

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

**ESTABLISHMENT IS SUBJECT TO THE NEW YORK STATE HUMAN RIGHTS LAW (EXECUTIVE LAW, ARTICLE 15)**

**DISCRIMINATION BASED UPON AGE, RACE, CREED, COLOR, NATIONAL ORIGIN, SEXUAL ORIENTATION, MILITARY STATUS, SEX, PREGNANCY, GENDER IDENTITY OR EXPRESSION, 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 (FROM February 8, 2020), only employers with 6 or more employees are covered. EMPLOYERS WITH 6 OR FEWER EMPLOYING ORGANIZATIONS AND APPRENTICESHIP TRAINING PROGRAMS**

Any prohibited discrimination or harassment on the basis of disability, 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. Reasonable accommodations for persons with disabilities may be required. A disabled person may not be subjected to an adverse action of a job if a reasonable request.

Any covered employer who practices the harassment and retaliation, hostile and unwelcome working conditions, or any other prohibited practices or conduct is liable for damages for discrimination.

**RENTAL USE OR SALE OF RESIDUAL, LAND AND COMMERCIAL SPACE, INCLUDING TRUCKS OR TRAILERS, ARE NOT COVERED BY THIS LAW.**

Any prohibited discrimination on the basis of marital status, sex, pregnancy, gender identity or expression, disability or marital status (harassment with children or pregnancy) is prohibited by the New York State Human Rights Law. Reasonable accommodations for persons with disabilities may be required.

Not covered by this law:  
 (1) rental of an apartment in a housing occupation not family housing;  
 (2) rental of all or some of an apartment to individuals in the same family;  
 (3) rental of a house or accommodation of housing exclusively to persons 55 years of age and older, and the spouse of such persons

**ESTABLECIMIENTO ESTÁ SUJETO A LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK (LEY EJECUTIVA, SECCIÓN 15)**

**DISCRIMINACIÓN POR RAZA, ETNIA, RAZA, CREAD, COLOR, ORIGEN NACIONAL, ORIENTACIÓN SEXUAL, ESTATO MILITAR, SEXO, EMBARAZO, IDENTIDAD O EXPRESIÓN DE GÉNERO, PREGUNTA DE EMBARAZO, TAMBÉN ESTÁ PROHIBIDO EL ACOSO SEXUAL O EL ACOSO POR CUALQUIERA DE ESTAS CLASES PROTEGIDAS.**

**TODOS LOS EMPLEADORES (DESDE EL 8 DE FEBRERO DE 2020), SÓLO LOS EMPLEADORES CON SEIS O MÁS EMPLEADOS ESTÁN SUJETOS A ESTA LEY. LOS EMPLEADORES CON SEIS O MENOS EMPLEADOS QUE ORGANIZACIONES Y PROGRAMAS DE ENTRENAMIENTO Y APRENTIZAJE**

Qualquier discriminación o acoso sobre la base de discapacidad, origen nacional, orientación sexual, estado militar, sexo, embarazo, identidad o expresión de género, embarazo, género identidad o expresión, discapacidad o estado matrimonial es prohibido por la Ley de Derechos Humanos del Estado de Nueva York. Se prohíben las acomodaciones razonables para personas con discapacidades. Una persona con discapacidad no puede ser objeto de una acción adversa de un trabajo si se le ha solicitado una acomodación razonable.

Qualquier acoso o discriminación basado en la orientación sexual, origen nacional, orientación sexual, estado militar, sexo, embarazo, identidad o expresión de género, embarazo, género identidad o expresión, discapacidad o estado matrimonial (acoso con niños o embarazo) es prohibido por la Ley de Derechos Humanos del Estado de Nueva York. Se prohíben las acomodaciones razonables para personas con discapacidades.

Este artículo no cubre:  
 (1) alquiler de un departamento en un complejo residencial familiar;  
 (2) alquiler de una o algunas partes de un departamento a personas de la misma familia;  
 (3) alquiler de una casa o acomodo de vivienda exclusivamente para personas de 55 años de edad o más, y el esposo de esas personas

**NEW YORK STATE** Department of Labor

**Division of Labor Standards Worker Protection**

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

Age of Minor (Girls and Boys)	Industry or Occupation	Maximum			
		Daily Hours	Weekly Hours	Days Per Week	Permitted Hours
14 and 15	All occupations except farm work, messenger carrier and street hawking. <b>Attending School, (then subject to an alternating shift)</b>	3 hours on school days, 8 hours on other days.	10 <sup>1</sup>	6	7 AM to 7 PM
16 and 17	All occupations except farm work, messenger carrier and street hawking. <b>Attending School, (then subject to an alternating shift)</b>	3 hours on school days, 8 hours on other days. <b>Monday, Tuesday, Thursday, Friday, Saturday, Sunday and Holiday, (except for school attendance)</b>	10 <sup>2</sup>	6 <sup>2</sup>	6 AM to 10 PM <sup>2</sup>
14 and 15	All occupations except farm work, messenger carrier and street hawking. <b>Attending School, (then subject to an alternating shift)</b>	8 hours	40	6	7 AM to 10 PM on Labor Day
16 and 17	All occupations except farm work, messenger carrier and street hawking. <b>Attending School, (then subject to an alternating shift)</b>	8 hours <sup>3</sup>	40 <sup>3</sup>	6 <sup>3</sup>	6 AM to 10 PM <sup>3</sup>
Not Attending School	All occupations except farm work, messenger carrier and street hawking.	8 hours <sup>4</sup>	40 <sup>4</sup>	6 <sup>4</sup>	6 AM to 10 PM <sup>4</sup>
12 and 13	Hand held or wireless, texted and electronic devices.	4 hours	—	—	June 13 to Labor Day, 7 AM to 7 PM on Labor Day, 6 AM to 4 PM
14 to 18	Day time work.	—	—	—	—

**ALL OCCUPATIONS INCLUDING FINANCING FOR PERSONS, MECHANICAL REPAIR OF MOTOR VEHICLES, PLACES OF PUBLIC ACCOMMODATION SUCH AS RESTAURANTS, HOTELS, DISCOUNT AND MEDICAL EQUIPMENT STORES, AND OPERATIONS OF BUSSES AND TRUCKS ARE PROHIBITED BY THIS LAW.**

Age 16 or over consented determination by public accommodations. Reasonable accommodations for persons with disabilities may be required.

**EDUCATIONAL INSTITUTIONS**  
 All public schools and private religious schools of education levels including those in religious organizations.

**ADDITIONAL LAWS APPLICABLE RELATING TO EMPLOYMENT HAZARD, LEVEL OF PUBLIC ACCOMMODATION AND GREAT TRANSPORTATION MAY NOT EXPRESSLY VIOLATE THIS LAW.**

Age 16 or over consented with the Division of Human Rights, you may do so within one year of the effective date of this law. The Division may revoke its consent if it finds a violation of this law.

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**RETAIL USE OR SALE OF RESIDUAL, LAND AND COMMERCIAL SPACE, INCLUDING TRUCKS OR TRAILERS, ARE NOT COVERED BY THIS LAW.**

Hand held or wireless, texted and electronic devices.  
 1. Hours may not be worked on school days.  
 2. Hours may not be worked on days other than Monday, Tuesday, Thursday, Friday, Saturday, Sunday and Holiday, (except for school attendance).  
 3. Hours may not be worked on days other than Monday, Tuesday, Thursday, Friday, Saturday, Sunday and Holiday, (except for school attendance).  
 4. Hours may not be worked on days other than Monday, Tuesday, Thursday, Friday, Saturday, Sunday and Holiday, (except for school attendance).

For more information about New York State Child Labor Law and provisions thereof, visit the Department of Labor website at [www.dol.ny.gov/childlabor/](http://www.dol.ny.gov/childlabor/). If you have questions, please send them to one of the offices listed below:  
 Albany District Office of Labor Standards  
 Albany District Office of Labor Standards  
 Buffalo District Office of Labor Standards  
 New York City District Office of Labor Standards  
 Westchester District Office of Labor Standards  
 White Plains District Office of Labor Standards

## Attention Miscellaneous Industry Employees

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

Large Employers (11 or more employees)	New York City	Small Employers (10 or less employees)	
<b>Minimum Wage</b> Overtime after 40 hours	<b>\$15.00</b> \$22.50	<b>Minimum Wage</b> Overtime after 40 hours	<b>\$15.00</b> \$22.50
<b>Tipped Workers</b> Overtime after 40 hours	<b>\$15.00</b> \$22.50	<b>Tipped Workers</b> Overtime after 40 hours	<b>\$15.00</b> \$22.50

  

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

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

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

- **Tip** – Beginning December 31, 2020, your employer may pay the full applicable minimum wage rate, and cannot take any credit against that rate.
- **Meals and Lodging** – Your employer may claim a limited amount of your wages for meals and lodging that it provides to you, as long as the food or charge you anything else. The rates and requirements are set forth in our rules and summaries, which are available online.

**Extra Pay you may be owed in addition to the minimum wage rates shown above:**

- **Overtime** – You must be paid 1½ times your regular rate of pay (no less than amount shown above) for weekly hours over 40 (or 44 for residential employees).  
 Exceptions: Overtime is not required for salaried professionals, for executives and administrative staff whose weekly salary is more than 75 times the minimum wage rate.
- **Call-in pay** – If you go to work as scheduled and your employer sends you home early, you may be entitled to extra hours of pay at the minimum wage rate for that day.
- **Spread of hours** – If your work lasts longer than ten hours, you may be entitled to extra daily pay. The daily rate is equal to one hour of pay at the minimum wage rate for that day.
- **Uniform maintenance** – If you clean your uniform, you may be entitled to additional weekly pay. The weekly rates are available online.

**Minimum Wage Poster** (11/2022)

**LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK PROHIBE LA DISCRIMINACIÓN POR EDA, RAZA, CREED, COLOR, ORIGEN NACIONAL, ORIENTACIÓN SEXUAL, ESTATO MILITAR, SEXO, EMBARAZO, IDENTIDAD O EXPRESIÓN DE GÉNERO, PREGUNTA DE EMBARAZO, TAMBIÉN ESTÁ PROHIBIDO EL ACOSO SEXUAL O EL ACOSO POR CUALQUIERA DE ESTAS CLASES PROTEGIDAS.**

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**TRANSCRIBICIONES CREDITADAS INDICADAS EN ESTAS CATEGORÍAS SE CONSIDERAN EN UN CREDITO DE INGRESOS Y DEBE INDICARSE EN LA DECLARACIÓN DE INGRESOS DEL EMPLEADO, DEBE SER VERIFICADO Y REGISTRADO EN LOS REGISTROS DE LOS EMPLEADORES. ESTOS CREDITOS SE DEBE INDICAR EN LA DECLARACIÓN DE INGRESOS DEL EMPLEADO, DEBE SER VERIFICADO Y REGISTRADO EN LOS REGISTROS DE LOS EMPLEADORES. ESTOS CREDITOS SE DEBE INDICAR EN LA DECLARACIÓN DE INGRESOS DEL EMPLEADO, DEBE SER VERIFICADO Y REGISTRADO EN LOS REGISTROS DE LOS EMPLEADORES.**

Qualquier crédito de ingresos que se indique en estas categorías se considerará un crédito de ingresos y debe indicarse en la declaración de ingresos del empleado, debe ser verificado y registrado en los registros de los empleadores. Estos créditos se deben indicar en la declaración de ingresos del empleado, debe ser verificado y registrado en los registros de los empleadores. Estos créditos se deben indicar en la declaración de ingresos del empleado, debe ser verificado y registrado en los registros de los empleadores.

**Additional Child Labor Law Information**  
 The Employer must post a schedule of work hours for minors under 18 years old at the establishment.  
 An Employment Certificate (Working Paper) is required for all employed minor under 18 years of age.  
 Penalties for Child Labor Law 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 otherwise illegally employed, the penalty is three times the maximum amount.  
 Also, Section 14A of the Workers' Compensation Law provides additional compensation and death benefits to the illegally employed worker. There are many prohibited occupations for minors in New York State.

**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, where Federal and state laws differ. Minimum wage rates, the higher standard applies.  
 This Posting is for Informational Purposes Only

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

**WE ARE YOUR DOL**  
 Division of Labor Standards  
 Human Rights Office  
 120 Wall Street  
 Albany, NY 12242  
 www.labor.ny.gov

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

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

**Section 700. Definitions.**  
 700.1. **Applicability.**  
 700.2. **License disqualification against persons previously convicted of one or more criminal offenses.**  
 700.3. **License disqualification against persons previously convicted of one or more criminal offenses.**  
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**NEW YORK PAID FAMILY LEAVE (PFL)**  
 Paid Family Leave may be due for an employee in situations when a parent or minor dependent child is under an order of protection or isolation due to COVID-19. See [PaidFamilyLeave.ny.gov/COVID19](http://PaidFamilyLeave.ny.gov/COVID19) for full details.  
**PFL Benefits**  
 67% Wage Benefits  
 Receive 67% of your average weekly wage, up to a cap.  
 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.  
**CARE for a family member**  
 ASSIST military families  
**How to Request PFL**  
 Give 30 days' notice to your employer, if feasible.  
 Complete request form and submit to your employer's supervisor.  
 Carry pay or denial benefits within 15 days of receiving your completed request.  
**Resources**  
[PaidFamilyLeave.ny.gov](http://PaidFamilyLeave.ny.gov)  
 Visit the website for more information and to download PFL request forms.  
 844-337-6303  
 Call the toll-free PFL Helpline  
 8:30 a.m. to 4:30 p.m. • Monday – Friday

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**BOND with a child**  
 Paid Family Leave may be due for an employee in situations when a parent or minor dependent child is under an order of protection or isolation due to COVID-19. See [PaidFamilyLeave.ny.gov/COVID19](http://PaidFamilyLeave.ny.gov/COVID19) for full details.  
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## 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](http://dol.ny.gov/veteran-benefits-and-services)

**TAX BENEFITS**  
 NY State Department of Tax and Finance  
 • Information for military personnel and veterans.  
[www.tax.ny.gov/military/veteran\\_tax.htm](http://www.tax.ny.gov/military/veteran_tax.htm)  
 • Property tax exemptions.  
[www.pwt.ny.gov/pwt/veteran-tax-exemptions](http://www.pwt.ny.gov/pwt/veteran-tax-exemptions)

**EDUCATION, WORKFORCE, AND TRAINING RESOURCES**  
 Veterans Readiness and Employment (VRAE)  
[www.benefits.va.gov/vrae](http://www.benefits.va.gov/vrae)  
 New York State Civil Service Credits for Veterans Program  
[www.cs.ny.gov](http://www.cs.ny.gov)

**ADDITIONAL RESOURCES**  
 NYS Domestic and Sexual Violence Hotline: Call: 800-942-6906 Text: 844-997-2121  
 NYS Workplace Sexual Harassment Hotline: Call: 1-800-446-3333  
 NYS Department of Motor Vehicles: [www.dmv.ny.gov](http://www.dmv.ny.gov)  
 NYS Department of Social Services: [www.dss.ny.gov](http://www.dss.ny.gov)  
 NYS Department of Health: [www.health.ny.gov](http://www.health.ny.gov)  
 NYS Department of Labor: [www.labor.ny.gov](http://www.labor.ny.gov)

**WORKERS' COMPENSATION Notice to Employers / Employees**

**NEW YORK Child Labor Law**

**Electronic Monitoring**

**To Be Posted Conspicuously in easily accessible and well-lit places**  
 Must be prominently displayed by employers and applicants for employment.

**NEW YORK Child Labor Law**  
 The employer must post a schedule for its minor and child workers.  
**Electronic Monitoring**  
 Employers must provide a schedule for its minor and child workers.  
**Unemployment Insurance**  
 Employers must provide a schedule for its minor and child workers.  
**Notice to Employers / Employees**  
 Employers must provide a schedule for its minor and child workers.

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