

New York State Labor Law Postings

Whistleblower Protection Law

Division of Labor Standards Harriman State Office Campus Building 12, Albany, NY 12226

WE ARE YOUR DOL Department of Labor

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

Prohibited Retaliatory Personnel Action by Employers Effective January 26, 2022

§ 740. Retaliatory action by employers; prohibition. 1. Definitions. For purposes of this section, unless the context specifically indicates otherwise: (a) "Employee" means an individual who performs services for and under the control and direction of an employer for wages or other remuneration...

Time Off For Voting

ATTENTION ALL EMPLOYEES

New York State Election Law Section 3-110 states that:

§ 3-110. Time allowed employees to vote

- 1. 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 vote.

ATENCIÓN A TODOS LOS EMPLEADOS

La Sección 3-110 de la Ley Electoral del Estado de Nueva York establece que:

§ 3-110. Tiempo permitido para que los empleados vayan a votar

- 1. Si un votante inscrito no tiene suficiente tiempo fuera de sus horas laborales señaladas, para ir a votar en cualquier día en el que él o ella puede ir a votar, en cualquier momento durante las elecciones, él o ella, tiene hasta dos (2) horas sin la pérdida de sueldo para tomar tiempo de ir a votar, aparte de tiempo adicional que pueda tomar de su trabajo, que corre por su cuenta, o fuera de sus horas de trabajo que le permite ir a votar.

Correction Law

NEW YORK CORRECTION LAW ARTICLE 23-A

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

Section 750. Definitions. 751. Applicability. 752. Unfair discrimination against persons previously convicted of one or more criminal offenses prohibited. 753. Factors to be considered concerning a previous criminal conviction presumption.

Right To Know

YOU HAVE A RIGHT TO KNOW!

Your employer must inform you of the health effects and hazards of toxic substances at your worksite.

Learn all you can about toxic substances on your job.

For more information, contact:

Name

Location & Phone Number

THE RIGHT TO KNOW LAW WORKS FOR YOU. NEW YORK STATE DEPARTMENT OF HEALTH

Fringe Benefits And Hours

FRINGE BENEFITS AND HOURS

The Following Information Constitutes Employer's Policy on Fringe Benefits.

SICK LEAVE: \_\_\_\_\_ VACATION TIME: \_\_\_\_\_ PERSONAL LEAVE: \_\_\_\_\_ HOLIDAYS: \_\_\_\_\_ HOURS: \_\_\_\_\_

Pursuant to N.Y. State Consolidated Laws Chapter 31, Article 6, Sec. 195.5 This notice must be posted in a conspicuous place where notices to employees are customarily posted.

Minimum Wage

WE ARE YOUR DOL Attention Miscellaneous Industry Employees

Minimum Wage hourly rates effective 12/31/2021 – 12/30/2022

Table with 4 columns: Location (New York City, Long Island and Westchester County, Remainder of New York State), Employer Size (Large/Small), Minimum Wage (\$15.00/\$13.20), Overtime rates (\$22.50), and Tipped workers (\$15.00/\$13.20).

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

Credits and Allowances that may reduce your pay below the minimum wage rates shown above: • Tips – Beginning December 31, 2020, your employer must pay the full applicable minimum wage rate, and cannot take any tip credit.

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).

Fair Employment



Division of Human Rights

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

THIS 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...

ALL EMPLOYERS (until February 8, 2020, only employers with 4 or more employees are covered), EMPLOYMENT AGENCIES, LABOR ORGANIZATIONS AND APPRENTICESHIP TRAINING PROGRAMS Also prohibited: discrimination in employment on the basis of Sabbath observance or religious practices; hairstyles associated with race...

ESTE ESTABLECIMIENTO ESTÁ SUJETO A LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK (LEY EJECUTIVA, SECCIÓN 15) LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK PROHIBE LA DISCRIMINACIÓN POR EDAD, RAZA, CREDO, COLOR, ORIGEN NACIONAL, ORIENTACIÓN SEXUAL, ESTATOS MILITARES, SEXO, EMBARAZO, IDENTIDAD O EXPRESIÓN DE GÉNERO, DISCAPACIDAD O ESTADO CIVIL. TAMBIÉN ESTÁ PROHIBIDO EL ACOSO SEXUAL O EL ACOSO POR CUALQUIERA DE ESTAS CLASES PROTEGIDAS.

RENTAL, LEASE OR SALE OF HOUSING, LAND AND COMMERCIAL SPACE, INCLUDING ACTIVITIES OF REAL ESTATE BROKERS AND SALES PEOPLE Also prohibited: discrimination on the basis of lawful source of income (for example housing vouchers, disability benefits, child support); familial status (families with children or being pregnant); prior arrest or sealed conviction; commercial boycotts or boycotting Reasonable accommodations and modifications for persons with disabilities may also be required.

ALQUILER, ARRENDAMIENTO O VENTA DE VIVIENDA, TERRENO O ESPACIO COMERCIAL, INCLUYENDO ACTIVIDADES DE AGENTE DE BIENES RAÍCES Y VENDEDORES También está prohibido: la discriminación a base de fuente de ingreso legal (por ejemplo vales, beneficios de discapacidad, manutención de niños), estado familiar (familias con niños o en estado de embarazo); arresto previo o condena sellada; boicot comercial o acoso inmobiliario. También es posible que sea necesario realizar modificaciones y arreglos razonables para personas con discapacidades. Excepciones: (1) alquiler de un apartamento en una casa para dos familias ocupada por el dueño...