

Labor Laws

WE ARE YOUR DOL NEW YORK STATE Departmen

Attention Miscellaneous Industry Employees

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

	ľ	New York City		
Large Employers (11 c	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** Minimum Wage \$16.00 Overtime after 40 hours \$24.00 \$16.00 **Tipped workers** Overtime after 40 hours

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

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

Overtime after 40 hours

www.labor.ny.gov/minimumwage or call: 1-888-469-7365.

redits 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 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

\$16.00

\$22.50

- 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

REV. 11/2023

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

Section 750. Definitions

Department of Labor **NEW YORK CORRECTION LAW**

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

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.

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

railable from the state Department of Labor.

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

- "Private employer" means any person, company, corporation, labor organization or association which employs ten or more "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, or job in question.
- "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. "Employment" means any occupation, vocation or employment, or any form of vocational or educational training. Provided,
- owever, that "employment" 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 ny public or private employer, who has previously been convicted of one or more criminal offenses in this state or in any other risdiction, and to any license or employment held by any person whose conviction of one or more criminal offenses in this state or any other jurisdiction preceded such employment or granting of a license, except where a mandatory forfeiture, disability or bar to polyment is imposed by law, and has not been removed by an executive pardon, certificate of relief from disabilities or certificate 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

6752. 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 re applicable, shall be denied or acted upon adversely by reason of the individual's having been previously convicted of one or

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- 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 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.
- 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 specific individuals or the general public

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 certificate 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 ore 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 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 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

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.

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 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.

NEW YORK STATE

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

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, CITIZENSHIP OR IMMIGRATION STATUS, DISABILITY OR MARITAL STATUS IS

PROHIBITED BY THE NEW YORK STATE HUMAN RIGHTS LAW. SEXUAL HARASSMENT OR HARASSMENT BASED UPON ANY OF THESE PROTECTED CLASSES ALSO IS PROHIBITED. ALL EMPLOYERS, EMPLOYMENT AGENCIES, LABOR ORGANIZATIONS AND APPRENTICESHIP TRAINING PROGRAMS lso prohibited: discrimination in employment on the basis of Sabbath observance or religious practices; hairstyles associated

vith 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.

easonable 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

lso covered: domestic workers; interns and nonemployees working in the workplace (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 apport); 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.

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 apartment 1) 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,

age is not a covered classification relative to public accommodations easonable accommodations for persons with disabilities may also be required. **EDUCATION INSTITUTIONS**

ll public schools and private nonprofit schools, at all education levels, excluding those run by religious organizations; also forprofit 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 CREDIT TRANSACTIONS MAY NOT EXPRESS ANY DISCRIMINATION complaint must be filed with the Division within one year for alleged acts of discrimination that occurred before 2/15/2024.

omplaints for acts of discrimination that occur on or after 2/15/2024 may be filed within 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

ne Division and the State Court. 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

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. ESTADO MIGRATORIO O CIUDADANÍA, DISCAPACIDAD O ESTADO CIVIL. TAMBIÉN ESTÁ PROHIBIDO EL ACOSO SEXUAL O EL ACOSO POR CUALOUIERA DE ESTAS CLASES PROTEGIDAS

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

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

También están cubiertos: trabajadores domésticos; internos y no empleados cuales trabajan en el lugar de trabajo (por ejemplo trabajadores temporarios o contratantes) están protegidos de toda discriminación descrita arriba.

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

embarazo incluyendo lactación. Un arreglo razonable es una adaptación a un trabajo o entorno laboral que permita que una

AGENTE DE BIENES RAICES 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.

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

persona con discapacidad realice las tareas esenciales de un trabajo de manera razonable.

(4) venta, alquiler o arrendamiento de alojamiento en una casa exclusivamente a personas mayores de 55 años y al cónyuge de

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

CLUBS, PARQUES Y OFFICINAS DEL GOBIERNO.

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

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

PUBLICIDAD Y SOLICITUDES RELACIONADAS CON EL EMPLEO, LOS INMUEBLES, LOS LUGARES DE ALOJAMIENTO PÚBLICO Y LAS TRANSACCIONES CREDITICIAS NO DEBEN 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. 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 PLAZA, 4TH FLOOR, BRONX, NY 10458

§740. Retaliatory action by employers; prohibition.

themselves employers.

"Public body" includes the following:

member or employee thereof:

or more employees.

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

"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

"Employer" means any person, firm, partnership, institution, corporation, or association that employs one

executive order; (ii) any rule or regulation promulgated pursuant to such statute or ordinance or executive

(i) the United States Congress, any state legislature, or any elected local governmental body, or any

any federal, state, or local regulatory, administrative, or public agency or authority, or

any division, board, bureau, office, committee, or commission of any of the public bodies

any federal, state or local department of an executive branch of government; or

"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

that would adversely impact a former employee's current or future employment; or (iii) threatening

to report an employee's suspected citizenship or immigration status or the suspected citizenship or

"Supervisor" means any individual within an employer's organization who has the authority to direct

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

Prohibitions. An employer shall not take any retaliatory action against an employee, whether or not within the

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.

four hundred fifty-nine-a of the social services law, to a federal, state, or local agency.

scope of the employee's job duties, because such employee does any of the following:

nquiry into any such activity, policy or practice by such employer; or

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

to contact or contacting United States immigration authorities or otherwise reporting or threatening

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

immigration status of an employee's family or household member, as defined in subdivision two of section

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

any federal, state, or local court, or any member or employee thereof, or any grand or petit jury;

any federal, state, or local law enforcement agency, prosecutorial office, or police or peace officer;

"Law, rule or regulation" includes: (i) any duly enacted federal, state or local statute or ordinance or

Definitions. For purposes of this section, unless the context specifically indicates otherwise

order; or (iii) any judicial or administrative decision, ruling or order.

WE ARE YOUR DOL NEW YORK STAT

www.labor.ny.gov

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

Effective January 26, 2022

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 employer a reasonable opportunity

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 safety;

the employee reasonably believes that reporting to the supervisor would result in a destruction of evidence or other concealment of the activity, policy or practice; 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 and will not correct such 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 within two years after the alleged retaliatory action was taken. 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. It shall be a defense to any action brought pursuant to this section that the retaliatory action was

Relief. In any action brought pursuant to subdivision four of this section, the court may order relief as follows: an injunction to restrain continued violation of this section;

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 equivalent position, or front pay in lieu thereof;

the reinstatement of full fringe benefits and seniority rights; the compensation for lost wages, benefits and other remuneration;

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

a civil penalty of an amount not to exceed ten thousand dollars; and/or the payment by the employer of punitive damages, if the violation was willful, malicious or wanton.

Employer relief. A court, in its discretion, may also order that reasonable attorneys' fees and court costs and disbursements be awarded to an employer if the court determines that an action brought by an employee under this section was without basis in law or in fact. Existing rights. Nothing in this section shall be deemed to diminish the rights, privileges, or remedies of any

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 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.

REV. 02/2022

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.

where it can be seen as employees come or go to their place of work, a notice setting forth the provisions of this

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

DESIGNATE, UNLESS OTHERWISE MUTUALLY AGREED. 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

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.

Employers: Not less than ten working days before any Election Day, every employer shall post conspicuously in the place of

Rev. 04/14/2020

Child Labor

WE ARE YOUR DOL

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: 16 and 17	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 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	48 ⁴	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	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

udents 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 36 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.

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. her 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*

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.

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.

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

New York City District GARDEN CITY DISTRICT Buffalo District **ALBANY DISTRICT** 400 OAK STREET 55 HANSON PLACE 295 Main Street STATE OFFICE CAMPUS SUITE 914 SUITE 102 11th Floor BLDG. 12 ROOM 185A BUFFALO, NY 14203 Brooklyn, NY 11217 GARDEN CITY, NY 11530 **ALBANY, NY 12226** (716) 847-7141 (516) 794-8195 (212) 775-3880 (518) 457-2730 WHITE PLAINS DISTRICT ROCHESTER DISTRICT Syracuse District Bronx District 333 EAST WASHINGTON STREE 120 BLOOMINGDALE ROAD 276 Waring Road 55 Hanson Place **Room 104 R**оом 121 WHITE PLAINS, NY 10605 11th Floor Syracuse, NY 13202 (914) 997-9521 Rochester, NY 14609 BROOKLYN, NY 11217

(212) 775-3719

REV. 11/2023

(585) 258-4550

Department of Labor, Division of Veterans' Services



Call: 988, press 1

Text: HOPENY (467369)

VETERAN BENEFITS AND SERVICES

(315) 428-4057

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

Text: 838255

Suicide and Crisis Lifeline: www.veteranscrisisline.net **Crisis Textline**

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)

/eterans Treatment Courts (VTC): ww2.nycourts.gov/courts/problem_solving/vet/courts.shtml Email: ProblemSolving@courts.state.ny.us

Help Line: 1-888-838-7697

Email: DVSInfo@veterans.nv.gov

Services: Legal, education, employment and

volunteer, financial, health care, and more.

Department of

Veterans' Services

LEGAL SERVICES

NYS Defenders Association Veteran Defense Program: https://www.nysda.org/page/VDP NEW YORK STATE DEPARTMENT OF VETERANS' SERVICES

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Enter this code: **69448-052024**

Call: 800-942-6906 Text: 844-997-2121 NYS Workplace Sexual Harassment Hotline Call: 1-800-HARASS-3 **NYS Department of Motor Vehicles:**

NYS Domestic and Sexual Violence Hotline:

NYS Department of Tax and Finance

NEW YORK STATE DEPARTMENTOF LABOR VETERANS' PROGRAM

dmv.ny.gov/more-info/veteran-statusdesignation-photo-document

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

TAX BENEFITS

EDUCATION, WORKFORCE, AND TRAINING RESOURCES

ADDITIONAL RESOURCES

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

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

Veteran Status Designation Photo Document:

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.

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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.

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

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