

# New York State Postings

**NEW YORK STATE** Division of Human Rights  
 1-888-392-3644  
 WWW.DHR.NY.GOV

**DISCRIMINATION BASED ON 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.**

**ALL EMPLOYERS** (with February 9, 2003, only employers with 1 or more employees are covered by the Human Rights Law regarding **SEXUAL HARASSMENT AND AFFIRMATIVE EMPLOYMENT PROGRAMS**) who employ one or more persons in any business, occupation, profession, trade, industry, service, or occupation, shall be held responsible for any discrimination prohibited by this law. This law also applies to the State of New York, its agencies, boards, commissions, officers, employees, and contractors, and to any person who is acting as an agent, representative, or contractor of the State of New York.

**MINIMAL LEASE OF A RESIDENTIAL LEASE AND COMMERCIAL SPACE:** **DISCRIMINATION BASED ON AGE, RACE, CREED, COLOR, NATIONAL ORIGIN, SEXUAL ORIENTATION, MILITARY STATUS, SEX, PREGNANCY, GENDER IDENTITY OR EXPRESSION, DISABILITY OR MARITAL STATUS IS PROHIBITED BY THE NEW YORK STATE HUMAN RIGHTS LAW. SEXUAL HARASSMENT OR HARASSMENT BASED UPON ANY OF THESE PROTECTED CLASSES ALSO IS PROHIBITED.**

**LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK PROHIBE LA DISCRIMINACION POR EDADE, RAZA, CREED, COLOR, ORIGEN NACIONAL, ORIENTACION SEXUAL, ESTATUS MILITAR, SEXO, EMBARAZO, IDENTIDAD O EXPRESION DE GENDER, DISCAPACIDAD O ESTADO CIVIL. TAMBIÉN ESTÁ PROHIBIDO EL ACOSO SEXUAL O EL ACOSO POR CUALQUIERA DE ESTAS CLASES PROTEGIDAS.**

**TOODS LOS EMPLEADORES** (más de 1 de febrero de 2003, sólo los empleadores con un o más empleados están cubiertos por la Ley de Derechos Humanos del Estado de Nueva York con respecto a **ACOSO SEXUAL** y **PROGRAMAS EMPLEO AFIRMATIVOS**) que empleen a una o más personas en cualquier actividad comercial, ocupación, profesión, comercio, industria, servicio o ocupación, serán responsables de cualquier discriminación prohibida por esta ley. Esta ley también se aplica al Estado de Nueva York, sus agencias, comisiones, funcionarios, empleados y contratistas, y a cualquier persona que actúe como agente, representante o contratista del Estado de Nueva York.

**PROHIBICIÓN DE LA DISCRIMINACIÓN POR EDADE, RAZA, CREED, COLOR, ORIGEN NACIONAL, ORIENTACION SEXUAL, ESTATUS MILITAR, SEXO, EMBARAZO, IDENTIDAD O EXPRESION DE GENDER, DISCAPACIDAD O ESTADO CIVIL. TAMBIÉN ESTÁ PROHIBIDO EL ACOSO SEXUAL O EL ACOSO POR CUALQUIERA DE ESTAS CLASES PROTEGIDAS.**

**Notice of Employee Rights, Protections, and Obligations Under Labor Law Section 740**  
**Prohibited Retaliatory Personnel Action by Employers**  
 Effective January 26, 2022

**WE ARE YOUR DOL** Division of Labor Standards Enforcement

**1. Definition:** For purposes of this article, the term "employee" means any person who performs any manual, clerical, sales, or service work, or any other work, for an employer, whether full-time or part-time, on a permanent or temporary basis, and who is not an independent contractor, as defined in section 740.1(2) of the Labor Law.

**2. Prohibited Retaliatory Personnel Action:** An employer shall not take any adverse personnel action against an employee for exercising or attempting to exercise any of the rights or remedies provided in this section.

**3. Remedies:** An employee who has been subjected to a prohibited retaliatory personnel action may bring an action in a court of competent jurisdiction to enforce the provisions of this section.

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## Department of Labor Division of Labor Standards Worker Protection

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

Age of Minor Girls and Boys	Industry or Occupation	Maximum			
		Daily Hours	Weekly Hours	Days per Week	Permitted Hours
14 and 15	Attending School, when school is in session:	3 hours on school days, 8 hours on other days	18	6	7 AM to 7 PM
14 and 15	Attending School, when school is out of session:	4 hours on any preceding school day, 8 hours on other days	20	6	6 AM to 6 PM
16 and 17	Attending School, when school is in session:	3 hours on school days, 8 hours on other days	18	6	7 AM to 7 PM
16 and 17	Attending School, when school is out of session:	4 hours on any preceding school day, 8 hours on other days	20	6	6 AM to 6 PM
18 and 19	Not attending school:	8 hours	48	6	7 AM to 7 PM
18 and 19	Not attending school:	8 hours	48	6	6 AM to 6 PM

**Additional Child Labor Law Information**  
 The employer must post a schedule of working hours for minors under 18 years of age in the establishment.  
 An employee Certificate (Working Paper) is required for all employed minors under 18 years of age.  
 For more information about New York State Child Labor Law, Permitted Working Hours for Minors Under 18 Years of Age, please visit the Department of Labor website at: [www.dol.ny.gov](http://www.dol.ny.gov)

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

### LICENSE AND EMPLOYMENT OF PERSONS PREVIOUSLY CONVICTED OF ONE OR MORE CRIMINAL OFFENSES

**§ 230.1. Application.** This article shall apply to any person who is seeking or attempting to obtain a license or employment in any business, occupation, profession, trade, industry, service, or occupation, or to any person who is seeking or attempting to obtain a license or employment in any business, occupation, profession, trade, industry, service, or occupation, or to any person who is seeking or attempting to obtain a license or employment in any business, occupation, profession, trade, industry, service, or occupation.

**§ 230.2. Discrimination prohibited.** No person shall be discriminated against on the basis of a conviction of a crime in the exercise of his or her right to obtain a license or employment in any business, occupation, profession, trade, industry, service, or occupation, or to any person who is seeking or attempting to obtain a license or employment in any business, occupation, profession, trade, industry, service, or occupation.

### WORKERS' COMPENSATION Notice to Employers / Employees

**Workers' Compensation** is a system of social insurance that provides financial benefits and medical care to workers who are injured or become disabled as a result of their work. It is a requirement of the Labor Law for all employers to carry workers' compensation insurance for their employees.

**Notice to Employers / Employees:** If you are an employer, you must provide workers' compensation insurance for your employees. If you are an employee, you are entitled to workers' compensation benefits if you are injured or become disabled as a result of your work.

## Attention Miscellaneous Industry Employees

**WE ARE YOUR DOL** Minimum Wage hourly rates effective 12/31/2022 - 12/30/2023

Employment Category	New York City		Long Island and Westchester		Remainder of New York State	
	Minimum Wage	Tipped Workers	Minimum Wage	Tipped Workers	Minimum Wage	Tipped Workers
Large Employers (11 or more employees)	\$15.00	\$15.00	\$15.00	\$15.00	\$14.20	\$14.20
Small Employers (10 or less employees)	\$15.00	\$15.00	\$15.00	\$15.00	\$14.20	\$14.20

If you have questions, need more information or want to file a complaint, please visit [www.labor.ny.gov/minwage](http://www.labor.ny.gov/minwage) or call: 1-888-469-7365.

**Credits and Allowances** that may reduce your pay below the minimum wage rates are shown above:  
 • **Tip Credits:** Beginning December 31, 2020, your employer must pay you the full applicable minimum wage rate, and cannot take any tip credit.  
 • **Meal and Lodging:** Your employer may claim a limited amount of your wage for meals and lodging that they provide to you, as long as they do not charge you anything else. The rates and requirements are set forth in wage orders and summaries, which are available online.  
 • **Uniform Maintenance:** If your employer maintains or provides you with uniforms, your employer may be entitled to deduct the cost of the uniform from your pay.  
 • **Spread of Hours:** If your working days longer than ten hours, you may be entitled to extra daily pay. The daily rate is equal to one hour of pay at the minimum wage rate.  
 • **Call-in Pay:** If you are called to work but do not report for work, you may be entitled to call-in pay. The daily rate is equal to one hour of pay at the minimum wage rate.  
 • **On-Call Pay:** If you are on-call for work, you may be entitled to on-call pay. The daily rate is equal to one hour of pay at the minimum wage rate.

**Notice to Employers / Employees**  
 Your state has its own minimum wage law which requires posting a notice regarding the aspects of that law. Employers are still required to post the Federal Minimum Wage notice from the U.S. Dept. of Labor. Labor Law Standards act in addition to this state posting. According to the Dept. of Labor, your Federal and state law have different minimum wage rates, the higher standard applies.

**Minimum Wage Poster** Post in Plain View (1-10-20)

## NEW YORK PAID FAMILY LEAVE (PFL)

**BOND with a child CARE for a family member ASSIST military families**  
 Paid Family Leave may also be available for you in situations when you or your minor dependent child are under an order of protection or a restraining order issued by a court of law.

**PFL Benefits 67% Wage Benefits**  
 Receive 67% of your average weekly wage, up to a maximum of \$550 per week.  
 Up to 12 Weeks of Leave  
 Can be taken all at once, or in full-day increments.  
 Strong Protections  
 • Return to same or comparable job.  
 • Continued health insurance.  
 • No discrimination or retaliation.

**Who Can Request PFL?**  
 Generally, Employees Who:  
 • Work for a private employer in New York State, or a public employer who has posted its.  
 • Meet the time-worked requirements.  
 • Full-time (regularly work 20 or more hours/week), after 26 consecutive weeks of employment.  
 • Part-time (regularly work fewer than 20 hours/week), after 175 working days.

**How to Request PFL?**  
 Give 30 days' notice to your employer, if feasible.  
 Complete required forms and submit to your employer's insurance carrier.  
 Carry pay or debt benefits within 18 days of receiving your completed request.

**Resources**  
**PAID FAMILY LEAVE**  
 Visit the website for more information and to download PFL request forms.  
 844-337-8303  
 Call the toll-free PFL Helpline 8:00 a.m. to 6:00 p.m. - Monday - Friday

**STRONG FAMILIES, STRONG NEW YORK**

## VETERAN BENEFITS AND SERVICES

The following resources and hotlines are available at no-cost to help veterans understand their rights, protections, benefits, and accommodations:  
[doh.ny.gov/veteran-benefits-and-services](http://doh.ny.gov/veteran-benefits-and-services)

**DENTAL, HEALTH AND SUBSTANCE ABUSE RESOURCES**  
 At call and online Veterans and Family Members:  
 U.S. Department of Veterans Affairs  
 Helpline: 1-800-828-0828  
[www.va.gov/vahealth](http://www.va.gov/vahealth)  
 Call: 301-733-1111  
 Text: 855-255-2846  
 TDD: 301-733-1111  
 Call: 1-800-541-9087  
 Text: 1-800-921-2111

**TAX BENEFITS**  
 NYS Department of Tax and Finance  
 • Information on military personnel and veterans: [tax.ny.gov/veteran/pfl\\_page.htm](http://tax.ny.gov/veteran/pfl_page.htm)  
 • Property tax exemptions: [tax.ny.gov/veteran/exemption/NA/nextstep.htm](http://tax.ny.gov/veteran/exemption/NA/nextstep.htm)  
 • Call: 212-312-2000  
 Text: 212-312-2000  
 Call: 212-312-2000  
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**EDUCATION, WORKFORCE, AND TRAINING RESOURCES**  
 Veterans Education and Employment (VEEP)  
[www.veep.ny.gov](http://www.veep.ny.gov)  
 New York State Civil Service Credits for Veterans Program: [www.csr.ny.gov](http://www.csr.ny.gov)

**ADDITIONAL RESOURCES**  
 NYS Domestic and Sexual Violence Helpline:  
 Call: 800-942-5969  
 Text: 516-952-2111  
 NYS Workplace Sexual Harassment Helpline:  
 Call: 1-800-345-3333  
 Text: 315-460-6600  
 National Suicide Prevention Helpline:  
 Call: 1-800-273-8255  
 Text: 734-7474  
 Call: 212-691-7300  
 NYS Office of Mental Health (OMH):  
[www.omh.ny.gov](http://www.omh.ny.gov)  
 Call: 1-877-636-6789  
 Text: 315-460-6600  
 NYS Office of Addiction Services and Supports (OASAS):  
[www.oasas.ny.gov](http://www.oasas.ny.gov)  
 Call: 1-877-636-6789  
 Text: 315-460-6600  
 NYS Office of Substance Abuse Services (OSAS):  
[www.osas.ny.gov](http://www.osas.ny.gov)  
 Call: 1-877-636-6789  
 Text: 315-460-6600

**NEW YORK STATE DIVISION OF VETERANS' SERVICES**  
 Website: [veterans.ny.gov](http://veterans.ny.gov)  
 Help Line: 1-800-928-1999  
 Email: [info@veterans.ny.gov](mailto:info@veterans.ny.gov)  
 Services: Legal, medical, employment and economic assistance, health care, education, and more.  
 New York State Department of Labor Veterans' Program  
 Website: [www.ny.gov/veterans-veterans](http://www.ny.gov/veterans-veterans)  
 Help Line: 1-800-928-1999  
 Email: [Ask.Veterans@labor.ny.gov](mailto:Ask.Veterans@labor.ny.gov)  
 Services: Workforce and training resources, unemployment benefits, BSA Expulsion Course program, and more.

**LEGAL SERVICES**  
 Veterans Treatment Courts (VTC) / VTCs provide:  
 • Legal assistance and representation  
 • Case management and support services  
 • Pro bono legal services  
 • Pro bono legal services  
 • Pro bono legal services

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