New York State Postings





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

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 PROHIBITED.

LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK PROHÍBE LA DISCRIMINACIÓN POR EDAD, RAZA, CREDO, COLOR, ORIGEN NACIONAL, ORIENTACIÓN SEXUAL, ESTATUS MILITAR, SEXO, EMBARAZO, IDENTIDAD O EXPRESIÓN DE GÉNERO, DISCAPACIDAD O ESTADO CIVIL. TAMBIÉN ESTÁ PROHIBIDO EL ACOSO SEXUAL O EL ACOSO POR CUALQUIERA DE ESTAS CLASES PROTEGIDAS.

Notice of Employee Rights, Protections, and

Obligations Under Labor Law Section 740

Prohibited Retaliatory

Personnel Action by Employers

Effective January 26, 2022

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uniques. D'Luc des erregulation "includes: (il ary duly exacted belons), chain or local stable or orderance or security corter. (il way fail or regulation companies planament in each relativa or admanne or security or other. (ii) any judicial or contentativativa decision, all ray or other. "Palicio body" includes the following: "Palicio body" includes the following: "I not belond Stables congess, any sharth legislature, or any decide body governmental body, or any member or employee thereof."

CREMINATION DISCRESS DIVISIONS AND ACTOR

CONTINUENT OF THE CONTIN

NEW YORK Department of Labor

Division of Labor Standards

Summary of New York State Child Labor Law, Permitted Working Hours for Minors Under 18 Years of Age

			Max			
Age of Minor Girls and Boys		Industry or Occupation	Daily Hours	Weekly Hours	Days per Week	Permitted Hours
Attending School, When school is in session	14 and 15	All occupations except form work, newspaper carrier and street trades.	3 hours on achoel days. 8 hours on other days.	181	6	7 AM to 7 PM
	16 and 17	All occupations except farm work, neespaper carrier and street trades.	4 hours on days preceding school days: Monday, Taesday, Wednesday, Thursday ² . 8 hours on: Friday, Sahunday, Sunday and Holidays ⁴ .	284	64	6 AM to 10 PM ⁹
Attending School, When school is not in session (vacation):	14 and 15	All occupations except form work, newspaper carrier and street trades.	8 hours	40	6	7 AM to 9 PM June 21 to Labor Day
	16 and 17	All occupations except farm work, newspaper carrier and street trades.	8 hours ⁴	464	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 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 seits 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 current, 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

I Students 14 and 15 enrolled in an approved work/shtudy program may work 3 hours on a school day, 23 hours in any one-week when school is in session. 2 Students 16 and 17 enrolled in an approved Cooperative Education Program may work up to 8 hours on a day proceding a school day other than a Studey or Holiday when school is in session, as long as the hours are in conjunction with the Program.

Minimum Wage hourly rates effective 12/31/2022 – 12/30/2023 New York City

Attention Miscellaneous

Industry Employees

Large Employers (11 or more employees) Small Employers (10 or less employees) \$15.00 Minimum Wage Tipped Workers Overtime after 40 hours \$15.00 \$22.50 Tipped Workers Overtime after 40 hours

Long Island and			Remainder of			
Westchester County			New York State			
Minimum Wage	\$15.00		Minimum Wage	\$14.20		
Overtime after 40 hours	\$22.50		Overtime after 40 hours	\$21.30		
Tipped Workers	\$15.00	Ш	Tipped Workers	\$14.20		
Overtime after 40 hours	\$22.50		Overtime after 40 hours	\$21.30		

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and cannot take any tip credit.
Meals and Lodging – Your
employer may claim a limited
amount of your weges 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

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

Shown above:

Output below the minimum wage rates shown above:

/s tress the rimmum wage rate. Callelin pape 1 / go to work as adheduded and your employer sends callelin pape 1 / go to work as adheduded and your employer sends minimum wage rate for that dut Spead of hours. 1 / Joyar workfoly shart hourset primar the hours, you may be entitled to extra daily pay. The daily rate is a qualit to one hours pay at the minimum wage rate. Uniform maintenance—If you clearly your now uniform, you may be entitled to addicated usedly pay; The revelly yrate are an autiliated orifice minimum to work pay. The revelly yrate are an autiliated orifice.

Post in Plain View

Notice to Employers / Employees

NEW YORK PAID FAMILY LEAVE (PFL)







ASSIST military families

BOND with a child CARE for a family member Paid Family Leave may also be available for use in situations when you or your minor dependent child are under an order of ouarantine or isolation due to COVID-19. See PaidFamilyLeave.nx.ooy/COVID19 for full details.

PFL Benefits Who Can Request

Up to 12 Weeks of Leave

Strong Protections

Generally, Employees Who:

Work for a private employer in
New York State, or a public
employer who has opted in.

Meet the time-worked requirements:

How to Request PFL

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

Resources

844-337-6303 Call the toll-free PFL Helpline 8:30 a.m. to 4:30 p.m. • Monday – Friday

Paid Family Leave

STRONG FAMILIES, STRONG NEW YORK

VETERAN BENEFITS AND SERVICES

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

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

MENTAL HEALTH AND SUBSTANCE ABUSE RESOURCES NYS Department of Tax and Finance Information for military personnel and

All calls and texts are free and confidential
U.S. Department of Veterans Affairs Veterans Crisis Line:
www.veterans.crisisline.net
Call: 988, prees 1 Text: 838255

LEGAL SERVICES

NYS Department of Tax and Finance
• Information for military personnel and veterans:
tax.ny.gov/pit/file/military_page.htm

EDUCATION, WORKFORCE, AND

ADDITIONAL RESOURCES

Call: 1-800-HARASS-3

WYS Department of Motor Vehicles:

• Veteran Status Designation Photo
Document.
dmw.ny.gov/more-info/veteran-status
designation-photo-document

Website: veterans.ny.gov Help Line: 1-888-838-7697 Services: Legal, education, employment and volunteer, financial, health care, and

NEW YORK STATE DEPARTMENT OF LABOR VETERANS' PROGRAM

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NEW YORK CORRECTION LAW • ARTICLE 23-A

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

(b) The specific delies and responsibilities necessarily related to the license or employment sought or held by the person.

WORKERS' COMPENSATION

IINEMPLOYMENT INSURANCE

ALLC 20230112

Electronic Monitoring

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YOU HAVE A RIGHT TO KNOW!

Your employer must inform you of the health

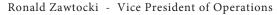
effects and hazards

of toxic substances

at your worksite.

Learn all you can about toxic substances on your job.

For more information. contact:



Name

2706

1963 Country Mile Frankfort NY 13340 315-624-2147

Location & Phone Number

THE RIGHT TO KNOW LAW WORKS FOR YOU.

4/00

NEW YORK STATE DEPARTMENT OF HEALTH

New York State Election Law

- § 3-110. Time allowed employees to vote. 1. A registered voter may, without loss of pay for up to three hours, take off so much working time as will enable him or her to vote at any election.
- 2. The employee 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.
- 3. If the employee requires working time off to vote the employee shall notify his or her employer not 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.
- 4. Not less than ten working days before every election, 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 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 3-110ⁱ

- As a registered voter, you may take off up to 3 hours, without loss of pay, to allow you time to vote.
- 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 before the day of the election that
 you will take time off to vote.

Rev 04.19.2019

¹ Employers: 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.