New York State Postings

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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 acional, orientación sexual, estatus milita; sexo, embarazo, identidad o expresión de genero, ciudadania o estatus imigratorio, discapacidad, estado como víctima de violencia domésica, sexual o el acoco por cualquiera de estado familiar, o estado civil. También está prohibido el acoso sexual o el acoco por cualquiera de estas clases protegidas.

TODOS LOS EMPLEADORES, AGENCIAS DE EMPLEO, Organizaciones de Trabajo y programas de capacitación de Aprendices

un errentoriado Administra, estada prohibida la discriminación en el empleo sobre de la observencia del Stabat o prácticas religiosas; peinados a con la raza (también se aplica a las áreas enumeradas a cetta arrento previo a malicodernito prevales; las acreatesticias gene predisponentes; las condiciones relacionadas con el embanazo

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También es posible que ses necessario realizar modificaciones y arregios razonables para personas con discapacidades.

(1) alquier de un apartamento en una casa para dos familias oci cor el dunto.

(4) vento, siguilor o arrendamiento de alojamiento en una casa exclusivamente a personas mayores de 55 años y al córeyage de dio personas

TODAS TRANSACCIONES CREDITICIAS INCLUYENDO FINANCIAMINITO PARA LA COMPRA, MANTEMINITO Y REPARACIÓN DE WIVENDAS LUCARES DE ALCJAMENTO COMO RESTAURATES, HOTELES, INSPITALAS Y COMSUL MÉDICOS, CLUES, PARQUES Y OFFICINAS DEL GOBIERIO

PERLICITANY SOLITOTOS RELACIONANS CON I INVERSIES, LOS LUCARES DE ALLANIMANS CON I INVERSIES, LOS LUCARES DE ALLANIMANS POBLI TRANSAUCCIONES CRUDITICAS NO DELINA DEVINA VECTAMINATIONES DE ALLANIMANS NO DELINA DEVINA Prima clasa que scorme nil 1400/20204 o antes delas presenta de organización en año a perío rela sobo mán presenta descriminación. Para actor relacidos a perío presenta descriminación. Una dereuna conco sensal en el mando a manuel.

se offeriora de cargo. Se deves presenter una demanda unte el Tiblerell Stattel, puede lucar dereto de los tres años desde que contenta la decrimancia. No pue presentar una denancia dera la Diskidar y ante el Iblerell Stattal. Se puebles las repensatios per presentar una demanda la operanes a prédica discriminatorias A mode presentar una demanda ante la Diskida el atória represation. PEN COTEDER NAS DEL DURSING ADENAN DULAS E AL OFFICIAL MÁS ERECANA DE LA DURSING ADENAN DULAS E AL OFFICIAL MÁS ERECANA DE LA DURSING ADENA DURATINE.

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section, the court may order relief as follows: (a) on in junction to retentin continued violation of this section; (b) for invisitationer of the encytopes to the same position head before the reliability order, or to an equivalent position, or foreit pay in its thready. (c) the orientationers of talk fripps benefits and security rights; (d) the comparisation for, lost wages, benefits and other neuroscientific.

(g) the payment by the employer of punitive damages, if the violation was willful, malicious or wonton.

research was wetter, malicious or workton.
 Employer milet. A court, in its discretion, may also order that reasonable attractional courts and additionation of the backwards to an employer? The court determines that an action trought by an employee under this section was without basis in laws or in fact.

basis in here in here basis in here in here basis profiles. During in his section and her derered he draining har rights, privilege, or reservice of any enropses under any other here or regulation or under up will be berguining agreement or employment contract. Allacidas, here your project all inform exployees of their protections, rights and obligations used: this section, hype analow formed. Sumhering haloses curden mit here analow formed. Sumhering haloses curdenting happen enably accessible and well-lighted places curdenting hep-projections and application for employment.

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AM PLAZA, 4TH FLOOR, BRONK, NY



NEW YORK STATE Human Rights

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

Discrimination bare scale of an electronic decomposition of the scale of the scale

ALL EMPLOYERS, EMPLOYMENT AGENCIES, LABOR Organizations and apprenticeship training programs

Auto prohibited: discrimination in employment on the basis of Sabath dearmance or misjone practices; heirhybin associated with more jalos applies to al areas fields below; prior armet at convibien encosit; productioning genetic thanschmistic; programs—valued conditions. Researchia accurrentiations for presence with disabilities and programs—valuated conditions including last#sin mem.¹⁻¹ de accontritionaisme yn yw enw en order yn yw enwon yn yw yw ann yw yw yn arwydd ar argennaffen yn yw yw enwon yw yw ar argennaffen yn argennaffen yn yw argennaffen yw argenna Ffen yw argennaffen yw

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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 bawful source of income (for example housing wouchers, disability benefits, child support); familial status (bmilles with children or being pregnant); prior arrest or sealed conviction; commercial baycetbs or blocklauting.

Ressonable accommodations and modifications for persons with disabilities may also be required.

apply to: I of an apartment in an owner-occupied two-family

cupant of a house or apartment tal, or lease of accommodations of housing a persons 55 years of age or sider, and the speuse

of such persons ALL CREDIT TRANSACTIONS INCLUDING FINANCING FOR PURCHASE, MAINTENANCE AND REPAIR OF HOUSING PLACES OF PUBLIC ACCOMMODATION SUCH AS RESTAURANTS, HOTELS, HOSPITALS AND MEDICAL OFFICE CULIES, MARKS AND GOVERNMENT OFFICES

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nodations for persons with disabilities may Advances in participants incorrect achieves, at all educativ levels, excluding these run by religious organizations; also for-portic colleges, rulewristles, Jonneo drivinte acaree coholei or certified English as a socces language achieves. Adversitions and APPULCATIONS RELATING TO EMPLOYMENT, REAL ESTATE, PLACES OF FORDIC ACCOMMONATION AND CREENT TRANSACTIONS MAX NOT DOMISS ANY TOSSENIMMITTON

laint must be filed with the Division within one year for acts of discrimination that occurred on or before

per social en calcimination mark documents on or autore 2024. Compliants for actu of discrimination that occ for 2/15/2024 may be field within three years of the ed. c.A. compliant alleging securit harvowinement in layment that occurred on or after (6/12/2020 may be three years of the alleged act. The Division's service ded free of charge. If you wish to file a complaint in State Court, you may do ao within three years of the discrimination. You may not file both with the Division and the State Court.

Relations for Tilling a complaint or opposing discriminatory prodices is prohibited. You may like a complaint with the Division if you have been relationed against. FOR PRIMERY INFORMATION, WHITE OR CALL THE DAVISION'S INAREST CFEPS. INFORMATION, WHITE OR CALL THE DAVISION'S INAREST CFEPS. INFORMATION, WHITE OR CALL THE DAVISION'S INAREST CFEPS.

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

Departs

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

action by employee.

- loyer" means any person, firm, partnership, institution, institut, or association that employs one or more
- employees. "Jaas, nike or explainties" includes: (i) any duly enacted federal, state or local statute or ordinance or executive order; (i) any rule or regulation providigibility presands or andmance or executive under; cr (ii) any judicial or administrative decision, uning as reflex. "Table to dy" includes the infollowing:
- ind States Congress, any state legislature, or any local governmental body, or any member or
- employee thereof; i) any federal, stata, or local court, or any member or employee thereof; or any grand or petit jary. iii) any federal, stata, or local regulatory, administrative, or public agency or authority, or instrumentality thereof;

journ light of a latter, or local law enforcement agency, inj any federal, state, or local law enforcement agency, prosecutorial effice, ar police or peace officier; e) any federal, state or local department of an executive banch of government; or

n, board, bureau, office, committee, or n of any of the public bodies described in who (i) through (v) of this paragraph.

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work performance of the affacted employee; or who has managerial authority to take corrective action regarding the violation of the law, rule or regulation of which the employee constitutes

employer shall not take any retaliatory action cyse, whether or not within the acops of the futies, because such employee does any of the

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To Be Posted Conspicuously in easily accessible and well-lighted places customarily frequented by employees and applicants for employment.

NEW YORK STATE OF 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
Attending School, When school is in session:	14 and 15	All occupations except form work, newspaper carrier and street trades.	S hours on school days. 8 hours on other days.	181	6	7 AM to 7 PM
	16 and 17	All occupations except form seck, newspaper carrier and street trades.	4 hours on days preceding robool days: Menday, Tuesday, Wednesday, Thursday ² . 8 hours on: Friday, Saturday, Sunday and Holidago ⁴ .	284	6ª	6 AM to 10 PW ^S
Attending School, When school is not in session (receiver):	14 and 15	All occupations except form work, newspaper carrier and street trades.	8 hours	40	6	7 AM to 9 PM June 21 to Labor Day
	16 and 17	All occupations except farm work, newspaper carrier and street trades.	8 hours ⁴	434	64	6 AM to Midnight ⁴
Not Attending School:	16 and 17	All occupations except form work, newspaper carrier and street trades.	8 hours ⁴	434	64	6 AM to Midnight ⁴
Farm Work:	12 and 13	Hand harvest of berries, fruits and vegetables.	4 hours	-	-	June 21 to Labor Day 7 AM to 7 PM. Day after Labor Day to June 20, 9 AM to 4 PM.
	14 to 18	Any farm work.	-		-	-
Neuspaper Carriers:	11 to 18	Delivers, or sells and delivers newspapers, shopping papers or periodicals to homes or business places.	4 hours on school days. 5 hours on other days.	-	-	5 AM to 7 PM or 30 minutes prior to sunse whichever is later
Street Trades:	14 to 18	Self-employed work in public places selling newspapers or work as a bootblack.	4 hours on school days. 5 hours on other days.	-	-	6 AM to 7 PM

and 17 emotiled in an approved Cooperstive Education Program may sours on a day preceding a school day other than a Sunday or Holiday s in session, as long as the hours are in conjunction with the

Additional Child Labor Law Information

Additional Child Labor Law Mitornation The Rindyser and Jose Sachella di wick how the Unites under Byser Ale Endysparent Carl Ender Bitchicks Paper Is inquired for all implayed minors under 19 years 43. Panella for Califa Labor Law Weldkins: First visition: maximum 51,00° Te an one rearrows pisage of set with leipsip endysels, the pendity is the first her handbinser panel.

ume on maximum pensay. Also, Section 14A of the Workers' Compensation Law provides double compensation and death benefits for minors illegally employed. Note: There are many prohibited occupations for minors in New York State.

NEW YORK CORRECTION I AW • ARTICLE 23-4

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

Pall representation against persons previo consisted of one or more criminal affenses prohi 753. Factors to be considered cencerning a previ criminal consisting: presumption.
 754. Written statement upon denial of license or

§750. Definitions. For the purposes of this article, the following terms shall have the following meanings:

more persons. (3) "Direct relationship" means that the nature of criminal modul for which the person was convicted has a direct bening the fitness or ability to perform one or more of the dates or sponsibilities necessarily related to the license, opportunity, or

swogan, or other firearm. 1 "Englogment" means any occupation, vocation in symmat, or any form of vocational or educational the ded, however, that "employment" shall not, for the sees of this article, include membership in any law cement agence. recentent agency. 1. Applicability. The provisions of this article shall a applicability any person for a license or employm public or private employer, who has provisely been toded of one or more criminal offenses in the sec-

and practice of panels elergoper, etc. has provided practice theory and practice of panels elergoper, and the panels of panels of the practicity, and a provide panel of the panels of the preserve shows cancels of origin energy and the panels of the preserve shows cancels of the panels of the panels of the density of eration of the panels of the panels of the density of eration of the panels of the panels of the density of eration of the panels of the panels of the density of eration of the panels of the panels of the density of eration of the panels of the panels of the panel density of the panels of the panels of the panels of the panel density of the panels of the panels of the panels of the panel density of the panels of the panels of the panels of the panel density of the panels of the panels of the panels of the panel density of the panels of the panels of the panels of the panel density of the panels of the panels of the panels of the panels of the density of the panels of the panels of the panels of the panels of the density of the panels of the panels of the panels of the panels of the density of the panels of the panels of the panels of the panels of the density of the panels of the density of the panels o

WORKERS' COMPENSATION Notice to Employers / Employees This is not intended to represent the law, nor does it replace any Worker Compensation positing requirements within your state.

ns: Place your notice of compliance/certificate of insurance v Compensation Laws from your insurance carrier next to this systes: Refer to notice of compliance/certificate of insurance from Employer's Insurance Cerrier: If you have any further inquiries, ple ct your personnel office.

This Posting is for Informational Purposes Only UNEMPLOYMENT INSURANCE

Notice to Employers / Employees overs: Nou must be a registered employer in this state in order to be detically incomployment hoursance possing. If you have any ions concerning this mandatory posting, presse contact your local

ee: Contact your local unemployment office for your rights ing unemployment benefits as an employee. This Posting is for Informational Purposes Only

tion against person wohibited. No app mote commentance retrievance providence has approaches to real processor or receiption results are specificated and be deviced or calculated and the specificated and the individual processor of the specificated and the specificated and the results of the specificated and speci

http://www.labor.ny.gov. If you have questions, ples send them to one of the offices listed below at:

New York City Distr 55 Hanson Place 11th Floor Broaklyn, NY 11217 (212) 775-3880

Rochester District 276 Waring Road Room 104 Rochester, NY 14609 (585) 258-4550

Syracuse District 333 East Washingto

Room 121 Syracuse, NY 13202 (315) 428-4057

New York State De

Bidg. 12 Room 18 Albany, NY 12226 (518) 457-2730

Breenx District 55 Hanson Place 11th Floor Brooklyn, NY 11217 (212) 775-3719

Buffalo District 195 Main Street

295 Meller 6455 Suite 914 Buffalo, NY 14203 (716) 847-7141

Garden City District 400 Oak Street Suite 102 Garden City, NY 11530 (516) 794-8195

or continuation of the license or the granting or continuation of sdd involve an unreasceable risk to property or to the safety or ndividuals or the general public.

5753. Factors to be considered concerning a previous crimina presumption. 1. In making a determination pursuant to section as Http://www.efus.com/energies.com/en (a) The public policy of this state, as expressed in this act, to encourage the licensure and employment of persons previously convicted of one or more criminal

chesse, and the second (8) The age of the person at the time of occurrence of the criminal offense or denses.

Ittisses. () The seriouses of the offeres or offerese. () () Any information produced by the person, or produced on his behalf, in regard () () Any information good conduct. () () The inspirate interest of the patiest againsy or produce employee in producting records), and the self-quark weighter of specific individuals or the general paties. 2. In making a determination pursues of PD By 2. In making a determination pursue to section server hundred chaptor. Its public agency or private employer that also give comits entitizate or relief to mutualitations or a certificate of good conduct in applicant, which certificate all crash a presumption of whabilitatis the ofference of the server and the server public server. § 714, Written statement upon detail of license or employment.

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Electronic Monitoring

Email: ProblemSolVing@courts.state.ny.us emSolving@courts.sum.rry.... Defenders Association Veter inse Program: ://www.nysda.org/page/VDP De the advised that any and all biophone convention salons, electronic mail or transmissions, or infan re usage by an employee by any electronic deel including but on timetes to the use of a compute negative sector of the sector of the sector of the negative sector of the subject to meritaring at a rand by any lumbal means. NEW YORK

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Large F				
Large Employers (11 or more employees)		Small Employers (10 or less employees)		
Minimum Wage Overtime after 40 ho		Minimum Wage Overtime after 40 hours	\$16.00 \$24.00	
Tipped Workers Overtime after 40 ho		Tipped Workers Overtime after 40 hours	\$16.00 \$24.00	
	sland and ster County	Remainder of New York State		
Minimum Wag Overtime after 40 h		Minimum Wage Overtime after 40 hours	\$15.00	
Tipped Worker Overtime after 40 h	rs \$16.00	Tipped Workers Overtime after 40 hours	\$15.00 \$22.50	
WWW Credice your pay below the n wage rates shown above: 17 [jas – Beginnig Decemt 2020, your employer musi and cannot take any lipe o Meals and todging – You employer may claim a lim amount of your wages for and lodging that they prov you, as long are they do no you, as long are they do no you, as long are they do no you, as long are they do no you are they do no	Laborny gov/minimumwage at may be at the main minimum wage callen pay the security at the security at the main may be at the may be antile at the main minimum wage the at the may be antile at the main minimum wage the main minimum wage	artime is not required for salarie administrative staff whose weel nimum wage rate. you go to work as scheduled ai you may be entitled to extra ho rate for that day. rs – If your workday lasts longe to extra daily pay. The deily rate	5. nimum wage rates gular rate of pay (no urs over 40 (or 44 for d professionals, or for dy salary is more tha nd your employer ser xurs of pay at the r than ten hours, you	
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Attention Miscellaneous

Industry Employees

New York City

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

WE ARE YOUR DOL

- _____ Departm

Paid Family Leave

e PFL Helpline 30 p.m. • Monday – Friday STRONG FAMILIES, STRONG NEW YORK

VETERAN BENEFITS AND SERVICES

EDUCATION, WORKFORCE, AND TRAINING RESOURCES

IKAINING RECOVINCE Veteran Readiness and Employment (VR Program: www.benefits.va.gov/vocrehab New York State Civil Service Credits for Veterans Program: www.cs.rry.gov

1-BOU-HWARS--3 Department of Motor Vehicles: Veteran Status Designation Photo Document: dmv.nry.gwv/more-info/veteran designation-photo-document

Veteran License Plate: dmv.ny.gov/plates /military-and-veterans

SP-NY-E

ADDITIONAL RESOURCES NYS Domestic and Sexual Violence Hotline: Call: 800-942-6906 Text: 844-997-2121 NYS Workplace Sexual Harassment Hotline: Call: 1-800-HARASS-3

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 texts are free and confidential

contrionitar U.S. Department of Veterans Affairs Veterans Chieles Line: www.veteranscrisisline.net Call: 880, press 1 Test: 838255 Suicide and Orisis Lifetine: Www.veteranscrisisline.net Call: 988 Test: 988

Call: 968 Text: 968 Crisis Textline: Text: 741741 Chat: crisistextline.org NYS Office of Mental Health (OMH): www.omh.ry.gov

WWW.UTIR.T/LOW NYS Office of Addiction Services and Supports (DASAS): www.Dasas.try.gowhopeline Call: 1-877-8-HOPENY (467469) Text: HOPENY (467369)

LEGAL SERVICES

Veterans Treatment Courts (VTC): ww2.nycourts.gov/ courts/problem_solving/vet/courts.shtml

NEW YORK STATE Department of veterans' Services TAX BENEFITS IAA BEREFITS WS Department of Tax and Finance Information for military personnel and veterans: tacary.gov/pib/He/military_page.htm Property tax exemptions: tacary.gov/pib/property/exemption /vetexempt.htm

Website: veterans.ny.gov Help Line: 1-888-838-7697 mail: DVSInfo@veterans.nv.gov Services: Legal, education, employment and volunteer, financial, health care, and

NEW YORK STATE DEPARTMENT OF LABOR VETERANS' PROGRAM

xite: dol.ny.gov/services-vetr Help Line: 1-888-469-7365 Email: Ask.Vets@labor.ny.gov

The New York State Department of Labor is an Equal Opportunity Employee/Program. Available upon request and free of charge to individuals with desatilities TTV/TDD 711 or 1-800-682-1220. (English) / 1-877-682-4886.



ALLC 20240726

Compliance Date January 2024



Algorithms and a second Contractor and the tractional processing installings. (1) "Public operations and the traction can be call studied when thereod, can say date or local department, agency, board or commission. (2) "Photas employer" means any person, company, corporation, labor organization or association which employs for or more persons. or safety; 19 employee microscably believes that reporting to the appendix would result in a deviacion or workers or or concentrater of the activity, pairing results; and the activity, pairing results; and the activity pairing ar results; could resuscably be employee to land to encloseering the workers of a manu; if the employee measured believes that reporting to the appendix result in pairing to have the set of a manu; or of the proce-the employee reasonably believes that the supervisor is already sease of the activity, policy or practice and will not correct such activity, policy or practice.