

NEW YORK Labor Laws

WE ARE YOUR DOL NEW YORK STATE Department of Labor

Attention Miscellaneous Industry Employees

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	\$16.50	Minimum Wage	\$16.50				
Overtime after 40 hours	\$24.75	Overtime after 40 hours	\$24.75				
Tipped workers	\$16.50	Tipped workers	\$16.50				
Overtime after 40 hours	\$24.75	Overtime after 40 hours	\$24.75				

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Minimum Wage	\$16.50	Minimum V
Overtime after 40 hours	\$24.75	Overtime after 40 ho
Tipped workers	\$16.50	Tipped workers
Overtime after 40 hours	\$24.75	Overtime after 40 ho

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.

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 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

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

Remainder of

New York State

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.

\$15.50

\$23.25

\$15.50

\$23.25

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

REV. 12/2024

Post in Plain View

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY

IOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee, the U.S. Departmen

Minimum Wage Poster

Section 750. Definitions

751. Applicability

755. Enforcement.

summaries, which are available online.

Labor dictates that the employee is entitled to the higher minimum wage rate.

753. Factors to be considered concerning a previous criminal conviction; presumption

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

"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

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

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

ny public or private employer, who has previously been convicted of one or more criminal offenses in this state or in any other

of good conduct. Nothing in this article shall be construed to affect any right an employer may have with respect to an intentional

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

§752. Unfair discrimination against persons previously convicted of one or more criminal offenses prohibited. No

are applicable, shall be denied or acted upon adversely by reason of the individual's having been previously convicted of one or

application for any license or employment, and no employment or license held by an individual, to which the provisions of this article

ore criminal offenses, or by reason of a finding of lack of "good moral character" when such finding is based upon the fact that the

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

754. Written statement upon denial of license or employment

Department of Labor **NEW YORK CORRECTION LAW**

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

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 752. Unfair discrimination against persons previously convicted of one or more criminal offenses prohibitec 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

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 (d) The time which has elapsed since the occurrence of the criminal offense or offenses

The age of the person at the time of occurrence of the criminal offense or offenses.

convicted of one or more criminal offenses.

"Direct relationship" means that the nature of criminal conduct for which the person was convicted has a direct bearing on (f) The seriousness of the offense or offenses. his fitness or ability to perform one or more of the duties or responsibilities necessarily related to the license, opportunity, 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 specific individuals or the general public.

In making a determination pursuant to section seven hundred fifty-two of this chapter, the public agency or private employer business, or profession. Provided, however, that "license" shall not, for the purposes of this article, include any license or 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. "Employment" means any occupation, vocation or employment, or any form of vocational or educational training. Provided,

§754. Written statement upon denial of license or employment. At the request of any person previously convicted of one or however, that "employment" shall not, for the purposes of this article, include membership in any law enforcement agency. more criminal offenses who has been denied a license or employment, a public agency or private employer shall provide, within thirty days of a request, a written statement setting forth the reasons for such denial.

§755. Enforcement. 1. In relation to actions by public agencies, the provisions of this article shall be enforceable by a proceeding urisdiction, and to any license or employment held by any person whose conviction of one or more criminal offenses in this state or brought pursuant to article seventy-eight of the civil practice law and rules. n any other jurisdiction preceded such employment or granting of a license, except where a mandatory forfeiture, disability or bar to

mployment is imposed by law, and has not been removed by an executive pardon, certificate of relief from disabilities or certificate

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 commission on human rights.

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

NOTICE: 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 nemployment benefits.

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

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

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

by the state or the employer's insurance carrier for information about Workers' Compensation.

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e 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

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

sential functions of a job in a reasonable manne

dhr.ny.gov

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

ALL EMPLOYERS, EMPLOYMENT AGENCIES, LABOR ORGANIZATIONS AND APPRENTICESHIP TRAINING PROGRAMS $\label{likelihood} \textbf{Also prohibited: discrimination in employment on the basis of Sabbath observance or religious practices; hairstyles associated with the probability of the probab$ race (also applies to all areas listed below); prior arrest or conviction record; predisposing genetic characteristics; pregnancy-related

Reasonable accommodations for persons with disabilities and pregnancy-related conditions including lactation may be required. A reasonable accommodation is an adjustment to a job or work environment that enables a person with a disability to perform the

Also covered: domestic workers; interns and nonemployees working in the workplace (for example temp or contract workers) are rotected from all discrimination described above RENTAL, LEASE OR SALE OF HOUSING, LAND AND COMMERCIAL SPACE, INCLUDING ACTIVITIES OF REAL ESTATE BROKERS

Also prohibited: discrimination on the basis of lawful source of income (for example housing vouchers, disability benefits, child support). amilial status (families with children or being pregnant); prior arrest or sealed conviction; commercial boycotts or blockbusting. Reasonable accommodations and modifications for persons with disabilities may also be required.

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

?) restrictions of all rooms in a housing accommodation to individuals of the same sex) rental of a room by the occupant of a house or apartmen

4) sale, rental, or lease of accommodations of housing exclusively to persons 55 years of age or older, and the spouse of such persons 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

Age is not a covered classification relative to public accommodations easonable accommodations for persons with disabilities may also be required

EDUCATION INSTITUTIONS All public schools and private nonprofit schools, at all education levels, excluding those run by religious organizations; also for-profit colleges, universities, licensed private career schools or certified English as a second language schools

ADVERTISING AND APPLICATIONS RELATING TO EMPLOYMENT, REAL ESTATE, PLACES OF PUBLIC ACCOMMODATION AND REDIT TRANSACTIONS MAY NOT EXPRESS ANY DISCRIMINATION omplaint must be filed with the Division within one year for alleged acts of discrimination that occurred on or before 2/14/2024. omplaints for acts of discrimination that occur on or after 2/15/2024 may be filed within three years of the alleged act. A complaint illeging sexual harassment in employment that occurred on or after 08/12/2020 may be filed with three years of the alleged act. The f 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 the

Retaliation for filing a complaint or opposing discriminatory practices is prohibited. You may file a complaint with

he Division if you have been retaliated against. OR FURTHER INFORMATION, WRITE OR CALL THE DIVISION'S NEAREST OFFICE. HEADOUARTERS NE FORDHAM PLAZA, 4TH FLOOR, BRONX, NY 10458

ESTE ESTABLECIMIENTO ESTÁ SUJETO A LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK (LEY EJECUTIVA, SECCIÓN 15) La lev de derechos humanos del estado de nueva vork prohíbe la discriminación por edad, raza, credo, color, origen

trabajadores temporarios o contratantes) están protegidos de toda discriminación descrita arriba.

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 CAPACITACIÓN DE

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

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; 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; internos y no empleados cuales trabajan en el lugar de trabajo (por ejemplo

ALQUILER, ARRENDAMIENTO O VENTA DE VIVIENDA, TERRENO O ESPACIO COMERCIAL INCLUYENDO ACTIVIDADES DE 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 comercial o acoso

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

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

LUGARES DE ALOJAMIENTO PÚBLICO, COMO RESTAURANTES, HOTELES, HOSPITALES Y CONSULTORIOS MÉDICOS, CLUBS,

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

Todas las escuelas publicas y escuelas privadas sin ánimo de lucro, en todos los niveles, excluyendo escuelas dirigidas por organizaciones religiosas; también están cubiertos: escuelas profesionales autorizadas o escuelas certificadas de inglés como segundo idioma. PURI ICIDAD Y SOI ICITUDES RELACIONADAS CON EL EMPLEO. LOS INMUERLES, LOS LUGARES DE ALQIAMIENTO PÚRLICO Y LAS TRANSACCIONES CREDITICIAS NO DEREN EXPRESAR NINGUN ACTO DISCRIMINATORIO

Para actos que ocurran el 14/02/2024 o antes, debe presentar su querella en un plazo de un año a partir del acto más reciente de presunta discriminación. Para actos realizados a partir del 15/02/2024, debe presentar su querella en un plazo de tres años posterior al acto más reciente de presunta discriminación. Una denuncia que alega acoso sexual en el empleo que ocurrió a partir del 12/08/2020

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

a public body shall not apply to an employee who makes such disclosure to a public body unless the employee has made a good faith effort

to notify his or her employer by bringing the activity, policy or practice to the attention of a supervisor of the employer and has afforded such

the employee reasonably believes that reporting to the supervisor would result in a destruction of evidence or other concealment

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

the employee reasonably believes that the supervisor is already aware of the activity, policy or practice and will not correct such

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 within two years after the alleged retaliatory action

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,

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

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

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

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

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

than the employee's exercise of any rights protected by this section.

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

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

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

employer if the court determines that an action brought by an employee under this section was without basis in law or in fact.

puede presentarse con tres años del presunto acto. 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 FORDHAM

ruling or order.

Harriman State Office Campu Building 12, Albany, NY 12226 **WE ARE YOUR DOL**

activity, policy or practice.

Notice of Employee Rights, Protections, and Obligations Under Labor Law Section 740 Prohibited Retaliatory Personnel Action by Employers

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 employer for wages or other remuneration, including former employees, or natural persons employed as independent contractors to carry out work in

furtherance of an employer's business enterprise who are not themselves employer "Employer" means any person, firm, partnership, institution, corporation, or association that employs one or more employees

"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,

the United States Congress, any state legislature, or any elected local governmental body, or any member or employee

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 subparagraph: (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

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

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

duties, because such employee does any of the following:

objects to, or refuses to participate in any such activity, policy or practice.

regulation or under any collective bargaining agreement or employment contra 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 customarily frequented by employees and

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

Employer relief. A court, in its discretion, may also order that reasonable attorneys' fees and court costs and disbursements be awarded to an

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

REV. 02/2022

Department of Labor

Discrimination against the Engagement in Certain Activities **New York Labor Law Section 201-D**

 Definitions. As used in this section: 1. "Political activities" shall mean (i) running for public office, (ii) campaigning for a candidate for public office, or (iii) participating in fundaising activities for the benefit of a candidate, political party or political advocacy group; o. "Recreational activities" shall mean any lawful, leisure-time activity, for which the employee receives no compensation and which is

generally engaged in for recreational purposes, including but not limited to sports, games, hobbies, exercise, reading and the viewing of levision, movies and similar material: "Work hours" shall mean, for purposes of this section, all time, including paid and unpaid breaks and meal periods, that the employee is suffered, permitted or expected to be engaged in work, and all time the employee is actually engaged in work. This definition shall not be ferred to in determining hours worked for which an employee is entitled to compensation under any law including article nineteen of thi

1. "Political matters" shall mean matters relating to elections for political office, political parties, legislation, regulation and the decision to join or support any political party or political, civic, community, fraternal or labor organization;

e. "Religious matters" shall mean matters relating to religious affiliation and practice and the decision to join or support any religious

2. Unless otherwise provided by law, it shall be unlawful for any employer or employment agency to refuse to hire, employ or license, or to discharge from employment or otherwise discriminate against an individual in compensation, promotion or terms, conditions or privileges of employment because of: a. an individual's political activities outside of working hours, off of the employer's premises and without use of the employer's equipment or

other property, if such activities are legal, provided, however, that this paragraph shall not apply to persons whose employment is defined

n paragraph six of subdivision (a) of section seventy-nine-h of the civil rights law, and provided further that this paragraph shall not apply o persons who would otherwise be prohibited from engaging in political activity pursuant to chapter 15 of title 5 and subchapter III of o. an individual's legal use of consumable products, including cannabis in accordance with state law, prior to the beginning or after the

conclusion of the employee's work hours, and off of the employer's premises and without use of the employer's equipment or other c, an individual's legal recreational activities, including cannabis in accordance with state law, outside work hours, off of the employer's premises and without use of the employer's equipment or other property

f. an individual's membership in a union or any exercise of rights granted under Title 29, USCA, Chapter 7 or under article fourteen of the civil service law: or e. an individual's refusal to: (i) attend an employer-sponsored meeting with the employer or its agent, representative or designee, the

primary purpose of which is to communicate the employer's opinion concerning religious or political matters; or (ii) listen to speech or view B. The provisions of subdivision two of this section shall not be deemed to protect activity which a. creates a material conflict of interest related to the employer's trade secrets, proprietary information or other proprietary or business

b. with respect to employees of a state agency as defined in sections seventy-three and seventy-four of the public officers law respectively is in knowing violation of subdivision two, three, four, five, seven, eight or twelve of section seventy-three or of section seventy-four of the oublic officers law, or of any executive order, policy, directive, or other rule which has been issued by the attorney general regulating outside ployment or activities that could conflict with employees' performance of their official duties, with respect to employees of any employer as defined in section twenty-seven-a of this chapter, is in knowing violation of a provision of

a collective bargaining agreement concerning ethics, conflicts of interest, potential conflicts of interest, or the proper discharge of official f. with respect to employees of any employer as defined in section twenty-seven-a of this chapter who are not subject to section seventy three or seventy-four of the public officers law, is in knowing violation of article eighteen of the general municipal law or any local law, administrative code provision, charter provision or rule or directive of the mayor or any agency head of a city having a population of one nillion or more, where such law, code provision, charter provision, rule or directive concerns ethics, conflicts of interest, potential conflicts of

nterest, or the proper discharge of official duties and otherwise covers such employees; and

This poster is in compliance with state posting requirements.

e. with respect to employees other than those of any employer as defined in section twenty-seven-a of this chapter, violates a collective bargaining agreement or a certified or licensed professional's contractual obligation to devote his or her entire compensated working hours to a single employer, provided however that the provisions of this paragraph shall apply only to professionals whose compensation is at least fifty thousand dollars for the year nineteen hundred ninety-two and in subsequent years is an equivalent amount adjusted by the same percentage as the annual increase or decrease in the consumer price index.

4. Notwithstanding the provisions of subdivision three of this section, an employer shall not be in violation of this section where the employer takes action based on the belief either that: (i) the employer's actions were required by statute, regulation, ordinance or other governmental mandate, (ii) the employer's actions were permissible pursuant to an established substance abuse or alcohol program or workplace policy, professional contract or collective bargaining agreement, or (iii) the individual's actions were deemed by an employer or s employer to be illegal or to constitute habitually poor performance, incompetency or misconduct. 4-a. Notwithstanding the provisions of subdivision three or four of this section, an employer shall not be in violation of this section where

the employer takes action related to the use of cannabis based on the following: (i) the employer's actions were required by state or federal statute, regulation, ordinance, or other state or federal governmental mandate; (ii) the employee is impaired by the use of cannabis, meaning the employee manifests specific articulable symptoms while working that

decrease or lessen the employee's performance of the duties or tasks of the employee's job position, or such specific articulable symptoms interfere with an employer's obligation to provide a safe and healthy work place, free from recognized hazards, as required by state and federal occupational safety and health law; or (iii) the employer's actions would require such employer to commit any act that would cause the employer to be in violation of federal law

or would result in the loss of a federal contract or federal funding. 5. Nothing in this section shall apply to persons who, on an individual basis, have a professional service contract with an employer and the nique nature of the services provided is such that the employer shall be permitted, as part of such professional service contract, to limit the off-duty activities which may be engaged in by such individual.

6. Nothing in this section shall prohibit an organization or employer from offering, imposing or having in effect a health, disability or life insurance policy that makes distinctions between employees for the type of coverage or the price of coverage based upon the employees' recreational activities or use of consumable products, provided that differential premium rates charged employees reflect a differential cost to the employer and that employers provide employees with a statement delineating the differential rates used by the carriers providing insurance for the employer, and provided further that such distinctions in type or price of coverage shall not be utilized to expand, limit or

7. a. Where a violation of this section is alleged to have occurred, the attorney general may apply in the name of the people of the state of New York for an order enjoining or restraining the commission or continuance of the alleged unlawful acts. In any such proceeding, the court may impose a civil penalty in the amount of three hundred dollars for the first violation and five hundred dollars for each subsequent

b. In addition to any other penalties or actions otherwise applicable pursuant to this chapter, where a violation of this section is alleged to

curtail the rights or liabilities of any party with regard to a civil cause of action.

have occurred, an aggrieved individual may commence an action for equitable relief and damages.

8. Nothing in this section shall prohibit: (i) an employer or its agent, representative or designee from communicating to its employees any information that the employer is required by law to communicate, but only to the extent of such legal requirement; (ii) an employer or its agent, representative or designee from communicating to its employees any information that is necessary for such employees to perform their job duties; (iii) an institution of higher education, or any agent, representative or designee of such institution, from meeting with or participating in any communications with its employees that are part of coursework, any symposia or an academic program at such nstitution; (iv) casual conversations between employees or between an employee and an agent, representative or designee of an employer, provided participation in such conversations is not required; or (v) a requirement limited to the employer's managerial and supervisory

9. The provisions of this section shall not apply to a religious corporation, entity, association, educational institution or society that is exempt from the requirements of Title VII of the Civil Rights Act of 1964 pursuant to 42 USC 2000e-1(a) with respect to speech on religious matters to employees who perform work connected with the activities undertaken by such religious corporation, entity, association, educational

10. Every employer shall post a sign in every workplace at the location or locations where notices to employees are normally posted, to inform employees of their rights pursuant to this section.

Child Labor

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NEW YORK STATE 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, Thursday². 8 hours on: Friday, Saturday, Sunday and Holidays⁴.	28 ⁴	64	6 AM to 10 PM ³
When School is not in session	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	64	6 AM to Midnight⁴
Not Attending School:	16 and 17	All occupations except farm work, newspaper carrier and street trades	8 hours⁴	48 ⁴	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				
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

tudents 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 in a hand 15 enrolled in an approved work/study program may work 3 hours on day preceding a school day and until

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

udents 16 and 17 enrolled in an approved Cooperative Education Program may work up to 6 hours on a day preceding a school day 4This provision does not apply to minors employed in resort hotels or restaurants in resort areas. other 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^a

 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

GARDEN CITY DISTRICT NEW YORK CITY DISTRICT ALBANY DISTRICT 400 OAK STREET 55 Hanson Place SUITE 102 11th Floor BLDG. 12 ROOM 185A Buffalo, NY 14203 GARDEN CITY, NY 11530 BROOKLYN, NY 11217 ALBANY, NY 12226 (212) 775-3880 SYRACUSE DISTRICT WHITE PLAINS DISTRIC ROCHESTER DISTRICT 333 East Washington Stre 276 Waring Road 120 Bloomingdale Roa 55 HANSON PLACE **Room 104** Syracuse, NY 13202 ROCHESTER, NY 14609

BROOKLYN, NY 11217

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 adder

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 he 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 iours within which to vote. If he or she has less than four consecutive hours he or she may take off so much working time as will, wher 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

ne 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 lays 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 where it can be seen a

employees come or go to their place of work, a notice setting forth the provisions of this section. Such notice shall be kept posted until the

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 HOURS, WITHOUT LOSS OF PAY, TO ALLOW YOU TIME TO VOTE IF YOU ARE A REGISTERED VOTER. ${\tt YOU MAY TAKE TIME OFF AT THE BEGINNING OR END OF YOUR WORKING SHIFT, AS YOUR EMPLOYER MAY DESIGNATE, UNLESS \\ {\tt YOUR MAY TAKE TIME OFF AT THE BEGINNING OR END OF YOUR WORKING SHIFT, AS YOUR EMPLOYER MAY DESIGNATE, UNLESS } \\ {\tt YOUR MAY TAKE TIME OFF AT THE BEGINNING OR END OF YOUR WORKING SHIFT, AS YOUR EMPLOYER MAY DESIGNATE, UNLESS } \\ {\tt YOUR MAY TAKE TIME OFF AT THE BEGINNING OR END OF YOUR WORKING SHIFT, AS YOUR EMPLOYER MAY DESIGNATE, UNLESS } \\ {\tt YOUR MAY TAKE TIME OFF AT THE BEGINNING OR END OF YOUR WORKING SHIFT, AS YOUR EMPLOYER MAY DESIGNATE, UNLESS } \\ {\tt YOUR MAY TAKE TIME OFF AT THE BEGINNING OR END OF YOUR WORKING SHIFT, AS YOUR EMPLOYER MAY DESIGNATE, UNLESS } \\ {\tt YOUR MAY TAKE TIME OF THE PROPERTY OF THE PROPERTY$

TAX BENEFITS

YOU MUST NOTIFY YOUR EMPLOYER NOT LESS THAN 2 DAYS, BUT NOT MORE THAN 10 DAYS, BEFORE THE DAY OF THE ELECTION THAT YOU WILL TAKE TIME OFF TO VOTE. Employers: Not less than ten working days before any Election Day, every employer shall post conspicuously in the place of work

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 law. Such notice

Rev. 04/14/2020

Department of Labor, Division of Veterans' Services **VETERAN BENEFITS AND SERVICES**

MENTAL HEALTH AND SUBSTANCE

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

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.ne

Call: 988

Call: 1-877-8-HOPENY (467469)

Text: HOPENY (467369)

Crisis Textline Text: 741741 Chat: crisistextline.or NYS Office of Mental Health (OMH): NYS Office of Addiction Services and Supports (OASAS): www.oasas.ny.gov/hopeline

Text: 988

LEGAL SERVICES Veterans Treatment Courts (VTC): ww2.nycourts.gov/courts/problem_solving/vet/courts.shtml NYS Defenders Association Veteran Defense Program: https://www.nysda.org/page/VDP

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ONLINE

TWO ways to verify poster compliance!

Scan with phone camera:

Go to: JJKeller.com/LLPverify

Enter this code: **69448-012025**

NEW YORK STATE DEPARTMENT OF VETERANS' SERVICES Website: veterans.ny.go Help Line: 1-888-838-7697 Email: DVSInfo@veterans.ny.gov Services: Legal, education, employment and volunteer, financial, health care, and more

Department of

Veterans' Services

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

> Veteran Status Designation Photo Document: dmv.ny.gov/more-info/veteran-statusdesignation-Veteran License Plate: dmv.ny.gov/plates/military-and-veterans

> > NEW YORK STATE DEPARTMENT OF LABOR VETERANS' PROGRAM Website: dol.ny.gov/services-veteral

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.

Department YORK STATE

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REV. 02/2024



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

800-327-6868

NYS Domestic and Sexual Violence Hotline

NYS Workplace Sexual Harassment Hotline

Call: 800-942-6906 Text: 844-997-2121

NYS Department of Motor Vehicles:

Call: 1-800-HARASS-3

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.