

# State Postings



## Division of Human Rights

THE ESTABLISHMENT IS SUBJECT TO THE NEW YORK STATE HUMAN RIGHTS LAW AND TO THE FEDERAL CIVIL RIGHTS ACT OF 1964 AND TO THE FEDERAL CIVIL RIGHTS ACT OF 1991.

**DISCRIMINATION BASED ON AGE, RACE, CREED, COLOR, NATIONAL ORIGIN, SEXUAL ORIENTATION, MILITARY STATUS, SEX, PREGNANCY, GENDER IDENTITY OR EXPRESSION, CITIZENSHIP OR IMMIGRATION STATUS, 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.**

844-697-3471  
dhr.ny.gov

ESTE ESTABLECIMIENTO ESTÁ SUJETO A LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK PROHIBIE LA DISCRIMINACIÓN POR EDADES, RAZA, CREED, COLOR, ORIGEN NACIONAL, ORIENTACIÓN SEXUAL, SEXO, ESTATO DE CIDADANÍA, DISCRIMINACIÓN DE ESTATO DE MATRIMONIO O IDENTIDAD DE GÉNERO, ESTATO DE INMIGRACIÓN O ESTATO DE CIUDADANÍA. TAMBIÉN ESTÁ PROHIBIDO EL ACOSO SEXUAL O EL ACOSO POR CUALQUIERA DE ESTAS CLASES PROTEGIDAS.

**TO ALL EMPLOYERS, EMPLOYERS, LABOR ORGANIZATIONS AND APPRENTICESHIP TRAINING PROGRAMS:**

Any prohibited discrimination in employment on the basis of disability (including physical disability) is prohibited by the New York State Human Rights Law. Any prohibited discrimination on the basis of disability (including physical disability) is prohibited by the New York State Human Rights Law. Any prohibited discrimination on the basis of disability (including physical disability) is prohibited by the New York State Human Rights Law.

**RENTAL LEASE OR SALE OF HOUSING, LAND AND COMMERCIAL SPACE, INCLUDING OFFICES OF REAL ESTATE BROKERS AND SALES PEOPLE:**

Any prohibited discrimination in housing on the basis of disability (including physical disability) is prohibited by the New York State Human Rights Law. Any prohibited discrimination in housing on the basis of disability (including physical disability) is prohibited by the New York State Human Rights Law.

**ADVERTISING AND ADVERTISEMENTS RELATING TO HOUSING, REAL ESTATE, PLACES OF PUBLIC ACCOMMODATION AND SERVICES, CLUBS, PAGES AND GOVERNMENT OFFICES:**

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## Department of Labor

### Working for You

## Division of Labor Standards

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

Age of Minor (Age 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 hawker	3 hours on school days	18 <sup>1</sup>	6 <sup>2</sup>	7 AM to 7 PM
16 and 17	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	28 <sup>1</sup>	6 <sup>2</sup>	6 AM to 10 PM
14 and 15	Attending School, When school is in session (weekdays)	8 hours	40 <sup>3</sup>	6 <sup>2</sup>	7 AM to 9 PM
16 and 17	Attending School, When school is in session (weekdays)	8 hours <sup>4</sup>	40 <sup>3</sup>	6 <sup>2</sup>	6 AM to 10 PM <sup>5</sup>
16 and 17	Not Attending School	8 hours <sup>4</sup>	40 <sup>3</sup>	6 <sup>2</sup>	6 AM to 10 PM <sup>5</sup>
12 and 13	Farm Work	Headed or bermed, tobacco or cotton picking	4 hours	—	9 AM after Labor Day (9:30 AM in 2023)
14 to 18	Any work	Any work	—	—	—
11 to 18	Newspaper Carriers	Deliver, or walk and deliver, newspapers, magazines, or business papers	4 hours on school days 8 hours on other days	—	5:30 AM to 7:30 AM on school days anytime on other days
16 to 18	Street Vendors	Self-employed work in public places or work as a street vendor	4 hours on school days 8 hours on other days	—	6 AM to 7 PM

<sup>1</sup>Quadrants 14 and 15 hours in an approved workday program may work 3 hours on school days, 23 hours in any one week when school is in session.

<sup>2</sup>Students 16 and 17 working in an approved Education Program may work up to 8 hours on a day preceding a school holiday or a day following a school holiday when school is in session, as long as the hours are in conjunction with the program.

<sup>3</sup>16 to 18 to 10 PM or until midnight with written parental and educational authority consent on any day preceding a school day and not more than eight hours on any preceding non-school day with written parental consent.

<sup>4</sup>This provision does not apply to minors employed in retail shops or restaurants in their own family business.

**Additional Child Labor Law Information**

The Employee must post a schedule of work hours for minors under 18 years old in the establishment.

An Employment Certificate (Working Paper) is required for all employed minors under 18 years old.

**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 the willfully employed, the penalty is three times the maximum penalty.

Article 144 of the Workers' Compensation Law provides double compensation and death benefits for minors who are injured or killed while working.

Note: There are many prohibited occupations for minors in New York State.

**FOR MORE INFORMATION ABOUT NEW YORK STATE CHILD LABOR AND PROVISIONS PLEASE VISIT THE DEPARTMENT OF LABOR STANDARDS DIVISION WEBSITE AT: [www.dol.ny.gov/child-labor](http://www.dol.ny.gov/child-labor)**

**Division of Labor Standards**  
1000 Washington Blvd.  
New York, NY 11238  
(718) 512-0720

**Albany District Office**  
100 State Street  
Albany, NY 12242  
(518) 862-7741

**Buffalo District Office**  
200 Main Street  
Buffalo, NY 14203  
(716) 855-4500

**Geneva District Office**  
100 State Street  
Geneva, NY 14456  
(716) 784-1900

**Rochester District Office**  
276 Westinghouse Blvd.  
Rochester, NY 14609  
(585) 525-4500

**Syracuse District Office**  
300 East Washington Street  
Syracuse, NY 13202  
(315) 487-4500

**White Plains District Office**  
120 Broadway Blvd.  
White Plains, NY 10601  
(914) 667-4521

## Attention Miscellaneous Industry Employees

Minimum Wage hourly rates effective 1/1/2026 – 12/31/2026

Employer Type	Minimum Wage	Minimum Wage
Large Employers (11 or more employees)	\$17.00 Overtime after 40 hours \$25.50	\$17.00 Overtime after 40 hours \$25.50
Tipped Workers	\$17.00 Overtime after 40 hours \$25.50	\$17.00 Overtime after 40 hours \$25.50
Long Island and Westchester County	\$17.00 Overtime after 40 hours \$25.50	Remainder of New York State
Minimum Wage	\$17.00 Overtime after 40 hours \$25.50	Minimum Wage \$16.00 Overtime after 40 hours \$24.00
Tipped Workers	\$17.00 Overtime after 40 hours \$25.50	Tipped Workers \$16.00 Overtime after 40 hours \$24.00

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

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

- **Time** – Beginning December 31, 2020, your employer may put the full applicable minimum wage rate, and cannot take any credit.
- **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 they do not charge you anything else. The rates and requirements are set forth in regulations available on our website.

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

- **Overtime** – You must be paid 1 1/2 times the regular rate of pay (no less than amounts shown above) for weekly hours over 40 (or 44 for retail in retail stores).
- **Excursions** – 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 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 own uniform, you may be entitled to additional weekly pay. The weekly rates are available online.

**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. Visit [www.dol.gov](http://www.dol.gov) for additional information on 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

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

**PFL Benefits**  
67% Wage Benefits  
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:  
• Full-time (regularly work 20 or more hours/week) for at least 26 consecutive weeks of employment.  
• Continue health insurance.  
• No disqualification or retaliation.

**How to Request PFL**  
Give 30 days' notice to your employer, if foreseeable.  
Complete request forms and submit to your employer's insurance carrier.  
Carrier pays or denies benefits within 18 days of your first day of leave or receipt of your completed request, whichever is later.

**Resources**  
**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

## 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)

**MENTAL HEALTH AND SUBSTANCE ABUSE RESOURCES**

**TAX BENEFITS**

**NEW YORK STATE DEPARTMENT OF VETERANS' SERVICES**

**EDUCATION, WORKFORCE, AND TRAINING RESOURCES**

**ADDITIONAL RESOURCES**

**LEGAL SERVICES**

**NEW YORK Child Labor**

**Workplace Lactation**

**Electronic Monitoring**

**WE ARE YOUR DOL**

**SP-NY-E**

**Compliance Date**

**SP-NY-E**

