently, by the New York city

§752. Unfair discrimination against persons previously convicted of one or more criminal offenses prohibited. No pplication for any license or employment, and no employment or license held by an individual, to which the provisions of this article

NOTICE: Under the New York Health and Essential Rights Act, employers must post their airborne infectious disease exposure prevention plan. Because a plan is company-specific, it is not included on the New York Labor Law Poster but should be posted separately. Model plans are vailable from the state Department of Labor.

> THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THE HERO ACT POSTING REQUIREMENT.

IOTICE: Employers must contact their local unemployment office or the state agency responsible for unemployment compensation to receive the official Unemployment Insurance posting. Employees should contact their local unemployment office for information on how to claim mplovment benefits.

> THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S UNEMPLOYMENT INSURANCE POSTING REQUIREMENT

NOTICE: Employers must post the Paid Family Leave Notice of Compliance provided by their insurance carrier. An employer who is self-insured can obtain this notice from the Workers' Compensation Board

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

IT DOES NOT FULFILL THIS STATE'S PAID FAMILY LEAVE POSTING REQUIREMENT

NOTICE: The New York Department of Labor requires employers to provide employees with written notification of their rights under:

bor Law §202-j, Leave of absence for blood donation granted to employees bor Law §206-c, Right of nursing mothers to express breast milk

notification may be published in an employee handbook or posted in a central location. More information is available from the New York Department of Labor.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THE NOTIFICATION REQUIREMENTS

FOR BLOOD DONATION LEAVE OR THE RIGHTS OF NURSING MOTHERS

NOTICE: This state requires an employer to display a Workers' Compensation posting furnished by the employer's insurance carrier or a state agency. Employers should contact their insurance carrier or the appropriate state agency to obtain a copy of this state's Workers' Compensation posting or notice of compliance/certificate of insurance. Employees should refer to the Workers' Compensation posting or notice of compliance/certificate of insurance furnished by the state or the employer's insurance carrier for information about Workers' Compensation.

> THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S WORKERS' COMPENSATION POSTING REQUIREMENT.

New York State

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

ALL EMPLOYERS (until February 8, 2020, only employers with 4 or more employees are covered), EMPLOYMENT

lso prohibited: discrimination in employment on the basis of Sabbath observance or religious practices; hairstyles associated with race (also applies to all areas listed below); prior arrest or conviction record; predisposing genetic characteristics; familial tatus; pregnancy-related conditions; domestic violence victim status asonable accommodations for persons with disabilities and pregnancy-related conditions including lactation may be required.

reasonable accommodation is an adjustment to a job or work environment that enables a person with a disability to perform he essential functions of a job in a reasonable manne also covered: domestic workers are protected from harassment and retaliation; interns and nonemployees working in the

vorkplace (for example temp or contract workers) are protected from all discrimination described above. RENTAL, LEASE OR SALE OF HOUSING, LAND AND COMMERCIAL SPACE, INCLUDING ACTIVITIES OF REAL ESTATE

lso prohibited: discrimination on the basis of lawful source of income (for example housing vouchers, disability benefits, child upport); familial status (families with children or being pregnant); prior arrest or sealed conviction; commercial boycotts or

easonable accommodations and modifications for persons with disabilities may also be required. oes not apply to:

rental of an apartment in an owner-occupied two-family house

restrictions of all rooms in a housing accommodation to individuals of the

 rental of a room by the occupant of a house or apartment 4) sale, rental, or lease of accommodations of housing exclusively to persons 55 years of age or older, and the spouse of such

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

Age is not a covered classification relative to public accommodations

easonable accommodations for persons with disabilities may also be required. Il public schools and private nonprofit schools, at all education levels, excluding those run by religious organizations.

ADVERTISING AND APPLICATIONS RELATING TO EMPLOYMENT. REAL ESTATE. PLACES OF PUBLIC ACCOMMODATION AND CREDIT TRANSACTIONS MAY NOT EXPRESS ANY DISCRIMINATION f you wish to file a formal complaint with the Division of Human Rights, you must do so within one year after the discrimination

ccurred. The Division's services are provided free of charge. If you wish to file a complaint in State Court, you may do so within three years of the discrimination. You may not file both with

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.

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

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

ESTE ESTABLECIMIENTO ESTÁ SUJETO A LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK (LEY EJECUTIVA, SECCIÓN 15) 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 DISCAPACIDAD O ESTADO CIVIL. TAMBIÉN ESTÁ PROHIBIDO EL ACOSO SEXUAL O EL ACOSO POR CUALQUIERA DE ESTAS CLASES

TODOS LOS EMPLEADORES (hasta el 8 de febrero de 2020, solo los empleadores de cuatro o más personas),

Asimismo, está prohibida la discriminación en el empleo sobre la base de la observancia del Shabat o prácticas religiosas: peinados asociados con la raza (también se aplica a las áreas enumeradas a continuación) arresto previo o antecedentes penales: las características genéticas predisponentes; el estado civil; las condiciones relacionadas con el embarazo. Es posible que sea necesario hacer acomodos razonables para personas con discapacidades y condiciones relacionadas con el embarazo incluyendo lactación. Un arreglo razonable es una adaptación a un trabajo o entorno laboral que permita que una persona con discapacidad realice las tareas esenciales de un trabajo de manera razonable.

También están cubiertos: trabajadores domésticos están protegidos en casos acoso y represalias; internos y no empleados cuales trabajan en el lugar de trabajo (por ejemplo trabajadores temporarios o contratantes) están protegidos de toda discriminación ALQUILER, ARRENDAMIENTO O VENTA DE VIVIENDA, TERRENO O ESPACIO COMERCIAL INCLUYENDO ACTIVIDADES DE

AGENTE DE BIENES RAÍCES Y VENDEDORES También esta prohibido: la discriminación a base de fuente de ingreso legal (por ejemplo vales, beneficios de discapacidad, manutención de niños); estado familiar (familias con niños o en estado de embarazo); arresto previo o condena sellada; boicot

También es posible que sea necesario realizar modificaciones y arreglos razonables para personas con discapacidades. Excepciones

(1) alquiler de un apartamento en una casa para dos familias ocupada por el dueño (2) restricciones de todas las habitaciones en una vivienda para individuos del mismo sexo

CLUBS, PARQUES Y OFFICINAS DEL GOBIERNO.

(3) alguiler de una habitación por parte del ocupante de una casa o apartamento

(4) venta, alquiler o arrendamiento de alojamiento en una casa exclusivamente a personas mayores de 55 años y al cónyuge de dichas personas También se prohíbe: discriminación en vivienda sobre la base del estado civil (por ejemplo, familias con hijos).

TODAS TRANSACCIONES CREDITICIAS INCLUYENDO FINANCIAMENTO PARA LA COMPRA, MANTENIMIENTO Y REPARACION DE VIVIENDA: LUGARES DE ALOJAMIENTO PÚBLICO, COMO RESTAURANTES, HOTELES, HOSPITALES Y CONSULTORIOS MÉDICOS,

La edad no es una clasificación cubierta respecto a los alojamientos públicos. Es posible que sea necesario realizar arreglos razonables para personas con discapacidades.

INSTITUCIONES EDUCATIVAS Todas las escuelas publicas y escuelas privadas sin ánimo de lucro, en todos los niveles, excluyendo escuelas dirigidas por

PUBLICIDAD Y SOLICITUDES RELACIONADAS CON EL EMPLEO, LOS INMUEBLES, LOS LUGARES DE ALOJAMIENTO

PÚBLICO Y LAS TRANSACCIONES CREDITICIAS NO DEBEN EXPRESAR NINGUN ACTO DISCRIMINATORIO Si desea presentar una demanda formal ante la División de Derechos Humanos, debe hacerlo dentro de un año desde que ocurra la discriminación. Los servicios de la División se ofrecen sin cargo.

Si desea presentar una demanda ante el Tribunal Estatal, puede hacerlo dentro de los tres años desde que ocurriera la discriminación. No puede presentar una demanda ante la División y ante el Tribunal Estatal.

Se prohíben las represalias por presentar una demanda u oponerse a prácticas discriminatorias. Puede presentar una demanda ante la División si sufrió represalias. PARA OBTENER MÁS INFORMACIÓN, ESCRIBA O LLAME A LA OFICINA MÁS CERCANA DE LA DIVISIÓN. OFICINA CENTRAL: ONE

Application. The protection against retaliatory action provided by paragraph (a) of subdivision two of this section

unless the employee has made a good faith effort to notify his or her employer by bringing the activity, policy or

to correct such activity, policy or practice. Such employer notification shall not be required where:

there is an imminent and serious danger to the public health or safet

evidence or other concealment of the activity, policy or practice;

within two years after the alleged retaliatory action was taken.

an injunction to restrain continued violation of this section;

the reinstatement of full fringe benefits and seniority rights;

the compensation for lost wages, benefits and other remuneration;

a civil penalty of an amount not to exceed ten thousand dollars; and/or

equivalent position, or front pay in lieu thereof;

this section was without basis in law or in fact.

employee or any other person; or

and will not correct such activity, policy or practice.

practice to the attention of a supervisor of the employer and has afforded such employer a reasonable opportunity

the employee reasonably believes that reporting to the supervisor would result in a destruction of

such activity, policy or practice could reasonably be expected to lead to endangering the welfare of a

the employee reasonably believes that reporting to the supervisor would result in physical harm to the

the employee reasonably believes that the supervisor is already aware of the activity, policy or practice

An employee who has been the subject of a retaliatory action in violation of this section may institute

a civil action in a court of competent jurisdiction for relief as set forth in subdivision five of this section

Any action authorized by this section may be brought in the county in which the alleged retaliatory action

occurred, in the county in which the complainant resides, or in the county in which the employer has its

principal place of business. In any such action, the parties shall be entitled to a jury trial.

Relief. In any action brought pursuant to subdivision four of this section, the court may order relief as follows:

the payment by the employer of reasonable costs, disbursements, and attorney's fees;

Employer relief. A court, in its discretion, may also order that reasonable attorneys' fees and court costs and

It shall be a defense to any action brought pursuant to this section that the retaliatory action was

predicated upon grounds other than the employee's exercise of any rights protected by this section.

the reinstatement of the employee to the same position held before the retaliatory action, or to an

the payment by the employer of punitive damages, if the violation was willful, malicious or wanton.

disbursements be awarded to an employer if the court determines that an action brought by an employee under

employee under any other law or regulation or under any collective bargaining agreement or employment contract.

Publication. Every employer shall inform employees of their protections, rights and obligations under this section,

by posting a notice thereof. Such notices shall be posted conspicuously in easily accessible and well-lighted places

Existing rights. Nothing in this section shall be deemed to diminish the rights, privileges, or remedies of any

pertaining to disclosure to a public body shall not apply to an employee who makes such disclosure to a public body

FORDHAM PLAZA, 4TH FLOOR, BRONX, NY 10458

Division of Labor Standard Harriman State Office Campus Building 12, Albany, NY 12226 **WE ARE YOUR DOL**

Notice of Employee Rights, Protections, and Obligations Under Labor Law Section 740 **Prohibited Retaliatory Personnel Action by Employers** Effective January 26, 2022

§740. Retaliatory action by employers; prohibition

Definitions. For purposes of this section, unless the context specifically indicates otherwise "Employee" means an individual who performs services for and under the control and direction of an

independent contractors to carry out work in furtherance of an employer's business enterprise who are not "Employer" means any person, firm, partnership, institution, corporation, or association that employs one

employer for wages or other remuneration, including former employees, or natural persons employed as

- "Law, rule or regulation" includes: (i) any duly enacted federal, state or local statute or ordinance or executive order; (ii) any rule or regulation promulgated pursuant to such statute or ordinance or executive order; or (iii) any judicial or administrative decision, ruling or order.
- "Public body" includes the following: the United States Congress, any state legislature, or any elected local governmental body, or any
- member or employee thereof: any federal, state, or local court, or any member or employee thereof, or any grand or petit jury; any federal, state, or local regulatory, administrative, or public agency or authority, or
- instrumentality thereof:
- any federal, state, or local law enforcement agency, prosecutorial office, or police or peace officer; any federal, state or local department of an executive branch of government; or any division, board, bureau, office, committee, or commission of any of the public bodies

described in subparagraphs (i) through (v) of this paragraph.

- "Retaliatory action" means an adverse action taken by an employer or his or her agent to discharge, threaten, penalize, or in any other manner discriminate against any employee or former employee exercising his or her rights under this section, including (i) adverse employment actions or threats to take such adverse employment actions against an employee in the terms of conditions of employment including but not limited to discharge, suspension, or demotion; (ii) actions or threats to take such actions that would adversely impact a former employee's current or future employment; or (iii) threatening to contact or contacting United States immigration authorities or otherwise reporting or threatening to report an employee's suspected citizenship or immigration status or the suspected citizenship or immigration status of an employee's family or household member, as defined in subdivision two of section four hundred fifty-nine-a of the social services law, to a federal, state, or local agency.
- "Supervisor" means any individual within an employer's organization who has the authority to direct and control the work performance of the affected employee; or who has managerial authority to take corrective action regarding the violation of the law, rule or regulation of which the employee complains.
- Prohibitions. An employer shall not take any retaliatory action against an employee, whether or not within the scope of the employee's job duties, because such employee does any of the following discloses, or threatens to disclose to a supervisor or to a public body an activity, policy or practice of
- the employer that the employee reasonably believes is in violation of law, rule or regulation or that the employee reasonably believes poses a substantial and specific danger to the public health or safety; provides information to, or testifies before, any public body conducting an investigation, hearing or
- inquiry into any such activity, policy or practice by such employer; or objects to, or refuses to participate in any such activity, policy or practice.

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

New York State Election Law

(As amended by Chapter 56 of the Laws of 2020)

§ 3-110. Time allowed employees to vote. If a registered voter does not have sufficient time outside of his or her scheduled working hours, within which to vote on any day at which he or she may vote, at any election, he or she may, without loss of pay for up to two hours, take off so much working time as will, when added to his or her voting time outside his or her working hours, enable him or her to vote.

If an employee has four consecutive hours either between the opening of the polls and the beginning of his or her working shift, or between the end of his or her working shift and the closing of the polls, he or she shall be deemed to have sufficient time outside his or her working hours within which to vote. If he or she has less than our consecutive hours he or she may take off so much working time as will, when added to his or her voting time outside his or her working hours enable him or her to vote, but not more than two hours of which shall be without loss of pay, provided that he or she shall be allowed time off for voting only at the beginning or end of his or her working shift, as the employer may designate, unless otherwise mutually agreed.

If the employee requires working time off to vote the employee shall notify his or her employer not more than ten nor less than two working days before the day of the election that he or she requires time off to vote in accordance with the provisions of this section. Not less than ten working days before every election, every employer shall post conspicuously in the place of work

section. Such notice shall be kept posted until the close of the polls on election day.

ATTENTION ALL EMPLOYEES TIME ALLOWED EMPLOYEES TO VOTE ON ELECTION DAY N.Y. ELECTION LAW SECTION 3-110¹ STATES THAT:

IF YOU DO NOT HAVE 4 CONSECUTIVE HOURS TO VOTE, EITHER FROM THE OPENING OF THE POLLS TO THE BEGINNING OF YOUR WORKING SHIFT. OR BETWEEN THE END OF YOUR WORKING SHIFT AND THE CLOSING OF THE POLLS, YOU MAY TAKE OFF UP TO 2 HOURS, WITHOUT LOSS OF PAY, TO ALLOW YOU TIME TO VOTE IF YOU ARE A REGISTERED VOTER. YOU MAY TAKE TIME OFF AT THE BEGINNING OR END OF YOUR WORKING SHIFT, AS YOUR EMPLOYER MAY

YOU MUST NOTIFY YOUR EMPLOYER NOT LESS THAN 2 DAYS, BUT NOT MORE THAN 10 DAYS, BEFORE THE DAY OF THE FLECTION THAT YOU WILL TAKE TIME OFF TO VOTE

DESIGNATE, UNLESS OTHERWISE MUTUALLY AGREED.

¹Employers: Not less than ten working days before any Election Day, every employer shall post conspicuously in the place of work where it can be seen as employees come or go to their place of work, a notice setting forth the provisions of this law. Such notice shall be kept posted until the close of the polls on Election Day. where it can be seen as employees come or go to their place of work, a notice setting forth the provisions of this

Rev. 04/14/2020

REV. 02/2022

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			
			Daily Hours	Weekly Hours	Days Per Week	Permitted Hours
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.	181	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. ^{4.}	284	6 ⁴	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	484	64	6 AM to Midnight ⁴
Not Attending School:	16 and 17	All occupations except farm work, newspaper carrier and street trades	8 hours ⁴	484	64	6 AM to Midnight⁴
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

midnight on day preceding a non-school day with written parental consent.

ther than a Sunday or Holiday when school is in session, as long as the hours are in conjunction with the Program

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*

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

lso, 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.

New York State Department of Labor, Division of Labor Standards GARDEN CITY DISTRICT New York City District **BUFFALO DISTRICT** ALBANY DISTRICT 295 Main Street 400 OAK STREET 55 Hanson Place STATE OFFICE CAMPUS **SUITE 914 SUITE 102** 11th Floor BLDG. 12 ROOM 185A Buffalo, NY 14203 GARDEN CITY, NY 11530 Brooklyn, NY 11217 ALBANY, NY 12226 (716) 847-7141 (516) 794-8195 (212) 775-3880 (518) 457-2730

(212) 775-3719

Brooklyn, NY 11217

REV. 11/2023

ROCHESTER, NY 14609

(585) 258-4550

Department of Labor, Division of Veterans' Services

WHITE PLAINS, NY 10605

(914) 997-9521



VETERAN BENEFITS AND SERVICES

Syracuse, NY 13202

(315) 428-4057

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

Call: 988, press 1 Text: 838255 uicide and Crisis Lifeline: www.veteranscrisisline.net

Text: 741741 Chat: crisistextline.or 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)

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

NEW YORK STATE DEPARTMENT OF VETERANS' SERVICES

Department of

Veterans' Services

Website: veterans.nv.go Help Line: 1-888-838-7697 Email: DVSInfo@veterans.ny.gov Services: Legal, education, employment and volunteer, financial, health care, and more 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

ADDITIONAL RESOURCES

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

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-documentVeteran License Plate: dmv.ny.gov/plates/military-and-veterans

NEW YORK STATE DEPARTMENT OF LABOR VETERANS' PROGRAM

Website: dol.nv.gov/services-veteran 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. **WE ARE YOUR DOL**

Department of Labor The New York State Department of Labor is an Equal Opportunity Employer/Program.

To update your labor law posters contact J. J. Keller & Associates, Inc. JJKeller.com/laborlaw 800-327-6868

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Third or more violations: maximum \$3,000*

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:

SYRACUSE DISTRICT WHITE PLAINS DISTRICT ROCHESTER DISTRICT **Bronx District** 333 East Washington Street 120 BLOOMINGDALE ROAD 276 Waring Road 55 HANSON PLACE

dol.ny.gov/veteran-benefits-and-services

MENTAL HEALTH AND SUBSTANCE ABUSE RESOURCES All calls and texts are free and confidential J.S. Department of Veterans Affairs Veterans Crisis Line: www.veteranscrisisline.net

Text: 988

Crisis Textline:

mail: ProblemSolving@courts.state.ny.us NYS Defenders Association Veteran Defense Program: www.nysda.org/page/AboutVDP

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