agreement that provides greater family or medical leave rights

What does my employer need to do?

shift and location, at the end of your leave

Allow you to take job-protected time off work for a qualifying reason,

How much of your requested leave, if any, will be FMLA-protected leave

condition exclusions) except for service-connected illnesses or injuries.

complaints of USERRA violations

https://webapps.dol.gov/elaws/vets/userra

your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation.

If you are eligible for FMLA leave, your **employer must**

EMPLOYEE RIGHTS

FEDERAL MINIMUM WAGE \$7.25 PER HOUR **BEGINNING JULY 24, 2009**

The law requires employers to display this poster where

employees can readily see it. **OVERTIME PAY**

At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek An employee must be at least 16 years old to work in most non-farm jobs and at least

18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14

and 15 years old may work outside school hours in various non-manufacturing, nonmining, non-hazardous jobs with certain work hours restrictions. Different rules apply in

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum

The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child's birth each time

e employee needs to express breast milk. Employers must provide a place, other than

wage obligation. If an employee's tips combined with the employer's cash wage of at

least \$2.13 per hour do not equal the minimum hourly wage, the employer must make

UNDER THE FAIR LABOR STANDARDS ACT a bathroom, that is shielded from view and free from intrusion from coworkers and the

public, which may be used by the employee to express breast milk. **ENFORCEMENT** The Department has authority to recover back wages and an equal amount in

liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the

Certain occupations and establishments are exempt from the minimum wage and/or overtime pay provisions. Certain narrow exemptions also apply to the pump at work requirements. Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.

comply with both. Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not.

Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates

Attention Miscellaneous

Industry Employees

Minimum Wage

Overtime after 40 hours

Overtime after 40 hours

Minimum Wage

Overtime after 40 hours

Overtime after 40 hours

Tipped workers

Tipped workers

Small Employers (10 or less employees)

New York State

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)

WAGE AND HOUR DIVISION

DEPARTMENT OF LABOR LINITED STATES OF AMERICA UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243

REV. 04/2023

\$16.50

\$24.75

\$16.50

\$24.75

\$15.50

\$23.25

\$15.50

\$23.25

Post in Plain View

UNITED STATES DEPARTMENT OF LABOR

WAGE AND HOUR DIVISION

The law does not preempt any provision of any State or local law or any collective bargaining

1-866-487-9243

WE ARE YOUR DOL

Division of Labor Standards, Worker Protection Summary of New York State Child Labor Law,

	ı					
Age of Minor Girls and Boys		Industry or Occupation	Maximum			
			Daily Hours	Weekly Hours	Days Per Week	Permitted Hours
Attending School, When school is in session:	14 and 15	All occupations except farm work, newspaper carrier and street trades	3 hours on school days. 8 hours on other days.	18¹	6	7 AM to 7 PM
	16 and 17	All occupations except farm work, newspaper carrier and street trades.	4 hours on days preceding school days: Monday, Tuesday, Wednesday, Thursday ² . 8 hours on: Friday, Saturday, Sunday and Holidays ⁴ .	284	64	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 hours⁴	484	64	6 AM to Midnight⁴
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 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				
		Delivers or sells and delivers				

Self-employed work in public place: 6 AM to 7 PM Street Trades: 14 to 18 selling newspapers or work as a hootblack ³6 AM to 10 PM or until midnight with written parental and educational authorities

up to 6 hours on a day preceding a school day other than a Sunday or Holiday when school is in session, as long as the hours are in conjunction with the Program.

periodicals to homes or business

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*

lewspaper Carriers:

11 to 18

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

Also, Section 14A of the Workers' Compensation Law provides double compensation and death benefits for minors illegally employed.

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

Note: There are many prohibited occupations for minors in New York State. questions, please send them to one of the offices listed below at:

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the ederal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate

Minimum Wage Poster

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. NY Division of Human Rights

THIS ESTABLISHMENT IS SUBJECT TO THE NEW YORK STATE HUMAN RIGHTS LAW (EXECUTIVE LAW, Piscrimination based upon age, race, creed, color, national origin, sexual orientation

rohibited by the New York State Human Rights Law. Sexual harassment or harassmen based upon any of these protected classes also is prohibited ALL EMPLOYERS, EMPLOYMENT AGENCIES, LABOR ORGANIZATIONS AND APPRENTICESHIP Also prohibited: discrimination in employment on the basis of Sabbath observance or religious practices; hairstyles associated with race (also applies to all areas listed below); prior arrest or

conviction record; predisposing genetic characteristics; pregnancy-related conditions. sonable 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 vironment that enables a person with a disability to perform the essential functions of a job in a Also covered: domestic workers; interns and nonemployees working in the workplace (for example temp or contract workers) are protected from all discrimination described above. RENTAL I FASE OR SALE OF HOUSING, LAND AND COMMERCIAL SPACE, INCLUDING ACTIVITIES

vouchers, disability benefits, child support); familial status (families with children or being pregnant); prior arrest or sealed conviction; commercial boycotts or blockbusting. easonable accommodations and modifications for persons with disabilities may also be required. (1) rental of an apartment in an owner-occupied two-family house (2) restrictions of all rooms in a housing accommodation to individuals of the same sex

(3) rental of a room by the occupant of a house or apartment (4) sale, rental, or lease of accommodations of housing exclusively to persons 55 years of age or older, ALL CREDIT TRANSACTIONS INCLUDING FINANCING FOR PURCHASE, MAINTENANCE AND PLACES OF PUBLIC ACCOMMODATION SUCH AS RESTAURANTS, HOTELS, HOSPITALS AND

MEDICAL OFFICES, CLUBS, PARKS AND GOVERNMENT OFFICES Age is not a covered classification relative to public accommodation

asonable accommodations for persons with disabilities may also be required FDUCATION 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

A complaint must be filed with the Division within one year for alleged acts of discriminatior that occurred on or before 2/14/2024. Complaints for acts of discrimination that occur on or after employment that occurred on or after 08/12/2020 may be filed with three years of the alleged act. he 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 ou may not file both with the Division and the State Court.

etaliation 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

REV. 12/2024

additional weekly pay. The weekly rates are available online.

NUEVA YORK (LEY EJECUTIVA, SECCIÓN 15) La ley de derechos humanos del estado de nueva york prohíbe la discriminación por edac raza, credo, color, origen nacional, orientación sexual, estatus militar, sexo, embarazo, dentidad o expresión de género, ciudadanía o estatus migratorio, discapacidad, estad como víctima de violencia doméstica, estado familiar, o estado civil. También está TODOS LOS EMPLEADORES, 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 Shaba

ESTE ESTABLECIMIENTO ESTÁ SUJETO A LA LEY DE DERECHOS HUMANOS DEL ESTADO DI

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; l 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.

lambién 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 ALOUILI FR. ARRENDAMIENTO O VENTA DE VIVIENDA, TERRENO O ESPACIO COMERCIAL **INCLUYENDO ACTIVIDADES DE AGENTE DE BIENES RAICES Y VENDEDORES**

También esta prohibido: la discriminación a base de fuente de ingreso legal (por ejemplo vales. peneficios 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. También es posible que sea necesario realizar modificaciones y arreglos razonables para personas (1) alguiler 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 de 55 años y al cónyuge de dichas personas 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 discapacidade:

INSTITUCIONES EDUCATIVAS Todas las escuelas publicas v escuelas privadas sin ánimo de lucro, en todos los niveles, excluvendo escuelas dirigidas por organizaciones religiosas; también están cubiertos: escuelas profesionales outorizadas o escuelas certificadas de inglés como segundo idioma PUBLICIDAD Y SOLICITUDES RELACIONADAS CON EL EMPLEO, LOS INMUEBLES, LOS LUGARES

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 de

. 12/08/2020 puede presentarse con tres años del presunto acto. Los servicios de la División se ofrec 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 Se prohíben las represalias por presentar una demanda u oponerse a prácticas discriminatorias. Puede presentar una demanda ante la División si sufrió represalias. PARA ORTENER MÁS INFORMACIÓN. ESCRIRA O LLAME A LA OFICINA MÁS CERCANA DE LA DIVISIÓN

WE ARE YOUR DOL

NEW YORK STATE Departmen

www.labo<u>r.ny.gov</u>

Notice of Employee Rights, Protections, and Obligations Under Labor Law Section 740

ibited Retaliatory Personnel Action by Employers

FED

EMPLOYEE POLYGRAPH PROTECTION ACT The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms The Employee Polygraph Protection Act prohibits most private who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.)

employers from using lie detector tests either for pre-employment screening or during the course of employment

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act

Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related

The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector,

subject to restrictions, to certain prospective employees of security service firms (armored car, alarm and quard), and of pharmaceutical manufacturers. distributors and dispensers

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test

EXAMINEE RIGHTS

that resulted in economic loss to the employer.

EMPLOYEE RIGHTS

riolators. Employees or job applicants may also bring their own court actions THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

agreement which is more restrictive with respect to lie detector tests.

www.dol.gov/agencies/whd

REV. 02/2022

prior to sunset, whichever

REV. 11/2023

			minors offact to rears of rige				
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.	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	64	6 AM to 10 PM ³	
Attending School, When School is not in session (vacation):	14 and 15	All occupations except farm work, newspaper carrier and street trades.	8 hours	40	6	7 AM to 9 PM June 21 to Labor Day	
	16 and 17	All occupations except farm work, newspaper carrier and street trades	8 hours ⁴	484	6 ⁴	6 AM to Midnight⁴	
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 sells and delivers newspapers, shopping papers or	4 hours on school days.			5 AM to 7 PM or 30 minutes	

consent on day preceding a school day and until midnight on day preceding a non-

hours on other days

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

New York State Department of Labor, Division of Labor Standards

BLDG. 12 ROOM 185A	Suite 914	Suite 102	11тн Floor
ALBANY, NY 12226	Buffalo, NY 14203	Garden City, NY 11530	Brooklyn, NY 11217
(518) 457-2730	(716) 847-7141	(516) 794-8195	(212) 775-3880
BRONX DISTRICT 55 HANSON PLACE 11TH FLOOR BROOKLYN, NY 11217 (212) 775-3719	SYRACUSE DISTRICT 333 EAST WASHINGTON STREET ROOM 121 SYRACUSE, NY 13202 (315) 428-4057	White Plains District 120 Bloomingdale Road White Plains, NY 10605 (914) 997-9521	ROCHESTER DISTRICT 276 WARING ROAD ROOM 104 ROCHESTER, NY 14609 (585) 258-4550

Department of Labor

LICENSURE AND EMPLOYMENT OF PERSONS PREVIOUSLY CONVICTED OF ONE OR MORE CRIMINAL OFFENSES fact that the individual has previously been convicted of one or more criminal offenses Section 750. Definition

 $752.\ Unfair\ discrimination\ against persons\ previously\ convicted\ of\ one\ or\ more\ criminal\ offenses\ prohibited.$ 753. Factors to be considered concerning a previous criminal conviction;

754. Written statement upon denial of license or employment **§750. Definitions.** For the purposes of this article, the following terms shall have the

"Public agency" means the state or any local subdivision thereof, or any state or local department, agency, board or commission. "Private employer" means any person, company, corporation, labor organization or association which employs ten or more persons.

"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. "Fmnlovment" means any occupation, vocation or employment, or any form

of vocational or educational training. Provided, however, that "employment shall not, for the purposes of this article, include membership in any law enforcement agency §751. Applicability. The provisions of this article shall apply to any application by

any person for a license or employment at any public or private employer, who has previously been convicted of one or more criminal offenses in this state or in any other iurisdiction, and to any license or employment held by any person whose conviction. of one or more criminal offenses in this state or in any other jurisdiction preceded such employment or granting of a license, except where a mandatory forfeiture, disability or bar to employment 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 misrepresentation in connection with an application for employment made by a prospective employee or previously made by a current employee §752. Unfair discrimination against persons previously convicted of one or **nore criminal offenses prohibited** . No application for any license or employmen and no employment or license held by an individual, to which the provisions of this article are applicable, shall be denied or acted upon adversely by reason of the individual's having been previously convicted of one or more criminal offenses, or by reason of a finding of lack of "good moral character" when such finding is based upon the

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;

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

mployment 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

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

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 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 §755. Enforcement. 1. In relation to actions by public agencies, the provisions of this

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

TAX BENEFITS

EDUCATION, WORKFORCE,

AND TRAINING RESOURCES

NY

Department of Labor, Division of Veterans' Services **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.ny.gov/veteran-benefits-and-services

ABUSE RESOURCES All calls and texts are free and confidential Call: 988, press 1

Suicide and Crisis Lifeline: www.veteranscrisisline.ne **Crisis Textline** Text: 741741 Chat: crisistextline.org NYS Office of Mental Health (OMH):

NYS Office of Addiction Services and Supports (OASAS) www.oasas.ny.gov/hopeline Call: 1-877-8-HOPENY (467469) Text: HOPENY (467369)

ww2.nycourts.gov/courts/problem_solving/vet/courts.shtml NYS Defenders Association Veteran Defense Program: https://www.nysda.org/page/VDP **NEW YORK STATE DEPARTMENT**

Email: DVSInfo@veterans.ny.gov

Services: Legal, education, employment and

volunteer, financial, health care, and more

Labor Law §202-j, Leave of absence for blood donation granted to employees

Labor Law §206-c, Right of nursing mothers to express breast milk

Veteran Readiness and Employment (VR&E) Program: New York State Civil Service Credits for Veterans Program: www.cs.ny.gov ADDITIONAL RESOURCES NYS Domestic and Sexual Violence Hotline Call: 800-942-6906 Text: 844-997-2121

NYS Department of Tax and Finance

Property tax exemption

Information for military personnel and veterans

tax.ny.gov/pit/file/military_page.htm

NYS Workplace Sexual Harassment Hotline Call: 1-800-HARASS-3 NYS Department of Motor Vehicles: Veteran Status Designation Photo Document: dmv.ny.gov/more-info/veteran-statusdesignation

dmv.ny.gov/plates/military-and-veterans

Veteran License Plate

NEW YORK STATE DEPARTMENT OF LABOR VETERANS' PROGRAM

Help Line: 1-888-469-7365 Email: Ask.Vets@labor.ny.gov Services: Workforce and training resource

program, and more

WE ARE YOUR DOL Department **YORK** of Labor STATE

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.

REV. 02/2024

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 available from the state Department of Labor. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THE HERO ACT POSTING REQUIREMENT.

nsurance 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 THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S WORKERS' COMPENSATION 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 unemployment benefits. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S UNEMPLOYMENT INSURANCE POSTING

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

The 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.

YOUR EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with **job-protected leave** for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees.

Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period for: The birth, adoption or foster placement of a child with you,

Your serious mental or physical health condition that makes you unable to work To care for your spouse, child or parent with a serious mental or physical health condition, and Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember.

An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take up to 26 workweeks of FMLA leave in a single 12-month period to care for the servicemember. You have the right to use FMLA leave in **one block of time**. When it is medically necessary or otherwise permitted, you may take FMLA leave intermittently in separate blocks of time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet

FMLA leave is not paid leave, but you may choose, or be required by your employer, to use any employer-provided paid leave if your

employer's paid leave policy covers the reason for which you need FMLA leave. Am I eligible to take FMLA leave?

FED

You are an **eligible employee** if **all** of the following apply: You work for a covered employer. You have worked for your employer at least 12 months You have at least 1,250 hours of service for your employer during the 12 months before your leave, and

Your employer has at least 50 employees within 75 miles of your work location. Airline flight crew employees have different "hours of service" requirements You work for a covered employer if one of the following applie. You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendary

You work for an elementary or public or private secondary school, or

You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of

If advance notice is not possible, give notice as soon as possible.

same reason when requesting additional leave

initial employment:

FED

Job applicants

immigration status, on the bases of:

National origin

Age (40 and older)

orientation, or gender identity)

discrimination or pregnancy accommodation

State and local governments (as employers)

What Employment Practices can be Challenged as

Harassment (including unwelcome verbal or physical conduct)

Obtaining or disclosing genetic information of employee

Requesting or disclosing medical information of employees

Conduct that might reasonably discourage someone from opposing

discrimination, filing a charge, or participating in an investigation or proceeding

Failure to provide reasonable accommodation for a disability; pregnancy,

childbirth, or related medical condition; or a sincerely-held religious belief,

Educational institutions (as employers)

What Organizations are Covered?

Most private employers

Staffing agencies

All aspects of employment, including

Hiring or promotion

observance or practice

Classification

Referral

Discharge, firing, or lay-off

Pay (unequal wages or compensation)

Discriminatory?

Union members and applicants for membership in a union

What Types of Employment Discrimination are Illegal?

Sex (including pregnancy, childbirth, and related medical conditions, sexual

Genetic information (including employer requests for, or purchase, use, or

Interference, coercion, or threats related to exercising rights regarding disability

disclosure of genetic tests, genetic services, or family medical history)

Retaliation for filing a charge, reasonably opposing discrimination, or

participating in a discrimination lawsuit, investigation, or proceeding

FED

How do I request FMLA leave? ly, to request FMLA leave you must: Follow your employer's normal policies for requesting leave, Give notice at least 30 days before your need for FMLA leave, or

You do not have to share a medical diagnosis but must provide enough information to your employer so they can determine whether

the leave qualifies for FMLA protection. You must also inform your employer if FMLA leave was previously taken or approved for the

Where can I find more information? Call 1-866-487-9243 or visit dol.gov/fmla to learn mo If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. Scan the OR code to learn about our WHD complaint process.

About your FMLA rights and responsibilities, and

DEPARTMENT OF LABOR UNITED STATES OF AMERICA WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

Your employer may request certification from a health care provider to verify medical leave and may request certification of a qualifying

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining

State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions.

Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and

Your employer cannot interfere with your FMLA rights or threaten or punish you for exercising your rights under the law. For example

After becoming aware that your need for leave is for a reason that may gualify under the FMLA, your employer must confirm whether

you are eligible or not eligible for FMLA leave. If your employer determines that you are eligible, your employer must notify you in

Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including

Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel

REV. 04/2023

YOUR RIGHTS UNDER USERRA

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

If you leave your job to perform military service, you have the right to elect to continue your existing employer-based

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and: you ensure that your employer receives advance written or verbal notice of your service; health plan coverage for you and your dependents for up to 24 months while in the military. Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your you have five years or less of cumulative service in the uniformed services while with that particular employer employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing you return to work or apply for reemployment in a timely manner after conclusion of service: and

If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been **ENFORCEMENT** absent due to military service or, in some cases, a comparable job.

you have not been separated from service with a disqualifying discharge or under other than honorable conditions.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION are a past or present member of the uniformed service: • are obligated to serve in the uniformed service:

have applied for membership in the uniformed then an employer may not deny you

reemployment; any benefit of employmer retention in employment because of this status. In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or

making a statement in connection with a proceeding under USERRA, even if that person has no service connection U.S. Department of Labor • 1-866-487-2365 U.S. Department of Justice Office of Special Counsel Employer Support of the Guard and Reserve • 1-800-336-4590

promotion; or

REV. 05/2022

Protected Veteran Status

contractors under these Federal laws.

1-800-397-6251 (toll-free)

The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve

For assistance in filing a complaint, or for any other information on USERRA, contact VETS at ${\bf 1-866-4-USA-DOL}$ or

visit its website at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be viewed at

If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on

the internet at this address: https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify

employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they

You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

Department of Justice or the Office of Special Counsel, as applicable, for representation

U.S. Equal Employment Opportunity Commission **Know Your Rights: Workplace Discrimination is Illegal**

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help. Conduct that coerces, intimidates, threatens, or interferes with someone who is an applicant or employee, barring undue hardship to the employer. Section 503 Who is Protected also requires that Federal contractors take affirmative action to employ and advance in exercising their rights, or someone assisting or encouraging someone else to Employees (current and former), including managers and temporary employees exercise rights, regarding disability discrimination (including accommodation) or employment qualified individuals with disabilities at all levels of employment, including

What can You Do if You Believe Discrimination has Occurred? Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are Under the EEOC's laws, an employer may not discriminate against you, regardless of your strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways: an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx 1-800-669-4000 (toll free)

> 1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone) an FFOC field office (information at www.eeoc.gov/field-office) info@eeoc.gov

Additional information about the EEOC, including

information about filing a charge of discrimination, is

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing busines with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from Race, Color, Religion, Sex, Sexual Orientation, Gender

Identity, National Origin Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all Asking About, Disclosing, or Discussing Pay

Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees Disability Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, iob training, classification, referral, and other aspects of employment by Federal contractors

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veteran (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans Retaliation

Retaliation is prohibited against a person who files a complaint of discrimination,

participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately: The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, D.C. 20210

a question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at PROGRAMS OR ACTIVITIES RECEIVING FEDERAL

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to

access telecommunications relay services. OFCCP may also be contacted by submitting

FINANCIAL ASSISTANCE Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes

Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance. **Individuals with Disabilities** Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against

or may cause discrimination in providing services under such programs. Title IX of the

persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job. If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance

New York State Election Law (As amended by Chapter 56 of the Laws of 2020)

Disability discrimination includes not making reasonable accommodation to the known

physical or mental limitations of an otherwise qualified individual with a disability

§ 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 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 four 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

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 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

be allowed time off for voting only at the beginning or end of his or her working shift, as the employer may designate,

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

ATTENTION ALL EMPLOYEES

TIME ALLOWED EMPLOYEES TO VOTE ON ELECTION DAY

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

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



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

Job Safety and Health IT'S THE LAW!

All workers have the right to:

 A safe workplace. Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being

retaliated against. Receive information and training on job hazards, including all hazardous substances in your workplace.

Request a confidential OSHA inspection

of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf. Participate (or have your representative

participate) in an OSHA inspection and speak in private to the inspector. • File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been

retaliated against for using your rights. See any OSHA citations issued to your Request copies of your medical records, tests

that measure hazards in the workplace, and the workplace injury and illness log. This poster is available free from OSHA.

Contact OSHA. We can help.

Employers must:

- recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- inpatient hospitalization, amputation, or loss

Comply with all applicable OSHA standards.

Notify OSHA within 8 hours of a workplace

fatality or within 24 hours of any work-related

- language and vocabulary they can understand. Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.





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emed to protect activity which: . creates a material conflict of interest related to the employer's

NY

FED

WE ARE YOUR DOL

NEW YORK STATE Department of Labor

Minimum Wage hourly rates effective 1/1/2025 – 12/31/2025

Large Employers (11 or more employees) \$24.75

New York City \$16.50

Minimum Wage \$16.50 Overtime after 40 hours Tipped workers Overtime after 40 hours Long Island and **Westchester County**

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

Overtime after 40 hours \$24.75 If you have questions, need more information or want to file a complaint, please visit $\underline{www.labor.ny.gov/minimumwage} \ or \ call: \textbf{1-888-469-7365}.$ **Credits and Allowances** that may reduce your pay below the minimum wage rates

Tips – Beginning December 31, 2020, your employer must pay the full applicable

minimum wage rate, and cannot take any tip credit. Exceptions: Overtime is not required for salaried professionals, or for executives and administrative staff whose weekly salary is more than 75 times the minimum 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 Call-in pay – If you go to work as scheduled and your employer sends you home summaries, which are available online. early, you may be entitled to extra hours of pay at the minimum wage rate for

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 Uniform maintenance — If you clean your own uniform, you may be entitled to

1-888-392-3644 **NEW YORK STATE** military status, sex, pregnancy, gender identity or expression, citizenship or immigration status, disability, domestic violence victim status, familial status, or marital status is

Also prohibited: discrimination on the basis of lawful source of income (for example housing

ADVERTISING AND APPLICATIONS RELATING TO EMPLOYMENT, REAL ESTATE, PLACES

NY

Division of Labor Standard

Harriman State Office Campus

Effective January 26, 2022 §740. Retaliatory action by employers; prohibition Definitions. For purposes of this section, unless the context specifically indicates otherwis "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 employers. "Employer" means any person, firm, partnership, institution, corporation, or association

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

statute or ordinance or executive order; or (iii) any judicial or administrative decision,

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

(ii) any federal, state, or local court, or any member or employee thereof, or any grand

or former employee exercising his or her rights under this section, including (i) adverse

(iii) any federal, state, or local regulatory, administrative, or public agency or authority, (iv) any federal, state, or local law enforcement agency, prosecutorial office, or police or peace officer; (v) any federal, state or local department of an executive branch of government; or (vi) any division, board, bureau, office, committee, or commission of any of the public bodies described in subparagraphs (i) through (v) of this paragraph. "Retaliatory action" means an adverse action taken by an employer or his or her agent to discharge, threaten, penalize, or in any other manner discriminate against any employ

"Public body" includes the following:

body, or any member or employee thereof

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 ervices 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

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

or not within the scope of the employee's job duties, because such employee does any of the

(a) discloses, or threatens to disclose to a supervisor or to a public body an activity, policy or

hearing or inquiry into any such activity, policy or practice by such employer; or

practice of the employer that the employee reasonably believes is in violation of law, rule

regulation or that the employee reasonably believes poses a substantial and specific

NY a. "Political activities" shall mean (i) running for public office, (ii) campaigning for a candidate for public office, or (iii) participating in fund-raising activities for the benefit of a candidate, political party or political advocacy group: o. "Recreational activities" shall mean any lawful. leisure-time

danger to the public health or safety;

provides information to, or testifies before, any public body of

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

ncluding article nineteen of this chapter; . "Political matters" shall mean matters relating to elections for political office, political parties, legislation, regulation and the cision to join or support any political party or political, civic, mmunity, fraternal or labor organization . "Religious matters" shall mean matters relating to religious iffiliation and practice and the decision to join or support any eligious organization or association. 2. Unless otherwise provided by law, it shall be unlawful for iny employer or employment agency to refuse to hire, employ or license, or to discharge from employment or otherwise ninate against an individual in compensation, promotion o terms, conditions or privileges of employment because of: a. an individual's political activities outside of working hours, off quipment or other property, if such activities are legal, provided wever, that this paragraph shall not apply to persons whose employment is defined in paragraph six of subdivision (a) o ction seventy-nine-h of the civil rights law, and provided

urther that this paragraph shall not apply to persons who would otherwise be prohibited from engaging in political activity

b. 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

nployer's premises and without use of the employer's equipm

c. an individual's legal recreational activities, including cannabis

employer's premises and without use of the employer's equipment

granted under Title 29, USCA, Chapter 7 or under article fourteen

e. an individual's refusal to: (i) attend an employer-sponsored

neeting with the employer or its agent, representative or

designee, the primary purpose of which is to communicate the

nployer's opinion concerning religious or political matters; or

(ii) listen to speech or view communications, the primary purpose

of which is to communicate the employer's opinion concerning

3. The provisions of subdivision two of this section shall not be

in accordance with state law, outside work hours, off of the

of title 5 of the USCA:

of the civil service law: or

religious or political matters.

nt to chapter 15 of title 5 and subchapter III of chapter 73

activity, for which the employee receives no compensation and which is generally engaged in for recreational purposes, including out not limited to sports, games, hobbies, exercise, reading and could conflict with employees' performance of their official duties; the viewing of television, movies and similar material; c. with respect to employees of any employer as defined in section twenty-seven-a of this chapter, is in knowing violation of a c. "Work hours" shall mean, for purposes of this section, all time, provision of a collective bargaining agreement concerning ethics conflicts of interest, potential conflicts of interest, or the proper employee is suffered, permitted or expected to be engaged in vork, and all time the employee is actually engaged in work. This discharge of official duties efinition shall not be referred to in determining hours worked for which an employee is entitled to compensation under any law law or any local law, administrative code provision, charter

> 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 consume 4. Notwithstanding the provisions of subdivision three of this the employer takes action based on the belief either that: (i) the 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 previous employer to be illegal or to constitute habitually poor performance, incompetency of 4-a. Notwithstanding the provisions of subdivision three or four of this section, an employer shall not be in violation of this section

employment actions or threats to take such adverse employment actions against an employee in the terms of conditions of employment including but not limited to discharge, suspension, or demotion; (ii) actions or threats to take such actions that would (b) the reinstatement of the employee to the same position held before the retaliatory action, adversely impact a former employee's current or future employment; or (iii) threatening or to an equivalent position, or front pay in lieu thereof: to contact or contacting United States immigration authorities or otherwise reporting (c) the reinstatement of full fringe benefits and seniority rights: (d) 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 g) the payment by the employer of punitive damages, if the violation was willful, malicion

> Department of Labor Discrimination against the Engagement in Certain Activities **New York Labor Law Section 201-D** trade secrets, proprietary information or other proprietary or (iii) the employer's actions would require such employer to b. with respect to employees of a state agency as defined in sections seventy-three and seventy-four of the public officers law 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 ectively, is in knowing violation of subdivision two, three, section seventy-four of the public officers law, or of any executiv order, policy, directive, or other rule which has been issued by th attorney general regulating outside employment or activities that

> > d. with respect to employees of any employer as defined in section enty-seven-a of this chapter who are not subject to section seventy-three or seventy-four of the public officers law, is in nowing violation of article eighteen of the general municipa employer, and provided further that such distinctions in type or price of coverage shall not be utilized to expand, limit or curtail ion or rule or directive of the mayor or any agency head of a city having a population of one million or more, where such law, code provision, charter provision, rule or directive concerns ethics, conflicts of interest, potential conflicts of interest, or the he rights or liabilities of any party with regard to a civil cause proper discharge of official duties and otherwise covers such 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 e. with respect to employees other than those of any employe as defined in section twenty-seven-a of this chapter, violates a collective bargaining agreement or a certified or licensed such proceeding, the court may impose a civil penalty in the fessional's contractual obligation to devote his or her entire wever that the provisions of this paragraph shall apply only professionals whose compensation is at least fifty thousand

> > communications with its employees that are part of coursework any symposia or an academic program at such institution; (iv) casual conversations between employees or between an employe and an agent, representative or designee of an employer, provide based on the following: 9. The provisions of this section shall not apply to a religious (i) the employer's actions were required by state or federal statute, corporation, entity, association, educational institution or society regulation, ordinance, or other state or federal governmental (ii) the employee is impaired by the use of cannabis, meaning

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 corre such activity, policy or practice. Such employer notification shall not be required where (a) there is an imminent and serious danger to the public health or safety: b) the employee reasonably believes that reporting to the supervisor would result in a such activity, policy or practice could reasonably be expected to lead to endangering th $(d) \quad \text{the employee reasonably believes that reporting to the supervisor would result in physical} \\$

e) the employee reasonably believes that the supervisor is already aware of the activity

(a) An employee who has been the subject of a retaliatory action in violation of this section

(b) Any action authorized by this section may be brought in the county in which the alleged

subdivision five of this section within two years after the alleged retaliatory action was

policy or practice and will not correct such activity, policy or practice.

harm to the employee or any other person; or

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 effor

retaliatory action occurred, in the county in which the complainant resides, or in the ounty 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 predicated upon grounds other than the employee's exercise of any rights protected by this section. Relief. In any action brought pursuant to subdivision four of this section, the court may order (a) an injunction to restrain continued violation of this section:

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

Existing rights. Nothing in this section shall be deemed to diminish the rights, privileges, o

remedies of any employee under any other law or regulation or under any collective bargainin

action brought by an employee under this section was without basis in law or in fact.

ourt costs and disbursements be awarded to an employer if the court determines that an

LEGAL SERVICES Publication. Every employer shall inform employees of their protections, rights and obligation under this section, by posting a notice thereof. Such notices shall be posted conspicuously in Veterans Treatment Courts (VTC): easily accessible and well-lighted places customarily frequented by employees and applicants Email: ProblemSolving@courts.state.ny.us To Be Posted Conspicuously in easily accessible and well-lighted places customarily frequented by employees and applicants for employment

REV. 02/2022

5. Nothing in this section shall apply to persons who, on an individual basis, have a professional service contract with an employer and the unique nature of the services provided is such service contract, to limit the off-duty activities which may be 6. Nothing in this section shall prohibit an organization or oyer from offering, imposing or having in effect a health, mployees for the type of coverage or the price of coverage base 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 differential rates used by the carriers providing insurance for the

amount of three hundred dollars for the first violation and five b. In addition to any other penalties or actions otherwis applicable pursuant to this chapter, where a violation of this section is alleged to 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 employees any information that the employer is required by law nunicate, but only to the extent of such legal requir (ii) an employer or its agent, representative or designee from unicating to its employees any information that is necessar for such employees to perform their job duties; (iii) an institution of higher education, or any agent, representative or designee

ment limited to the employer's managerial and sur

sion or continuance of the alleged unlawful acts. In any

that is exempt from the requirements of Title VII of the Civil Right Act of 1964 pursuant to 42 USC 2000e-1(a) with respect to speed on religious matters to employees who perform work connected with the activities undertaken by such religious corporation, employee manifests specific articulable symptoms while entity, association, educational institution or society. working that decrease or lessen the employee's performance of the duties or tasks of the employee's job position, or such specific 10. Every employer shall post a sign in every workplace at the articulable symptoms interfere with an employer's obligation location or locations where notices to employees are normally to provide a safe and healthy work place, free from recognized posted, to inform employees of their hazards, as required by state and federal occupational safety and

LABOR

LAWS

Some state laws provide greater employee protections; employers must

UNITED STATES OF AMERICA

NY

DEPARTMENT OF LABOR

Permitted Working Hours for NEW YORK STATE Department Minors Under 18 Years of Age

¹Students 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 school is in session school day with written parental consent. ²Students 16 and 17 enrolled in an approved Cooperative Education Program may work ⁴This provision does not apply to minors employed in resort hotels or restaurants in Additional Child Labor Law Information

GARDEN CITY DISTRICT NEW YORK CITY DISTRICT Buffalo District ALBANY DISTRICT 55 Hanson Place

NEW YORK CORRECTION LAW **ARTICLE 23-A**

> 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

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 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

U.S. Department of Veterans Affairs Veterans Crisis Line

MENTAL HEALTH AND SUBSTANCE

OF VETERANS' SERVICES

Department of Veterans' Services

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 THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S PAID FAMILY LEAVE POSTING REQUIREMENT.

QR CODE Scan with phone camera: Go to: JJKeller.com/LLPverify

Rev. 04/14/2020

REV. 06/27/2023

Provide employees a workplace free from

of an eye. Provide required training to all workers in a



To update your labor law posters contact **TWO** ways to verify poster compliance!

FED-NY-ENG

ONLINE Copyright 2025 J. J. Keller & Associates, Inc. • Neenah, WI • Printed in the USA This poster is in compliance with federal and state posting requirements. Enter this code: 69446-012025