



## NEW YORK STATE Division of Human Rights

1-888-392-3644 DHR.NY.GOV
ESTE ESTABLECIMIENTO ESTÁ SUJETO A LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK LEY DE ARTÍCULO 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, discapacidad, 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.

ALL EMPLOYERS, EMPLOYMENT AGENCIES, LABOR ORGANIZATIONS AND APPRENTICESHIP TRAINING PROGRAMS
All prohibited discrimination on the basis of sex includes pregnancy or childbirth protection associated with the same applicable to an employee before, during or after pregnancy, including reasonable accommodations for pregnancy, childbirth, pregnancy-related disability, and pregnancy-related conditions including lactation or any other condition related to pregnancy or childbirth. An employer that provides a job or work environment that enables a person with a disability to perform essential functions of a job in a reasonable manner.

RENTAL LEASE OR SALE OF PROHIBED, LAMO AND ASSOCIATED REAL ESTATE BROKERAGE
All prohibited discrimination on the basis of race includes the rental, lease, sale or purchase of real estate, including the rental, lease, sale or purchase of real estate, including the rental, lease, sale or purchase of real estate, including the rental, lease, sale or purchase of real estate.

ALL CREDIT TRANSACTIONS INCLUDING FINANCING FOR PURCHASE OF REAL ESTATE, FINANCING FOR PURCHASE OF REAL ESTATE, FINANCING FOR PURCHASE OF REAL ESTATE, FINANCING FOR PURCHASE OF REAL ESTATE.

ADULT PROTECTION SERVICES
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## 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

Table with columns: Age of Minor, Industry or Occupation, Maximum Daily Hours, Weekly Hours, Days per Week, Permitted Hours. Rows include: Attending School, Attending School (When school is in session), Not Attending School, Farm Work, Newspaper Carriers, Street Vendors.

1. Quarterly 14 and 15 worked in approved work environment may work 3 hours on a school day, 23 hours any one-way school day in any week.
2. Quarterly 16 and 17 worked in approved work environment may work 4 hours on a school day, 23 hours any one-way school day in any week.

Additional Child Labor Law Information
The Employee must post a schedule of work hours for minors under 18 years old in the establishment.

Penalties for Child Labor Law Violations:
• Second violation: maximum \$1,200
• Second violation: maximum \$2,000
• Two or more violations: maximum \$3,000

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. Initial determination against persons previously convicted of one or more criminal offenses.

753. Final determination against persons previously convicted of one or more criminal offenses.
754. Persons to be considered concerning a previous conviction.
755. Information.

756. Definitions.
757. Purpose of this article.
758. Information to be provided to the public.

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## Attention Miscellaneous Industry Employees

WE ARE YOUR DOL Minimum Wage hourly rates effective 1/1/2024 - 12/31/2024

Table showing Minimum Wage and Tipped Workers rates for Large Employers (11 or more employees) and Small Employers (10 or less employees) for New York City, Long Island and Westchester County, and Remainder of New York State.

Extra Pay may be owed in addition to the minimum wage rates shown above:
• Overtime - You must be paid 1 1/2 times your regular rate of pay (no less than amounts shown above) for weekly hours over 40 (or 44 for residential employees).

• Meets and lodging - Your employer may claim a limited amount of extra pay for meals and lodging that it provides 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 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)

Notice to Employers / Employees
Your state has its own minimum wage law which requires posting a notice regarding the scope of that law. Employers are still required to post the Federal Minimum Wage notice from the U.S. Dept. of Labor. Labor Standards Act in addition to the state posting. 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
Paid Family Leave may also be available for leave in situations when you or your minor dependent child are under an order of quarantine or isolation due to COVID-19. See PaidFamilyLeave.nyc.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

Who Can Request PFL? Generally, Employees Who:
• Work for a private employer in New York State, or a public employer who has opted in.
• Meet the time-worked requirements.

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

Resources PaidFamilyLeave.nyc.gov
Call 844-337-6303
Visit 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:
dolan.ny.gov/veteran-benefits-and-services

TAX BENEFITS
• Information for military personnel and veterans: tax.ny.gov/military\_return\_page.htm
• Property tax exemptions: tax.ny.gov/veteranpropertytax/exemptions

EDUCATION, WORKFORCE, AND TRAINING RESOURCES
Veterans Readiness and Employment (VREB) Program: www.benefits.ny.gov/vreb
New York State Veterans Credit Referral Program: www.nysvcrp.org

ADDITIONAL RESOURCES
NYS Domestic and Sexual Violence Helpline: Call: 800-942-8800; Text: 844-907-2122
NYS Workplace Sexual Harassment Helpline: Call: 1-800-448-3433

LEGAL SERVICES
Veterans Treatment Courts (VTC): vtc.ny.gov/vtc
Protections/Disputes: www.dhs.ny.gov/veterans
NYS Veterans Assistance Helpline: www.nysva.org

NEW YORK STATE DEPARTMENT OF LABOR VETERANS PROGRAM
Website: dcl.ny.gov/veterans
Email: Ask.Veterans@labour.ny.gov
Phone: 1-888-638-7997
Website: dcl.ny.gov/veterans
Phone: 1-888-638-7997
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To Be Posted Consistently in easily accessible and well-lit places customarily frequented by employees and applicants for employment.

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