LABOR

Since 1953

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR **BEGINNING JULY 24, 2009**

The law requires employers to display this poster where

employees can readily see it.

OVERTIME PAY At least 1% times the regular rate of pay for all hours worked over 40 in a workweek.

In employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, nonmining, non-hazardous jobs with certain work hours restrictions. Different rules apply in

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees

a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make

The FLSA requires employers to provide reasonable break time for a nursing mother

employee who is subject to the FLSA's overtime requirements in order for the employee

to express breast milk for her nursing child for one year after the child's hirth each time

UNITED STATES OF AMERICA

NY

TIP CREDIT

DEPARTMENT OF LAROR **WAGE AND HOUR DIVISION**

such employee has a need to express breast milk. Employers are also required to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

> The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the

ADDITIONAL INFORMATION Certain occupations and establishments are exempt from the minimum wage.

and/or overtime pay provisions. Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico. Some state laws provide greater employee protections; employers must comply with both. Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly

classified independent contractors are not. Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificate issued by the Department of Labor.

> 1-866-487-9243 TTY: 1-877-889-5627 www.dol.gov/whd

REV. 07/2016

\$14.20

\$21.30

\$14.20

\$21.30

Attention Miscellaneous WE ARE YOUR DOL NEW YORK DEPARTMENT OF LABOR

UNITED STATES DEPARTMENT OF LABOR

Industry Employees Minimum Wage hourly rates effective 12/31/2022 – 12/30/2023

Department of Labor

	New Y	ork City			
Large Employers (11 or more employees)		Small Employers (10 or less employees)			
Ainimum Wage	\$15.00	Minimum Wage	\$15.00		
vertime after 40 hours	\$22.50	Overtime after 40 hours	\$22.50		
ipped workers	\$15.00	Tipped workers	\$15.00		
vertime after 40 hours	\$22.50	Overtime after 40 hours	\$22.50		

\$22.50	Overtime after 40 nours
Long Island and Westchester County	
\$15.00	Minimum Wage
\$22.50	Overtime after 40 hours
\$15.00	Tipped workers
\$22.50	Overtime after 40 hours
	\$15.00 \$22.50 \$15.00

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

Tips – Beginning December 31, 2020, your employer must pay the full applicable mum wage rate, and cannot take any tip credit. Meals and lodging – Your employer may claim a limited amount of your wages for meals and lodging that they provide 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.

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 Exceptions: Overtime is not required for salaried professionals, or for executives and administrative staff whose weekly salary is more than 75 times the minimum

Remainder of

New York State

early, you may be entitled to extra hours of pay at the minimum wage rate for **Spread of hours** – If your workday lasts longer than ten hours, you may be entitled to extra daily pay. The daily rate is equal to one hour of pay at the

Call-in pay — If you go to work as scheduled and your employer sends you home

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

REV. 11/2022

Post in Plain View

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the ral minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

NY

New York State THIS ESTABLISHMENT IS SUBJECT TO THE NEW YORK STATE HUMAN RIGHTS LAW DISCRIMINATION BASED UPON AGE, RACE, CREED, COLOR, NATIONAL ORIGIN, SEXUA ORIENTATION, MILITARY STATUS, SEX, PREGNANCY, GENDER IDENTITY OR EXPRESSION,

DISABILITY OR MARITAL STATUS IS PROHIBITED BY THE NEW YORK STATE HUMAN RIGHTS

LAW. SEXUAL HARASSMENT OR HARASSMENT BASED UPON ANY OF THESE PROTECTED ALL EMPLOYERS (until February 8, 2020, only employers with 4 or more

employees are covered), EMPLOYMENT AGENCIES, LABOR ORGANIZATIONS AND Also prohibited: discrimination in employment on the basis of Sabbath observance or religious practices; hairstyles associated with race (also applies to all areas listed below); prior arrest or conviction record; predisposing genetic characteristics; familial status; pregnancy-related conditions; domestic violence victim status

Reasonable accommodations for persons with disabilities and pregnancy-related conditions including lactation may be required. A reasonable accommodation is an adjustment to a job or work environment that enables a person with a disability to erform the essential functions of a job in a reasonable mann

Also covered: domestic workers are protected from harassment and retaliation; interns and nonemployees working in the workplace (for example temp or contract workers) are protected from all discrimination described above.

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 ousing vouchers, disability benefits, child support); familial status (families with children or being pregnant); prior arrest or sealed conviction; commercial boycotts or

Reasonable accommodations and modifications for persons with disabilities may also Does not apply to:

(1) rental of an apartment in an owner-occupied two-family house (2) restrictions of all rooms in a housing accommodation to individuals of the same sex (3) rental of a room by the occupant of a house or apartment (4) sale, rental, or lease of accommodations of housing exclusively to persons 55 years of

age or older, and the spouse 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 OFFICES, CLUBS, PARKS AND GOVERNMENT OFFICES Age is not a covered classification relative to public accommodations. Reasonable accommodations for persons with disabilities may also be required

EDUCATION INSTITUTIONS All public schools and private nonprofit schools, at all education levels, excluding those ADVERTISING AND APPLICATIONS RELATING TO EMPLOYMENT, REAL ESTATE, PLACES OF PURILIC ACCOMMODATION AND CREDIT TRANSACTIONS MAY NOT

EXPRESS ANY DISCRIMINATION so within one year after the discrimination occurred. The Division's services are provided free of charge If you wish to file a complaint in State Court, you may do so within three years of the

discrimination. You may not file both with the Division and the State Court. Retaliation for filing a complaint or opposing discriminatory practices is prohibited. You may file a complaint with the Division if you have been

retaliated against. FOR FURTHER INFORMATION, WRITE OR CALL THE DIVISION'S NEAREST OFFICE. HEADOUARTERS ONE FORDHAM PLAZA, 4TH FLOOR, BRONX, NY 10458

NY

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

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. DISCAPACIDAD O ESTADO CIVIL. TAMBIÉN ESTÁ PROHIBIDO EL ACOSO SEXUAL O EL ACOSO POR CUALQUIERA DE ESTAS CLASES PROTEGIDAS.

TODOS LOS EMPLEADORES (hasta el 8 de febrero de 2020, solo los empleadore de cuatro o más personas). AGENCIAS DE EMPLEO ORGANIZACIONES DE TRABAJO Y PROGRAMAS DE CAPACITACIÓN DE APRENDICES Asimismo, está prohibida la discriminación en el empleo sobre la base de la observancia

del Shabat o prácticas religiosas; peinados asociados con la raza (también se aplica a las áreas enumeradas a continuación) arresto previo o antecedentes penales; las características genéticas predisponentes; el estado civil; las condiciones relacionadas con

rabajadores temporarios o contratantes) están protegidos de toda discriminación

acoso inmobiliario

personas mayores de 55 años y al cónyuge de dichas personas También se prohíbe: discriminación en vivienda sobre la base del estado civil (poi eiemplo, familias con hijos)

COMPRA, MANTENIMIENTO Y REPARACION DE VIVIENDAS LUGARES DE ALOJAMIENTO PÚBLICO, COMO RESTAURANTES, HOTELES,

que sea necesario realizar arreglos razonables para personas con discapacidades INSTITUCIONES EDUCATIVAS excluvendo escuelas dirigidas por organizaciones religiosa

PUBLICIDAD Y SOLICITUDES RELACIONADAS CON EL EMPLEO, LOS INMUEBLES, DEBEN EXPRESAR NINGUN ACTO DISCRIMINATORIO

hacerlo dentro de un año desde que ocurra la discriminación. Los servicios de la División se ofrecen sin cargo. Si desea presentar una demanda ante el Tribunal Estatal, puede hacerlo dentro de los tres años desde que ocurriera la discriminación. No puede presentar una demanda antila División v ante el Tribunal Estatal.

Division of Labor Standards **WE ARE YOUR DOL**

Harriman State Office Campus NEW YORK STATE Department of Labor Building 12, Albany, NY 12226

Definitions. For purposes of this section, unless the context specifically indicates otherwise: "Employee" means an individual who performs services for and under the control and direction of an employer for wages or

other remuneration, including former employees, or natural persons employed as independent contractors to carry out work in furtherance of an employer's business enterprise who are not

themselves employers "Employer" means any person, firm, partnership, institution, corporation, or association that employs one or more employees. "Law, rule or regulation" includes: (i) any duly enacted federal, state or local statute or ordinance or executive order; (ii) any rule o regulation promulgated pursuant to such statute or ordinance or

executive order; or (iii) any judicial or administrative decision, ruling "Public body" includes the following: the United States Congress, any state legislature, or any

employee thereof: any federal, state, or local court, or any member or

any federal, state, or local regulatory, administrative, or public agency or authority, or instrumentality thereof; any federal, state, or local law enforcement agency. prosecutorial office, or police or peace officer; any federal, state or local department of an executive

any division, board, bureau, office, committee, or commission of any of the public bodies described in subparagraphs (i) through (v) of this paragraph. "Retaliatory action" means an adverse action taken by an employer or his or her agent to discharge, threaten, penalize,

former employee exercising his or her rights under this section, including (i) adverse employment actions or threats to take such adverse employment actions against an employee in the terms of conditions of employment including but not limited to discharge, suspension, or demotion; (ii) actions or threats to take such action that would adversely impact a former employee's current or future employment; or (iii) threatening to contact or contacting United States immigration authorities or otherwise reporting or threatening to report an employee's suspected citizenship or immigration status or the suspected citizenship or immigration status of an employee' family or household member, as defined in subdivision two of section four hundred fifty-nine-a of the social services law, to a federal, state, or local agency

"Supervisor" means any individual within an employer's organization who has the authority to direct and control the work performance of the affected employee; or who has managerial authority to take corrective action regarding the violation of the law, rule or regulation

Prohibitions. An employer shall not take any retaliatory action against an employee, whether or not within the scope of the employee's job duties, because such employee does any of the following discloses, or threatens to disclose to a supervisor or to a public body an activity, policy or practice of the employer that the employee

> the employee reasonably believes poses a substantial and specific danger to the public health or safety; provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into any such activity, policy or practice by such employer; or

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ESTE ESTABLECIMIENTO ESTÁ SUJETO A LA LEY DE DERECHOS HUMANOS DEL ESTADO DE

Es posible que sea necesario hacer acomodos razonables para personas con

discapacidades y condiciones relacionadas con el embarazo incluyendo lactación. Un arreglo razonable es una adaptación a un trabajo o entorno laboral que permita que una persona con discapacidad realice las tareas esenciales de un trabajo de manera También están cubiertos: trabajadores domésticos están protegidos en casos acoso y represalias; internos y no empleados cuales trabajan en el lugar de trabajo (por ejemplo

descrita arriba. ALOUILER, ARRENDAMIENTO O VENTA DE VIVIENDA, TERRENO O ESPACIO COMERCIAL INCLUYENDO ACTIVIDADES DE AGENTE DE BIENES RAÍCES Y

También esta prohibido: la discriminación a base de fuente de ingreso legal (por ejemplo vales, beneficios de discapacidad, manutención de niños); estado familiar (familias cor niños o en estado de embarazo); arresto previo o condena sellada; boicot comercial o También es posible que sea necesario realizar modificaciones y arreglos razonables para personas con discapacidades.

(1) alguiler de un apartamento en una casa para dos familias ocupada por el dueño (2) restricciones de todas las habitaciones en una vivienda para individuos del mismo

(3) alquiler de una habitación por parte del ocupante de una casa o apartamento (4) venta, alquiler o arrendamiento de aloiamiento en una casa exclusivamente a

TODAS TRANSACCIONES CREDITICIAS INCLUYENDO FINANCIAMENTO PARA LA HOSPITALES Y CONSULTORIOS MÉDICOS, CLUBS, PAROLLES Y OFFICINAS DEL

GOBIERNO. Excepción: La edad no es una clasificación cubierta respecto a los alojamientos públicos. Es posible

Todas las escuelas publicas y escuelas privadas sin ánimo de lucro, en todos los niveles. LOS LUGARES DE ALOJAMIENTO PÚBLICO Y LAS TRANSACCIONES CREDITICIAS NO

Si desea presentar una demanda formal ante la División de Derechos Humanos, debe

Se prohíben las represalias por presentar una demanda u oponerse a prácticas discriminatorias. Puede presentar una demanda ante la División si sufrió

PARA OBTENER MÁS INFORMACIÓN, ESCRIBA O LLAME A LA OFICINA MÁS CERCANA DE LA

DIVISIÓN, OFICINA CENTRAL: ONE FORDHAM PLAZA, 4TH FLOOR, BRONX, NY 10458

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 objects to, or refuses to participate in any such activity, policy or Application. The protection against retaliatory action provided by paragraph (a) of subdivision two of this section pertaining to disclosure to a public body

> the employer and has afforded such employer a reasonable opportunity to correct such activity, policy or practice. Such employer notification shall not be required where

shall not apply to an employee who makes such disclosure to a public body

unless the employee has made a good faith effort to notify his or her employe

by bringing the activity, policy or practice to the attention of a supervisor of

there is an imminent and serious danger to the public health or the employee reasonably believes that reporting to the supervisor would result in a destruction of evidence or other concealment of the

to endangering the welfare of a minor; the employee reasonably believes that reporting to the supervisor would result in physical harm to the employee or any other person the employee reasonably believes that the supervisor is already aware of the activity, policy or practice and will not correct such

such activity, policy or practice could reasonably be expected to lead

activity, policy or practice. An employee who has been the subject of a retaliatory action in violation of this section may institute a civil action in a court of competent jurisdiction for relief as set forth in subdivision five of this section within two years after the alleged retaliatory action

in which the complainant resides, or in the county in which the employer has its principal place of business. In any such action, the parties shall be entitled to a jury trial. It shall be a defense to any action brought pursuant to this section that the retaliatory action was predicated upon grounds other than

Any action authorized by this section may be brought in the county

in which the alleged retaliatory action occurred, in the county

the employee's exercise of any rights protected by this section. Relief. In any action brought pursuant to subdivision four of this section, the court may order relief as follows: an injunction to restrain continued violation of this section:

the reinstatement of the employee to the same position held before the reinstatement of full fringe benefits and seniority rights;

the retaliatory action, or to an equivalent position, or front pay in the compensation for lost wages, benefits and other remuneration; the payment by the employer of reasonable costs, disbursements

a civil penalty of an amount not to exceed ten thousand dollars: the payment by the employer of punitive damages, if the violation was willful, malicious or wanton. Employer relief. A court, in its discretion, may also order that reasonable attorneys' fees and court costs and disbursements be awarded to an employe if the court determines that an action brought by an employee under this

section was without basis in law or in fact.

Existing rights. Nothing in this section shall be deemed to diminish the rights, privileges, or remedies of any employee under any other law or regulation or under any collective bargaining agreement or employment contract. Publication. Every employer shall inform employees of their protections, rights and obligations under this section, by posting a notice thereof. Such notices shall be posted conspicuously in easily accessible and well-lighted places customarily frequented by employees and applicants for employment.

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

REV. 02/2022

FED **EMPLOYEE RIGHTS**

EMPLOYEE POLYGRAPH PROTECTION ACT The Employee Polygraph Protection Act prohibits most private employers from The Act also permits polygraph testing, subject to restrictions, of certain employees using lie detector tests either for pre-employment screening or during the of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer.

course of employment. The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests. Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating **EXAMINEE RIGHTS** against an employee or prospective employee for refusing to take a test or for exercising Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific

other rights under the Act. Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities.

The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and

DEPARTMENT OF LABOR

Age of Minor

NY

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT. **WAGE AND HOUR DIVISION**

UNITED STATES DEPARTMENT OF LABOR

Industry or Occupation

1-866-487-9243 TTY: 1-877-889-5627 www.dol.gov/whd

rights, including the right to a written notice before testing, the right to refuse or

discontinue a test, and the right not to have test results disclosed to unauthorized

The Secretary of Labor may bring court actions to restrain violations and assess civil

penalties against violators. Employees or job applicants may also bring their own court

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

ENFORCEMENT

Girls and	Rove		!		i	1
Girls and Boys			Daily Hours	Weekly Hours	Days Per Week	
Attending School, When school is in session:	14 and 15	All occupations except farm work, newspaper carrier and street trades	3 hours on school days. 8 hours on other days.	18 ¹	6	7 AM to 7 PM
	16 and 17	All occupations except farm work, newspaper carrier and street trades.	4 hours on days preceding school days: Monday, Tuesday, Wednesday, Thursday ² 8 hours on: Friday, Saturday, Sunday and Holidays. ⁴ .	284	64	6 AM to 10 PM ³
Attending School, When School is not in session (vacation):	14 and 15	All occupations except farm 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	484	64	6 AM to Midnight⁴
Not Attending School:	16 and 17	All occupations except farm work, newspaper carrier and street trades	8 hours⁴	48 ⁴	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				
Newspaper 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 sunset, whichever is later
Street Trades:	14 to 18	Self-employed work in public	4 hours on school days.			6 AM to 7 PM

¹Students 14 and 15 enrolled in an approved work/study program may work 3 hours on a ³6 AM to 10 PM or until midnight with written parental and educational authorities consent on day preceding a school day and until midnight on day preceding a nonschool day, 23 hours in any one-week when school is in session school day with written parental consent. 2Students 16 and 17 enrolled in an approved Cooperative Education Program may work up to 6 hours on a day preceding a school day other than a Sunday or Holiday when ⁴This provision does not apply to minors employed in resort hotels or restaurants in school is in session, as long as the hours are in conjunction with the Program.

The Employer 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.

places selling newspapers or

Penalties for Child Labor Laws violations: First violation: maximum \$1.000 Second violation: maximum \$2,000* Third or more violations: maximum \$3,000* st If a minor is seriously injured or dies while illegally employed, the penalty is three times the maximum penalty

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 guestions, please send them to one of the offices listed below at: New York State Department of Labor, Division of Labor Standards GARDEN CITY DISTRICT BUFFALO DISTRICT 400 OAK STREET 290 Maine Street Room 226 SUITE 101 BLDG. 12 ROOM 185A Buffalo, NY 14202 GARDEN CITY, NY 11530 **ALBANY, NY 12240** (716) 847-7141 (516) 794-8195 (518) 457-2730 SYRACUSE DISTRICT WHITE PLAINS DISTRICT 333 East Washington Street 120 BLOOMINGDALE ROAD

WHITE PLAINS, NY 10605

(914) 997-9521

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.

Room 121

SYRACUSE, NY 13202

(315) 428-4057

276 Waring Road

ROCHESTER, NY 14609

more criminal offenses prohibited

(585) 258-4550

754. Written statement upon denial of license or employment. 755. Enforcement.

752. Unfair discrimination against persons previously convicted of one or

753. Factors to be considered concerning a previous criminal conviction

§750. Definitions. For the purposes of this article, the following terms shall have the following meanings "Public agency" means the state or any local subdivision thereof, or any state or local department, agency, board or commission.

"Private employer" means any person, company, corporation, labor organization or association which employs ten or more persons. "Direct relationship" means that the nature of criminal conduct for which the person was convicted has a direct bearing on his fitness or ability to perform one or more of the duties or responsibilities necessarily related to the license, opportunity, or job in question

"License" means any certificate, license, permit or grant of permission required by the laws of this state, its political subdivisions or instrumentalities as a condition for the lawful practice of any occupation, employment, trade, vocation, business, or profession, Provided, however, that "license" shall not. for the purposes of this article, include any license or permit to own, possess, carry, or fire any explosive, pistol, handgun, rifle, shotgun, or other firearm. "Employment" means any occupation, vocation or employment, or any form of vocational or educational training. Provided, however, that "employment"

shall not, for the purposes of this article, include membership in any law enforcement agency. §751. Applicability. The provisions of this article shall apply to any application by any person for a license or employment at any public or private employer, who has previously been convicted of one or more criminal offenses in this state or in any other urisdiction, and to any license or employment held by any person whose conviction of one or more criminal offenses in this state or in any other jurisdiction preceded such employment or granting of a license, except where a mandatory forfeiture, disability or har to employment is imposed by law, and has not been removed by an executive pardon, certificate of relief from disabilities or certificate of good conduct. Nothing in this article shall be construed to affect any right an employer may have with respect to an intentional misrepresentation in connection with an application for employment made by a prospective employee or previously made by a current employee §752. Unfair discrimination against persons previously convicted of one or more criminal offenses prohibited. No application for any license or employment, and no employment or license held by an individual, to which the provisions of

this article are applicable, shall be denied or acted upon adversely by reason of the

There is a direct relationship between one or more of the previous criminal offenses and the specific license or employment sought or held by the individual: or

of the employment would involve an unreasonable risk to property or to the safety or welfare of specific individuals or the general public §753. Factors to be considered concerning a previous criminal conviction; presumption. 1. In making a determination pursuant to section seven hundred fifty two of this chapter, the public agency or private employer shall consider the following

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 offenses The specific duties and responsibilities necessarily related to the license or employment sought or held by the person

previously convicted will have on his fitness or ability to perform one or more such duties or responsibilities The time which has elapsed since the occurrence of the criminal offense or The age of the person at the time of occurrence of the criminal offense or

The seriousness of the offense or offenses. Any information produced by the person, or produced on his behalf, in regard to his rehabilitation and good conduct. The legitimate interest of the public agency or private employer in protecting property, and the safety and welfare of specific individuals or the general

chapter, the public agency or private employer shall also give consideration to a certificate of relief from disabilities or a certificate of good conduct issued to the applicant, which certificate shall create a presumption of rehabilitation in regard to the offense or offenses specified therein §754. Written statement upon denial of license or employment. At the request of any person previously convicted of one or more criminal offenses who has been denied a license or employment, a public agency or private employer shall provide,

within thirty days of a request, a written statement setting forth the reasons for such §755. Enforcement. 1. In relation to actions by public agencies, the provisions of this article shall be enforceable by a proceeding brought pursuant to article seventy-eight of 2. In relation to actions by private employers, the provisions of this article shall be enforceable by the division of human rights pursuant to the powers and procedure

mission on human rights individual's having been previously convicted of one or more criminal offenses, or by reason of a finding of lack of "good moral character" when such finding is based upon the fact that the individual has previously been convicted of one or more criminal offenses.

Department of Labor, Division of Veterans' Services

VETERAN BENEFITS AND SERVICES The following resources and hotlines are available at no-cost to help veterans understand their rights, protections, benefits, and accommodations:

MENTAL HEALTH AND SUBSTANCE ABUSE RESOURCES All calls and texts are free and confidential U.S. Department of Veterans Affairs Veterans Crisis Line: www.veteranscrisisline.net Call: 988, press 1 Text: 838255

NY

Suicide and Crisis Lifeline: www.veteranscrisisline.net **Crisis Textline** Chat: crisistextline.org NYS Office of Mental Health (OMH): www.omh.ny.gov NYS Office of Addiction Services and Supports (OASAS): www.oasas.ny.gov/hopeline Call: 1-877-8-HOPENY (467469)

Text: HOPENY (467369)

Veterans Treatment Courts (VTC): ww2.nycourts.gov/courts/problem_solving/vet/courts.shtml Email: ProblemSolving@courts.state.nv.us NYS Defenders Association Veteran Defense Program:

LEGAL SERVICES

www.nysda.org/page/AboutVDP

NEW YORK STATE DEPARTMENT OF VETERANS' SERVICES

Website: veterans.ny.go

Help Line: 1-888-838-7697

Email: DVSInfo@veterans.ny.gov

Services: Legal, education, employment and

volunteer, financial, health care, and more.

Department of

Veterans' Services

NEW

YORK

STATE

Information for military personnel and veterans

tax.ny.gov/pit/file/military_page.htm Property tax exemptions tax.ny.gov/pit/property/exemption/vetexempt.htm

EDUCATION, WORKFORCE, AND TRAINING RESOURCES Veteran Readiness and Employment (VR&E) Program:

NYS Domestic and Sexual Violence Hotline Call: 800-942-6906 Text: 844-997-2121 **NYS Workplace Sexual Harassment Hotline** Call: 1-800-HARASS-3 **NYS Department of Motor Vehicles** Veteran Status Designation Photo Document:

Website: dol.ny.gov/services-veterans

Help Line: 1-888-469-7365 Email: Ask.Vets@labor.ny.gov Services: Workforce and training resources, unemployment insurance the Experience Counts program, and more. **WE ARE YOUR DOL**

The New York State Department of Labor is an Equal Opportunity Employer/Program. Auxiliary aides and services are available upon request and free of charge to individuals with disabilities TTY/TDD 711 or 1-800-662-1220 (English) / 1-877-662-4886.

REV. 03/2023

NOTICE: Under the New York Health and Essential Rights Act, employers must post their girborne infectious disease exposure prevention plan. Because a plan is company-specific, it is not included on the New York Labor Law Poster but should be posted separately. Model plans are available from the state Department of Labor. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

nsurance carrier or the appropriate state agency to obtain a copy of this state's Workers' Compensation posting or notice of compliance/certificate of insurance. Employees should refer to the Workers' Compensation posting or notice of compliance/certificate of insurance furnished by the state or the employer's insurance carrier for information about Workers THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S WORKERS' COMPENSATION POSTING REQUIREMENT.

NOTICE: Employers must contact their local unemployment office or the state agency responsible for unemployment compensation to receive the official Unemployment Insurance posting. Employees should contact their local unemployment office for information on how to claim unemployment benefits. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S UNEMPLOYMENT INSURANCE POSTING

IT DOES NOT FULFILL THIS STATE'S PAID FAMILY LEAVE POSTING REQUIREMENT.

Labor Law §206-c, Right of nursing mothers to express breast milk The notification may be published in an employee handbook or posted in a central location. More information is available from the New York Department of Labor. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THE NOTIFICATION REQUIREMENTS FOR BLOOD DONATION LEAVE OR THE RIGHTS OF NURSING MOTHERS.

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

The United States Department of Labor Wage and Hour Division

REQUESTING LEAVE

leave was previously taken or certified.

EMPLOYER RESPONSIBILITIES

LEAVE ENTITLEMENTS Have at least 1,250 hours of service in the 12 months before taking leave;* and Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite. Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period *Special "hours of service" requirements apply to airline flight crew employees.

The birth of a child or placement of a child for adoption or foster care; To bond with a child (leave must be taken within 1 year of the child's birth or placement): To care for the employee's spouse, child, or parent who has a qualifying serious health condition;

For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or

An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness. An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave intermittently or on a reduced schedule Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes

accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies.

While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay,

benefits, and other employment terms and conditions An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave,

opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA.

An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must: Have worked for the employer for at least 12 months;

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and:

you return to work or apply for reemployment in a timely manner after conclusion of service: and

you have five years or less of cumulative service in the uniformed services while with that particular employer

In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection

you have not been separated from service with a disqualifying discharge or under other than honorable conditions.

you ensure that your employer receives advance written or verbal notice of your service;

absent due to military service or, in some cases, a comparable job.

have applied for membership in the uniformed

then an employer may not deny you

reemployment;

because of this status.

FED

initial employment:

retention in employment

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

are a past or present member of the uniformed service: •

Union members and applicants for membership in a union

What Types of Employment Discrimination are Illegal?

Sex (including pregnancy and related conditions, sexual orientation, or

Genetic information (including employer requests for, or purchase, use, or

disclosure of genetic tests, genetic services, or family medical history)

Retaliation for filing a charge, reasonably opposing discrimination, or

participating in a discrimination lawsuit, investigation, or proceeding.

Harassment (including unwelcome verbal or physical conduct)

Failure to provide reasonable accommodation for a disability or a sincerely-

What Employment Practices can be Challenged as

What Organizations are Covered?

State and local governments (as employers)

Educational institutions (as employers)

Most private employers

Staffing agencies

Religion

Discriminatory?

National origin

gender identity)

Age (40 and older)

All aspects of employment, including:

Job training

Classification

Discharge, firing, or lay-off

Pay (unequal wages or compensation)

held religious belief, observance or practice

Obtaining or disclosing genetic information of employees

Requesting or disclosing medical information of employees

Conduct that might reasonably discourage someone from opposing

discrimination, filing a charge, or participating in an investigation or

your immigration status, on the bases of:

DEPARTMENT OF LABOR UNITED STATES OF AMERICA

are obligated to serve in the uniformed service:

promotion; or

any benefit of employmen

For additional information or to file a complaint: 1-866-4-USWAGE (1-866-487-9243) TTY: 1-877-889-5627 www.dol.gov/whd

bargaining agreement that provides greater family or medical leave rights.

Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an

Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if

continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA

Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the

employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as

Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective

Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the

responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility.

the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will

be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or

employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures.

certification is incomplete, it must provide a written notice indicating what additional information is required.

U.S. Department of Labor • Wage and Hour Division • WH1420

REV. 04/2016

YOUR RIGHTS UNDER USERRA

ENFORCEMENT

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster

Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military. Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing

condition exclusions) except for service-connected illnesses or injuries. If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been **ENFORCEMENT** The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations For assistance in filing a complaint, or for any other information on USERRA, contact VETS at **1-866-4-USA-DOL** or visit its website at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be viewed at

https://webapps.dol.gov/elaws/vets/userra If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA. The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify

customarily place notices for employees U.S. Department of Labor • 1-866-487-2365 U.S. Department of Justice Office of Special Counsel

employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they

REV. 05/2022

U.S. Equal Employment Opportunity Commission

Know Your Rights: Workplace Discrimination is Illegal

Employer Support of the Guard and Reserve • 1-800-336-4590

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help. What can You Do if You Believe Discrimination has Occurred? Employees (current and former), including managers and temporary Contact the EEOC promptly if you suspect discrimination. Do not delay, because there

are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways: an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx 1_800_669_4000 (tall free) 1-800-669-6820 (TTY)

www.eeoc.gov/field-office) Under the EEOC's laws, an employer may not discriminate against you, regardless of Additional information about the EEOC, including

is available at www.eeoc.gov

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) inforces the nondiscrimination and affirmative action commitments of companies

1-844-234-5122 (ASL video phone

an EEOC field office (information at

information about filing a charge of discrimination

an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from discrimination on the following bases Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race, color, religion, sex, sexual orientation, gender identity, or

Asking About, Disclosing, or Discussing Pay Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees Disability Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified

individual with a disability who is an applicant or employee, barring undue hardship

action to employ and advance in employment qualified individuals with disabilities at

to the employer. Section 503 also requires that Federal contractors take affirmative

all levels of employment, including the executive level.

Protected Veteran Status The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans.

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal law Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately: The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor

https://www.dol.gov/agencies/ofccp/contact. doing business with the Federal Government. If you are applying for a job with, or are PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

> n addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such orograms. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive

Federal financial assistance **Individuals with Disabilities** Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment scrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job. If you believe you have been discriminated against in a program of any institution

which receives Federal financial assistance, you should immediately contact the

REV. 10/20/2022

§ 3-110. Time allowed employees to vote. 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 If an employee has four consecutive hours either between the opening of the polls and the beginning of his or her working shift, or between the end of his or her working shift and the closing of the polls, he or she shall be deemed to have sufficient time outside his or her working hours within which to vote. If he or she has less than four consecutive hours he

or she may 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, but not more than two hours of which shall be without loss of pay, provided that he or she shall be allowed time off for voting only at the beginning or end of his or her working shift, as the employer may designate, unless otherwise mutually agreed. If the employee requires working time off to vote the employee shall notify his or her employer not more than ten nor less than two working days before the day of the election that he or she requires time off to vote in accordance with the

Not less than ten working days before every election, every employer shall post conspicuously in the place of work where

it can be seen as employees come or go to their place of work, a notice setting forth the provisions of this section. Such

New York State Election Law (As amended by Chapter 56 of the Laws of 2020)

BEGINNING OF YOUR WORKING SHIFT. OR BETWEEN THE END OF YOUR WORKING SHIFT AND THE CLOSING OF THE POLLS, YOU MAY TAKE OFF UP TO 2 HOURS, WITHOUT LOSS OF PAY, TO ALLOW YOU TIME TO VOTE IF YOU ARE YOU MAY TAKE TIME OFF AT THE BEGINNING OR END OF YOUR WORKING SHIFT, AS YOUR EMPLOYER MAY

DESIGNATE, LINI ESS OTHERWISE MUTUALLY AGREED.



IT'S THE LAW!

All workers have the right to:

- A safe workplace. Raise a safety or health concern with
- retaliated against. Receive information and training on job
- of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.

This poster is available free from OSHA.

individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified

Federal agency providing such assistance.

ATTENTION ALL EMPLOYEES TIME ALLOWED EMPLOYEES TO VOTE ON ELECTION DAY N.Y. ELECTION LAW SECTION 3-1101 STATES THAT: IF YOU DO NOT HAVE 4 CONSECUTIVE HOURS TO VOTE, EITHER FROM THE OPENING OF THE POLLS TO THE

YOU MUST NOTIFY YOUR EMPLOYER NOT LESS THAN 2 DAYS, BUT NOT MORE THAN 10 DAYS, BEFORE THE DAY OF THE ELECTION THAT YOU WILL TAKE TIME OFF TO VOTE. ¹Employers: Not less than ten working days before any Election Day, every employer shall post conspicuously in the place of work

where it can be seen as employees come or go to their place of work, a notice setting forth the provisions of this law. Such notice

Job Safety and Health

Employers must:

of an eye.

shall be kept posted until the close of the polls on Election Day.

recognized hazards. It is illegal to retaliate against an employee for using any of their

Provide employees a workplace free from

and safety concern with you or with OSHA, or reporting a work-related injury or illness. Comply with all applicable OSHA standards. Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related

inpatient hospitalization, amputation, or loss

Provide required training to all workers in a

language and vocabulary they can understand.

Prominently display this poster in the workplace.

rights under the law, including raising a health

the alleged violations. On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported

consultation programs in every state.

Post OSHA citations at or near the place of



J. J. Keller & Associates, Inc. JJKeller.com/laborlaw 800-327-6868 FED-NY-ENG JAN2023 65838F

62878

Labor Law §202-j, Leave of absence for blood donation granted to employees

FED

FED

REV. 07/2016

Permitted Hours

Self-employed work in public 4 hours on school days 6 AM to 7 PM

Additional Child Labor Law Information

For more information about New York State Child Labor Laws and provisions please visit the Department of Labor's website at http://www.labor.ny.gov. If you have **NEW YORK CITY DISTRICT** 75 Varick Street 7th Floor New York, NY 10013 (212) 775-3880

REV. 09/2020

the issuance or continuation of the license or the granting or continuation

The bearing, if any, the criminal offense or offenses for which the person was

2. In making a determination pursuant to section seven hundred fifty-two of this

set forth in article fifteen of the executive law, and, concurrently, by the New York city

TAX BENEFITS **NYS Department of Tax and Finance**

New York State Civil Service Credits for Veterans Program: www.cs.ny.gov **ADDITIONAL RESOURCES**

> **NEW YORK STATE DEPARTMENT** OF LABOR VETERANS' PROGRAM

dmv.ny.gov/more-info/veteran-statusdesignation-photo-documen

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

Department YORK of Labor STATE

IT DOES NOT FULFILL THE HERO ACT POSTING REQUIREMENT.

NOTICE: Employers must post the Paid Family Leave Notice of Compliance provided by their insurance carrier. An employer who is self-insured can obtain this notice from the THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

- hazards, including all hazardous substances in your workplace. Request a confidential OSHA inspection
- participate) in an OSHA inspection and speak in private to the inspector.

1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

To update your labor law posters contact

Retaliation

200 Constitution Avenue, N.W. Washington, D.C. 20210 1-800-397-6251 (toll-free) If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services. OFCCP may also be contacted by submitting a guestion online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at

Race, Color, National Origin, Sex national origin, and requires affirmative action to ensure equality of opportunity in all



notice shall be kept posted until the close of the polls on election day.

your employer or OSHA, or report a workrelated injury or illness, without being

- OSHA on your behalf. Participate (or have your representative
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

See any OSHA citations issued to your

Contact OSHA. We can help.

TWO ways to verify poster compliance!

QR CODE Scan with phone camera:

ONLINE

Go to: JJKeller.com/LLPverify

Enter this code: 69446-012023

This poster is in compliance with federal and state posting requirements.

NOTICE: The New York Department of Labor requires employers to provide employees with written notification of their rights under