



Division of Human Rights

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

Discrimination based upon age, race, creed, color, national origin, sexual orientation, military status, sex, pregnancy, gender identity or expression, citizenship or immigration status, disability, domestic violence victim status, familial status, or marital status is prohibited by the New York State Human Rights Law, Section 296.1(1)(b).

ESTABLISHED IS SUBJECT TO THE NEW YORK STATE HUMAN RIGHTS LAW (EXECUTIVE LAW ARTICLE 15)

ESTE ESTABLECIDO 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 prohíbe la discriminación por edad, raza, credo, color, origen nacional, orientación sexual, estatus militar, sexo, embarazo, identidad o expresión de género, ciudadanía o estatus migratorio, discapacitado, estado como víctima de violencia doméstica, estado familiar o estado civil. También está prohibido el acceso sexual o el acceso por cualquiera de estas clases protegidas.

TOUO LOS EMPLEADOS, EMPLEADOS DE EMPLEO, ORGANIZACIONES O TRABAJAD O PROFESIONES DE LICENCIACIÓN O PROFESIONES

America, with prohibed a discriminación de un empleado sobre la base de su orientación de su origen nacional, estatus militar, embarazo, identidad o expresión de género, ciudadanía o estatus migratorio, discapacitado o estado como víctima de violencia doméstica, estado familiar o estado civil. También está prohibido el acceso sexual o el acceso por cualquiera de estas clases protegidas.



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 (Days and Days)	Industry or Occupation	Maximum			Permitted Hours
		Daily Hours	Weekly Hours	Days per Week	
14 and 15	All occupations except farm work, newspaper carrier and street hawking	3 hours on school days; 8 hours on other days	18 ¹	6 ²	7 AM to 7 PM
16 and 17	All occupations except farm work, newspaper carrier and street hawking	4 hours on school days; 8 hours on other days	28 ¹	6 ²	6 AM to 10 PM
14 and 15	All occupations except farm work, newspaper carrier and street hawking	8 hours	40	6	7 AM to 9 PM
16 and 17	All occupations except farm work, newspaper carrier and street hawking	8 hours ³	40	6	6 AM to 10 PM
16 and 17	All occupations except farm work, newspaper carrier and street hawking	8 hours ³	40	6	6 AM to 10 PM
16 and 17	All occupations except farm work, newspaper carrier and street hawking	8 hours ³	40	6	6 AM to 10 PM
16 and 17	Headed or beretted, hairdressing or work in a bar	4 hours	—	—	Day after Labor Day 11A to 12A
16 and 17	Deliver, or make or deliver, newspapers, newspapers, or business papers	4 hours on school days; 9 hours on other days	—	—	5 AM to 7:30 AM on Saturdays
16 and 17	Self-employed in public service or work in a farm	4 hours on school days; 9 hours on other days	—	—	Day after Labor Day 9 AM to 4 PM
16 and 17	Any other work	—	—	—	—

Attention Miscellaneous Industry Employers

WE ARE YOUR DOL (New York State Department of Labor)

Minimum Wage hourly rates effective 1/1/2024 - 12/31/2024

New York City	Minimum Wage	
	Large Employers (11 or more employees)	Small Employers (10 or less employees)
Minimum Wage	\$16.00	\$16.00
Overtime after 40 hours	\$24.00	\$24.00
Tipped Workers	\$16.00	\$16.00
Overtime after 40 hours	\$24.00	\$24.00
Long Island and Westchester County	Minimum Wage	
	Large Employers (11 or more employees)	Small Employers (10 or less employees)
Minimum Wage	\$16.00	\$15.00
Overtime after 40 hours	\$24.00	\$22.50
Tipped Workers	\$16.00	\$15.00
Overtime after 40 hours	\$24.00	\$22.50

If you have questions, 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:

- Tip** - Beginning December 31, 2020, your employer must pay the full applicable minimum wage rate, and cannot take any tip credits.
- 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 you do not charge your employer for any of these expenses and requirements are set forth in wage orders and summaries, which are available online.

Extra Pay 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).
- Exceptions** - Overtime is not required for salaried professionals, or for executive 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 workdays last more 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.
- Uniform maintenance** - If you clean your own uniform, you may be entitled to additional weekly pay. The weekly rates are available online.

Minimum Wage Poster **Post in Plain View** (11/25)

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 poster from the U.S. Dept. of Labor. Labor Standards for addition to the state poster. According to the Dept. of Labor, where Federal and state law have different minimum wage rates, the higher standard applies.

This Posting is for Informational Purposes Only

NEW YORK PAID FAMILY LEAVE (PFL)

BOND with a child | **CARE** for a family member | **ASSIST** military families

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 increments of 1 day.

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 not opted in.

How to Request PFL
Give 30 days' notice to your employer, if foreseeable. Complete request forms and submit your employer's insurance carrier.
Carrier pays or denies benefits within 16 days of receiving your completed request.

Resources
Full-time regularly work 20 or more hours/week with 26 consecutive weeks of employment
Part-time regularly work fewer than 20 hours/week, after 175 working days.
Full-time regularly work 20 or more hours/week with 26 consecutive weeks of employment
Part-time regularly work fewer than 20 hours/week, after 175 working days.
844-337-6303
Call the toll-free PFL Helpline 8:30 a.m. to 4:30 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:
dol.ny.gov/veteran-benefits-and-services

MENTAL HEALTH AND SUBSTANCE ABUSE RESOURCES
• All calls and text are free and confidential.
U.S. Department of Veterans Affairs
Veterans Crisis Line:
www.veteranscrisisline.net
Call: 900, press 1 | Text: 633255
Suicide and Crisis Helpline:
www.veteranscrisisline.net
Call: 988 | Text: 988

TAX BENEFITS
• Information for military personnel and veterans:
tax.ny.gov/military_taxpam_fgm
• Property tax exemptions:
www.dts.ny.gov/veteran/exemptions.htm

EDUCATION, WORKFORCE, AND TRAINING RESOURCES
• Veterans Readiness and Employment (VRETS)
Program: www.benefits.ny.gov/vretrg
New York State Office of Veterans' Programs: www.ny.gov/vp
• Veterans Readiness and Employment (VRETS) Program: www.benefits.ny.gov/vretrg
New York State Office of Veterans' Programs: www.ny.gov/vp

ADDITIONAL RESOURCES
• NYS Domestic and Sexual Violence Helpline:
Call: 800-942-6000 | Text: 944-907-2121
• NYS Workplace Sexual Harassment Helpline:
Call: 1-800-7ARR3-53

LEGAL SERVICES
• Veterans Treatment Courts (VTC):
vctc@nydps.org
• NY State Veterans' Court:
www.ny.gov/veterans/courts/nyvctc
• ProSeVets@NYSDJustices.com
• NYS Veterans Advocacy Helpline:
www.nysva.org
• NYS Veterans Support Program:
www.nysva.org

NEW YORK STATE DEPARTMENT OF VETERANS' SERVICES
Website: www.ny.gov/veterans
Helpline: 1-888-938-7997
Email: DVA@ny.gov
Services: Licensure, education, employment and outreach. Forensic, child care, and more.

NEW YORK STATE DEPARTMENT OF LABOR VETERANS PROGRAM
Website: dol.ny.gov/veterans
Email: ASK_Veterans@labor.ny.gov
Services: Workers' and training resources, unemployment insurance, the Experiences Counts program, and more.

NEW YORK STATE DEPARTMENT OF SOCIAL SERVICES
Website: www.dss.ny.gov
Helpline: 1-800-442-2035
Services: Welfare and training resources, unemployment insurance, the Experiences Counts program, and more.

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

Prohibited Retaliatory Personnel Action by Employers

Effective January 26, 2022

This notice explains the rights, protections, and obligations of employees and employers under Labor Law Section 740. It covers:

- 740. Definitions
- 740. Applicability
- 740. Retaliatory personnel action prohibited
- 740. Remedies
- 740. Waiver
- 740. Enforcement

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

Section 740. Definitions

740. Applicability

740. Retaliatory personnel action prohibited

740. Remedies

740. Waiver

740. Enforcement

WORKERS' COMPENSATION Notice to Employers / Employees

WORKERS' COMPENSATION Notice to Employers / Employees

This notice is not intended to replace the law. For a full copy of the Workers' Compensation Law, please visit: www.dol.ny.gov/workscomp

Workers' Compensation
Employees: Please refer to article 29 of the Workers' Compensation Law.
Employers: Please refer to article 32 of the Workers' Compensation Law.

This Posting is for Informational Purposes Only

NEW YORK Child Labor Law

NEW YORK Child Labor Law

This notice is not intended to replace the law. For a full copy of the Child Labor Law, please visit: www.dol.ny.gov/childlabor

Child Labor Law
Employees: Please refer to article 29 of the Child Labor Law.
Employers: Please refer to article 32 of the Child Labor Law.

This Posting is for Informational Purposes Only

UNEMPLOYMENT INSURANCE Notice to Employers / Employees

UNEMPLOYMENT INSURANCE Notice to Employers / Employees

This notice is not intended to replace the law. For a full copy of the Unemployment Insurance Law, please visit: www.dol.ny.gov/unemployment

Unemployment Insurance
Employees: Please refer to article 29 of the Unemployment Insurance Law.
Employers: Please refer to article 32 of the Unemployment Insurance Law.

This Posting is for Informational Purposes Only

NEW York Child Labor Law

NEW York Child Labor Law

This notice is not intended to replace the law. For a full copy of the Child Labor Law, please visit: www.dol.ny.gov/childlabor

Child Labor Law
Employees: Please refer to article 29 of the Child Labor Law.
Employers: Please refer to article 32 of the Child Labor Law.

This Posting is for Informational Purposes Only

LEGAL SERVICES

LEGAL SERVICES

This notice is not intended to replace the law. For a full copy of the legal services resources, please visit: www.dol.ny.gov/legal

Legal Services
Employees: Please refer to article 29 of the legal services resources.
Employers: Please refer to article 32 of the legal services resources.

This Posting is for Informational Purposes Only