

# **NEW YORK** Labor Laws

<b>J. J. IXEIIEI</b> & Accoriated Inc.®		Edd		11 98		
& Associates, Inc. <sup>®</sup> Since 1953		POSTER COMPLIAN	CE DATE 02/2022	661	THIS ESTABLISHMENT IS SUBJECT TO THE NEW YORK STATE HUMAN RIGHTS LAW (EXECUTIVE LAW, ARTICLE 15)	ESTE ESTABLECIMIENTO ESTÁ SUJETO A LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK (LEY EJECUTIVA, SECCIÓN 15)
				***	DISCRIMINATION BASED UPON AGE, RACE, CREED, COLOR, NATIONAL ORIGIN, SEXUAL ORIENTATION, MILITARY STATUS, SEX, PREGNANCY, GENDER IDENTITY OR EXPRESSION, DISABILITY OR MARITAL STATUS IS PROHIBITED BY THE NEW YORK STATE HUMAN RIGHTS LAW. SEXUAL HARASSMENT OR HARASSMENT BASED UPON ANY OF THESE PROTECTED CLASSES ALSO IS PROHIBITED	Multiple Control and the control of
Minimum Wage					IS PROHIBITED. ALL EMPLOYERS (until February 8, 2020, only employers with 4 or more employees are covered), EMPLOYMENT AGENCIES, LABOR ORGANIZATIONS AND APPRENTICESHIP	PROTEGIDAS. TODOS LOS EMPLEADORES (hasta el 8 de febrero de 2020, solo los empleadores de cuatro o más parsonas). AGENCIAS DE EMPLEO ORGANIZACIONES DE TRABA IO Y PROGRAMAS DE
	•	ent of Labor			<b>TRAINING PROGRAMS</b> Also prohibited: discrimination in employment on the basis of Sabbath observance or religious	o más personas), AGENCIAS DE EMPLEO ORGANIZACIONES DE TRABAJO Y PROGRAMAS DE CAPACITACIÓN DE APRENDICES Asimismo, está prohibida la discriminación en el empleo sobre la base de la observancia del Shabat
WE ARE YOUF NEW YORK DEPARTMENT C		Attention Miscellar Industry Employ			practices; hairstyles associated with race (also applies to all areas listed below); prior arrest or conviction record; predisposing genetic characteristics; familial status; pregnancy-related conditions domestic violence victim status.	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.
Minim	num Wage hourly rates ef	ffective 12/31/2021 – 12/30/2			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 essential functions of a job in a reasonable manner.	adaptación a un trabajo o entorno laboral que permita que una persona con discapacidad realice las
		York City			Also covered: domestic workers are protected from harassment and retaliation; interns and nonemployees working in the workplace (for example temp or contract workers) are protected from	tareas esenciales de un trabajo de manera razonable. También están cubiertos: trabajadores domésticos están protegidos en casos acoso y represalias; internos y no empleados cuales trabajan en el lugar de trabajo (por ejemplo trabajadores
Large Employers (11		Small Employers ( <b>10 o</b>			all discrimination described above. RENTAL, LEASE OR SALE OF HOUSING, LAND AND COMMERCIAL SPACE, INCLUDING	temporarios o contratantes) están protegidos de toda discriminación descrita arriba. ALQUILER, ARRENDAMIENTO O VENTA DE VIVIENDA, TERRENO O ESPACIO COMERCIAL
Minimum Wage	\$15.00	Minimum Wage	\$15.00		ACTIVITIES OF REAL ESTATE BROKERS AND SALES PEOPLE Also prohibited: discrimination on the basis of lawful source of income (for example housing	INCLUYENDO ACTIVIDADES DE AGENTE DE BIENES RAÍCES Y VENDEDORES También esta prohibido: la discriminación a base de fuente de ingreso legal (por ejemplo vales,
Overtime after 40 hours Tipped workers	\$22.50 <b>\$15.00</b>	Overtime after 40 hours Tipped workers	\$22.50 <b>\$15.00</b>		vouchers, disability benefits, child support); familial status (families with children or being pregnant) prior arrest or sealed conviction; commercial boycotts or blockbusting	; 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 inmobiliario.
Overtime after 40 hours	\$22.50	Overtime after 40 hours	\$22.50		Reasonable accommodations and modifications for persons with disabilities may also be required. Does not apply to:	También es posible que sea necesario realizar modificaciones y arreglos razonables para personas con discapacidades.
Long Isl	and and	Remaind	ler of		<ul><li>(1) rental of an apartment in an owner-occupied two-family house</li><li>(2) restrictions of all rooms in a housing accommodation to individuals of the</li></ul>	Excepciones: (1) alquiler de un apartamento en una casa para dos familias ocupada por el dueño
	ter County	New York	State		same sex (3) rental of a room by the occupant of a house or apartment	(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
Minimum Wage	\$15.00	Minimum Wage	\$13.20		(4) sale, rental, or lease of accommodations of housing exclusively to persons 55 years of age or older, and the spouse of such persons <b>ALL CREDIT TRANSACTIONS INCLUDING FINANCING FOR PURCHASE, MAINTENANCE AND</b>	(4) venta, alquiler o arrendamiento de alojamiento en una casa exclusivamente a personas mayores de 55 años y al cónyuge de dichas personas Tambiés se pueblica discriminación en vivilar de colore la base del estado civil (con signal, formiliar
Overtime after 40 hours Tipped workers	\$22.50 <b>\$15.00</b>	Overtime after 40 hours Tipped workers	\$19.80 <b>\$13.20</b>		REPAIR OF HOUSING PLACES OF PUBLIC ACCOMMODATION SUCH AS RESTAURANTS, HOTELS, HOSPITALS AND	También se prohíbe: discriminación en vivienda sobre la base del estado civil (por ejemplo, familias con hijos). TODAS TRANSACCIONES CREDITICIAS INCLUYENDO FINANCIAMENTO PARA LA COMPRA.
Overtime after 40 hours	\$22.50	Overtime after 40 hours	\$19.80		MEDICAL OFFICES, CLUBS, PARKS AND GOVERNMENT OFFICES Exception:	MANTENIMIENTO Y REPARACION DE VIVIENDAS LUGARES DE ALOJAMIENTO PÚBLICO, COMO RESTAURANTES, HOTELES, HOSPITALES Y
	If you have questions, need more information	nation or want to file a complaint, please visit			Age is not a covered classification relative to public accommodations. Reasonable accommodations for persons with disabilities may also be required.	CONSULTORIOS MÉDICOS, CLUBS, PARQUES Y OFFICINAS DEL GOBIERNO. Excepción:
Crodite and Allower as that		or call: <b>1-888-469-7365</b> .			<b>EDUCATION INSTITUTIONS</b> All public schools and private nonprofit schools, at all education levels, excluding those run by	La edad no es una clasificación cubierta respecto a los alojamientos públicos. Es posible que sea necesario realizar arreglos razonables para personas con discapacidades.
Credits and Allowances that may reduce your pay belo above: • Tips – Beginning December 31, 2020, your emplo	-	<ul> <li>Extra Pay you may be owed in additio</li> <li>Overtime – You must be paid 1½ tir shown above) for weekly hours over</li> </ul>	mes your regular rate of pay (no less than a		religious organizations. ADVERTISING AND APPLICATIONS RELATING TO EMPLOYMENT, REAL ESTATE, PLACES OF PUBLIC ACCOMMODATION AND CREDIT TRANSACTIONS MAY NOT EXPRESS ANY	INSTITUCIONES EDUCATIVAS Todas las escuelas publicas y escuelas privadas sin ánimo de lucro, en todos los niveles, excluyendo escuelas dirigidas por organizaciones religiosas
<ul> <li>minimum wage rate, and cannot take any tip creater</li> <li>Meals and lodging – Your employer may claim a</li> </ul>	dit. limited amount of your wages for	Exceptions: Overtime is not required	r 40 (or 44 for residential employees). I for salaried professionals, or for executive alary is more than 75 times the minimum v		DISCRIMINATION If you wish to file a formal complaint with the Division of Human Rights, you must do so within one	escuelas dirigidas por organizaciones religiosas. PUBLICIDAD Y SOLICITUDES RELACIONADAS CON EL EMPLEO, LOS INMUEBLES, LOS LUGARES DE ALOJAMIENTO PÚBLICO Y LAS TRANSACCIONES CREDITICIAS NO DEBEN
meals and lodging that they provide to you, as lo else. The rates and requirements are set forth in v available online.	ng as they do not charge you anything	Call-in pay – If you go to work as scl you may be entitled to extra hours of	heduled and your employer sends you ho of pay at the minimum wage rate for that c	ome early, day.	year after the discrimination occurred. The Division's services are provided free of charge. If you wish to file a complaint in State Court, you may do so within three years of the discrimination.	EXPRESAR NINGUN ACTO DISCRIMINATORIO Si desea presentar una demanda formal ante la División de Derechos Humanos, debe hacerlo dentro
available online.		extra daily pay. The daily rate is equa	asts longer than ten hours, you may be er al to one hour of pay at the minimum wag	ge rate.	You may not file both with the Division and the State Court. Retaliation for filing a complaint or opposing discriminatory practices is prohibited. You	de un año desde que ocurra la discriminación. Los servicios de la División se ofrecen sin cargo. Si desea presentar una demanda ante el Tribunal Estatal, puede hacerlo dentro de los tres años
		additional weekly pay. The weekly ra	n your own uniform, you may be entitled ates are available online.		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	desde que ocurriera la discriminación. No puede presentar una demanda ante la División y ante el Tribunal Estatal.
LS 207	Minimum	Wage Poster	Post in Plain	n View	ONE FONDHAIM FLAZA, 41H FLOOR, BROWA, NT 10438	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
			REV. 11/	2021		DIVISIÓN. OFICINA CENTRAL: ONE FORDHAM PLAZA. 4TH FLOOR, BRONX, NY 10458
<b>NOTICE:</b> This state has its own minimum wage law. Employer	s are also required to display the federal Emp	ployee Rights Under the Fair Labor Standards Act p	posting, which indicates the federal minimur	m wage. Where		
federal and state rates both apply to an employee, the U.S. De		vee is entitled to the higher minimum wage rate. <b>RMATIONAL PURPOSES ONLY.</b>				A # 0 2 7 0 0 5 5 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9
Whistleblower		**********				ORRECTION LAW CLE 23-A
Protection Division of Labo					LICENSURE AND EMPLOYMENT OF PERSONS PREVIOU	
Protoction	Office Campus any, NY 12226 NEW YORK STATE	E Department of Labor			Section 750. Definitions. 751. Applicability.	finding is based upon the fact that the individual has previously been convicted of one or more criminal offenses, unless:
Protection Division of Labo Harriman State ( Building 12, Alb	Office Campus any, NY 12226 NEW YORK STATE www.la	E Department of Labor abor.ny.gov			Section 750. Definitions. 751. Applicability. 752. Unfair discrimination against persons previously convicted of one or more criminal offenses prohibited.	<ul> <li>finding is based upon the fact that the individual has previously been convicted of one or more criminal offenses, unless:</li> <li>(1) 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</li> </ul>
Protection Division of Labo Harriman State ( Building 12, Alb	Office Campus any, NY 12226 New York STATE www.la Notice of Employee Rights, Under Labor L	E Department of Labor abor.ny.gov , Protections, and Obligations Law Section 740			Section 750. Definitions. 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.	<ul> <li>finding is based upon the fact that the individual has previously been convicted of one or more criminal offenses, unless:</li> <li>(1) There is a direct relationship between one or more of the previous criminal offenses and</li> </ul>
Protection Division of Labo Harriman State ( Building 12, Alb	Office Campus any, NY 12226 New York STATE www.la Notice of Employee Rights, Under Labor L Prohibited Retaliatory Per	E Department of Labor abor.ny.gov , Protections, and Obligations			Section 750. Definitions. 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	<ul> <li>finding is based upon the fact that the individual has previously been convicted of one or more criminal offenses, unless:</li> <li>(1) 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</li> <li>(2) 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.</li> <li><b>\$753. Factors to be considered concerning a previous criminal conviction; presumption.</b> 1. In making a determination pursuant to section seven hundred fifty-two of this chapter, the public</li> </ul>
Protection       Division of Labor Harriman State O         Building 12, Albor Harriman State O       Building 12, Albor Harriman State O         \$740. Retaliatory action by employers; prohibition.       1.         Definitions. For purposes of this section, unless the section of the section of the section.	Office Campus any, NY 12226 New YORK STATE Www.la Notice of Employee Rights, Under Labor L Prohibited Retaliatory Per Effective Jar	Department         of Labor         abor.ny.gov         abor.ny.gov         abor.ny.gov         by Protections, and Obligations         Law Section 740         ersonnel Action by Employers         anuary 26, 2022	emuneration, including former employees	s, or natural	<ul> <li>Section 750. Definitions.</li> <li>751. Applicability.</li> <li>752. Unfair discrimination against persons previously convicted of one or more criminal offenses prohibited.</li> <li>753. Factors to be considered concerning a previous criminal conviction; presumption.</li> <li>754. Written statement upon denial of license or employment.</li> <li>755. Enforcement.</li> <li>§750. Definitions. For the purposes of this article, the following terms shall have the following</li> </ul>	<ul> <li>finding is based upon the fact that the individual has previously been convicted of one or more criminal offenses, unless:</li> <li>(1) 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</li> <li>(2) 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.</li> <li>§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:</li> <li>(a) The public policy of this state, as expressed in this act, to encourage the</li> </ul>
Protection       Division of Labor Harriman State G         Building 12, Albor Harriman State G       Building 12, Albor Harriman State G         \$740. Retaliatory action by employers; prohibition.       1.         Definitions. For purposes of this section, unless the full of the section o	Office Campus any, NY 12226 New YORK STATE Www.la Notice of Employee Rights, Under Labor L Prohibited Retaliatory Per Effective Jar the context specifically indicates otherwises orms services for and under the control ar ctors to carry out work in furtherance of an	E Department of Labor abor.ny.gov 5, Protections, and Obligations Law Section 740 ersonnel Action by Employers anuary 26, 2022		s, or natural	<ul> <li>Section 750. Definitions.</li> <li>751. Applicability.</li> <li>752. Unfair discrimination against persons previously convicted of one or more criminal offenses prohibited.</li> <li>753. Factors to be considered concerning a previous criminal conviction; presumption.</li> <li>754. Written statement upon denial of license or employment.</li> <li>755. Enforcement.</li> <li>§750. Definitions. For the purposes of this article, the following terms shall have the following meanings: <ol> <li>"Public agency" means the state or any local subdivision thereof, or any state or local</li> </ol> </li> </ul>	<ul> <li>finding is based upon the fact that the individual has previously been convicted of one or more criminal offenses, unless:</li> <li>(1) 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</li> <li>(2) 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.</li> <li>§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:</li> <li>(a) 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.</li> </ul>
<ul> <li>Protection</li> <li>Division of Labor Harriman State G Building 12, Albor Building 12, Albor Harriman State G</li> <li>S740. Retaliatory action by employers; prohibition.</li> <li>1. Definitions. For purposes of this section, unless th</li> <li>(a) "Employee" means an individual who performed persons employed as independent contration.</li> <li>(b) "Employer" means any person, firm, partning (c) "Law, rule or regulation" includes: (i) any du ordinance or executive order; or (iii) any ju</li> </ul>	Office Campus any, NY 12226 New YORK STATE Www.la Notice of Employee Rights, Under Labor L Prohibited Retaliatory Per Effective Jar the context specifically indicates otherwises orms services for and under the control ar ctors to carry out work in furtherance of an ership, institution, corporation, or associat uly enacted federal, state or local statute of	Department of Labor         abor.ny.gov         abor.ny.gov         abor.ny.gov         abor.ny.gov         abor.ny.gov         by Protections, and Obligations         Law Section 740         ersonnel Action by Employers         anuary 26, 2022         e:         and direction of an employer for wages or other rean employer's business enterprise who are not thation that employs one or more employees.         or ordinance or executive order; (ii) any rule or re	emselves employers.		<ul> <li>Section 750. Definitions.</li> <li>751. Applicability.</li> <li>752. Unfair discrimination against persons previously convicted of one or more criminal offenses prohibited.</li> <li>753. Factors to be considered concerning a previous criminal conviction; presumption.</li> <li>754. Written statement upon denial of license or employment.</li> <li>755. Enforcement.</li> <li>S750. Definitions. For the purposes of this article, the following terms shall have the following meanings: <ol> <li>"Public agency" means the state or any local subdivision thereof, or any state or local department, agency, board or commission.</li> <li>"Private employer" means any person, company, corporation, labor organization or</li> </ol> </li> </ul>	<ul> <li>finding is based upon the fact that the individual has previously been convicted of one or more criminal offenses, unless:</li> <li>(1) 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</li> <li>(2) 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.</li> <li><b>\$753. Factors to be considered concerning a previous criminal conviction; presumption.</b> 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:</li> <li>(a) 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.</li> <li>(b) The specific duties and responsibilities necessarily related to the license or employment sought or held by the person.</li> <li>(c) The bearing, if any, the criminal offense or offenses for which the person was previously</li> </ul>
<ul> <li>Protection</li> <li>Division of Labor Harriman State ( Building 12, Alba</li> <li>\$740. Retaliatory action by employers; prohibition.</li> <li>1. Definitions. For purposes of this section, unless th <ul> <li>(a) "Employee" means an individual who perf persons employed as independent contra</li> <li>(b) "Employer" means any person, firm, partn</li> <li>(c) "Law, rule or regulation" includes: (i) any do ordinance or executive order; or (iii) any ju</li> <li>(d) "Public body" includes the following: <ul> <li>(i) the United States Congress, any state</li> </ul> </li> </ul></li></ul>	Office Campus any, NY 12226 NEW YORK STATE WWW.la Notice of Employee Rights, Under Labor L Prohibited Retaliatory Per Effective Jar the context specifically indicates otherwises forms services for and under the control ar ctors to carry out work in furtherance of an ership, institution, corporation, or associat uly enacted federal, state or local statute or idicial or administrative decision, ruling or	Department of Labor         abor.ny.gov         abor.ny.gov         abor.ny.gov         abor.ny.gov         abor.ny.gov         abor.ny.gov         abor.ny.gov         by Protections, and Obligations         Law Section 740         ersonnel Action by Employers         anuary 26, 2022         e:         and direction of an employer for wages or other real employer's business enterprise who are not the ation that employs one or more employees.         or ordinance or executive order; (ii) any rule or rear or order.         nmental body, or any member or employee there	emselves employers. egulation promulgated pursuant to such s		<ul> <li>Section 750. Definitions.</li> <li>751. Applicability.</li> <li>752. Unfair discrimination against persons previously convicted of one or more criminal offenses prohibited.</li> <li>753. Factors to be considered concerning a previous criminal conviction; presumption.</li> <li>754. Written statement upon denial of license or employment.</li> <li>755. Enforcement.</li> <li>5750. Definitions. For the purposes of this article, the following terms shall have the following meanings: <ol> <li>"Public agency" means the state or any local subdivision thereof, or any state or local department, agency, board or commission.</li> </ol> </li> </ul>	<ul> <li>finding is based upon the fact that the individual has previously been convicted of one or more criminal offenses, unless:</li> <li>(1) 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</li> <li>(2) 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.</li> <li><b>5753. Factors to be considered concerning a previous criminal conviction; presumption.</b> 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:</li> <li>(a) 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.</li> <li>(b) The specific duties and responsibilities necessarily related to the license or employment sought or held by the person.</li> <li>(c) 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.</li> </ul>
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<ul> <li>Protection</li> <li>Division of Labor Harriman State of Building 12, Albor</li> <li>S740. Retaliatory action by employers; prohibition.</li> <li>Definitions. 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# **Division of Human Rights**

**New York State** 

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

# NTO ESTÁ SUJETO A LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA VA, SECCIÓN 15) OS HUMANOS DEL ESTADO DE NUEVA YORK PROHÍBE LA DISCRIMINACIÓN

# EADORES (hasta el 8 de febrero de 2020, solo los empleadores de cuatro AGENCIAS DE EMPLEO ORGANIZACIONES DE TRABAJO Y PROGRAMAS DE APRENDICES ibida la discriminación en el empleo sobre la base de la observancia del Shabat

# artamento en una casa para dos familias ocupada por el dueño odas las habitaciones en una vivienda para individuos del mismo sexo abitación por parte del ocupante de una casa o apartamento

# : discriminación en vivienda sobre la base del estado civil (por ejemplo, familias

# lasificación cubierta respecto a los alojamientos públicos. Es posible que sea reglos razonables para personas con discapacidades.

# na demanda formal ante la División de Derechos Humanos, debe hacerlo dentro e ocurra la discriminación. Los servicios de la División se ofrecen sin cargo. na demanda ante el Tribunal Estatal, puede hacerlo dentro de los tres años la discriminación. No puede presentar una demanda ante la División y ante el

# **ATTENTION ALL EMPLOYEES** OWED EMPLOYEES TO VOTE ON ELECTION DAY **ECTION LAW SECTION 3-110<sup>1</sup> STATES THAT:**

# Child Labor Department of Labor, Division of Labo Summary of New York Sta Permitted Working Hours for Mi

Age of Minor Girls and Boys		Industry or Occupation	N	Permitted Hours		
			Daily Hours	Weekly Hours	Days Per Week	
Attending School, When school	School, newspaper carrier and street		3 hours on school days. 8 hours on other days.	18 <sup>1</sup>	6	7 AM to 7 PM
			4 hours on days preceding school days: Monday, Tuesday, Wednesday, Thursday <sup>2</sup> 8 hours on: Friday, Saturday, Sunday and Holidays. <sup>4</sup>	28 <sup>4</sup>	64	6 AM to 10 PM <sup>3</sup>
Attending School, 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
(vacation):	16 and 17	All occupations except farm work, newspaper carrier and street trades	8 hours⁴	48 <sup>4</sup>	64	6 AM to Midnight⁴
Not Attending School:	16 and 17	All occupations except farm work, newspaper carrier and street trades	8 hours <sup>4</sup>	48 <sup>4</sup>	64	6 AM to Midnight⁴
Farm Work:	12 and 13	Hand harvest of berries, fruits and vegetables.	4 hours			June 21 to Labor Day 7 AM to 7 PM. Day after Labor Day to June 20, 9 AM to 4 PM.
	14 to 18	Any farm work				
Newspaper Carriers:	11 to 18	Delivers, or sells and delivers newspapers, shopping papers or periodicals to homes or business places.	4 hours on school days. 5 hours on other days.			5 AM to 7 PM or 30 minutes prior to sunset, whichever is later
Street Trades:	14 to 18	Self-employed work in public places selling newspapers or work as a bootblack	4 hours on school days. 5 hours on other days.			6 AM to 7 PM

Students 14 and 15 enrolled in an approved work/study program may work 3 hours <sup>3</sup>6 AM to 10 PM or until midnight with written parental and educational authorities on a school day, 23 hours in any one-week when school is in session. consent on day preceding a school day and until midnight on day preceding a nonschool day with written parental consent. Students 16 and 17 enrolled in an approved Cooperative Education Program may work up to 6 hours on a day preceding a school day other than a Sunday or Holiday <sup>4</sup>This provision does not apply to minors employed in resort hotels or restaurants in when school is in session, as long as the hours are in conjunction with the Program. resort areas. 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.

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 uestions, please send them to one of the offices listed below at:

Albany District	<b>Buffalo District</b>	<b>G</b>
State Office Campus	290 Maine Street	40
Bldg. 12 Room 185A	Room 226	Su
Albany, NY 12240	Buffalo, NY 14202	G/
(518) 457-2730	(716) 847-7141	(5
Rochester Sub-District 276 Waring Road Room 104 Rochester, NY 14609 (585) 258-4550	Syracuse District 333 East Washington Street Room 121 Syracuse, NY 13202 (315) 428-4057	<b>W</b> 12 W (9

**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 bor Law Poster but should be posted separately. Model plans are available 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 ontact their local unemployment office for information on how to claim unemployment benefits. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S UNEMPLOYMENT INSURANCE POSTING REQUIREMENT.

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: abor Law §202-j, Leave of absence for blood donation granted to employees abor 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.

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

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

TWO wa	ays to verify poster compliance!
QR CODE	Scan with phone camera:
	Go to: JJKeller.com/LLPverify Enter this code: 62880-022022

or Standards, Worker Protection
ate Child Labor Law nors Under 18 Years of Age

GARDEN CITY DISTRICT 400 Oak Street SUITE 101 GARDEN CITY, NY 11530 516) 794-8195

**WHITE PLAINS DISTRICT** 120 Bloomingdale Road WHITE PLAINS, NY 10605 (914) 997-9521

New York City District 75 VARICK STREET 7th Floor New York, NY 10013 (212) 775-3880

REV. 09/2020

**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.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THE NOTIFICATION REQUIREMENTS FOR BLOOD DONATION LEAVE OR THE RIGHTS OF NURSING MOTHERS.

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

