



NEW YORK & FEDERAL LABOR LAW POSTER

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

Know Your Rights: Workplace Discrimination Is Illegal. 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.

Who Is Protected? EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, if you are: African American, Hispanic or Latino, Asian American, Native American, Alaska Native, or Pacific Islander; an individual with a disability; an individual who is at least 40 years old; an individual who is pregnant, or has a pregnancy-related condition, or is on leave for a pregnancy-related condition; an individual who is a member of a certain race or religion; an individual who is a member of a certain national origin; an individual who is a member of a certain sex; an individual who is a member of a certain sexual orientation or gender identity; an individual who is a member of a certain age (40 and older); an individual who is a member of a certain disability.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business as a contractor or subcontractor. Federal contractors and subcontractors are required to take affirmative action to ensure equality of opportunity in all areas of their business. OFCCP's laws prohibit discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, and age, as amended, prohibits employment discrimination by Federal contractors and subcontractors on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, and age, as amended, prohibits employment discrimination by Federal contractors and subcontractors on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, and age, as amended, prohibits employment discrimination by Federal contractors and subcontractors on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, and age, as amended.

NEW YORK MINIMUM WAGE

Table with 2 columns: Location (New York City, Long Island and Westchester County) and Minimum Wage (\$15.00). Includes overtime pay information.

ATTENTION MISCELLANEOUS INDUSTRY EMPLOYEES

Minimum Wage hourly rates effective 12/31/2022 - 12/30/2023. Large Employers (11 or more employees) and Small Employers (10 or less employees).

ANTI-DISCRIMINATION NOTICE

It is illegal to discriminate against work-authorized individuals. Employees CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.

EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act (EPPA) prohibits most private employers from requiring their employees to take a lie detector test before, during, or after the course of employment. EPPA prohibits employers from requiring their employees to take a lie detector test before, during, or after the course of employment.

WORKERS' COMPENSATION NOTICE

Workers' compensation coverage and employee rights. This notice is in a form prescribed by the Workers' Compensation Board. Employees obtain the notice from their insurance carrier or, if self-insured, from the Board. The notice includes the name and address of the insurance carrier, the name and address of the Board, and a copy of the notice posted in a conspicuous place in the employer's place of business.

DISCRIMINATION

Discrimination based upon age, race, creed, color, national origin, sexual 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 classes is also prohibited.

NEW YORK STATE Division of Human Rights

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

DISCRIMINATION

ESSESTE ESTABLECIMIENTO ESTÁ SUJETO A LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK (LEY EJECUTIVA, SECCIÓN 15).

DISCRIMINATION

LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK PROHIBIÓ LA DISCRIMINACIÓN POR EDADE, RAZA, CREENCIAS, 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.

DISCRIMINATION

TODOS LOS EMPLEADORES (hasta el 8 de febrero de 2020, solo los empleadores de cuatro o más personas), AGENCIAS DE EMPLEO, PROGRAMAS DE DEBATE DE TRABAJO Y PROGRAMAS DE CAPACITACIÓN DE APRENDIZAJE.

DISCRIMINATION

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 personas enumeradas a continuación) arresto previo o posterior a la detención; rasgos físicos; rasgos genéticos; predisposiciones; el estado civil; las condiciones relacionadas con el embarazo.

DISCRIMINATION

Es posible que sea necesario hacer accommodations razonables para personas con discapacidades y condiciones relacionadas con el embarazo incluyendo la acción. Un arreglo razonable es una adaptación o un cambio a entornos laboral que permita que una persona con discapacidad realice las tareas esenciales de un trabajo de manera razonable.

DISCRIMINATION

También están cubiertos: trabajadores domésticos están protegidos en casos de acoso y represalias; internos y no empleados que trabajan en el lugar de trabajo (por ejemplo trabajadores temporales o contratantes) están protegidos de toda discriminación descrita arriba.

DISCRIMINATION

ALQUILER, ARRENDAMIENTO O VENTA DE VIVIENDA, TERRENO O BIENES COMERCIALES INCLUYENDO ACTIVIDADES DE AGENTE DE ESPACIOS RAÍCES Y VENDEDORES.

DISCRIMINATION

También está prohibida la discriminación a base de fuente de ingreso legal (por ejemplo, vales de desempleo, beneficios de discapacidad, manutención de niños) o estado familiar (familias con niños en estado de embarazo); arresto previo o condena sentada; boicot comercial o acoso inmobiliario.

DISCRIMINATION

También es posible que sea necesario realizar modificaciones y arreglos razonables para personas con discapacidades. Excepciones:

- (1) alquiler de un apartamento en una casa para dos familias ocupada por el dueño
- (2) instalaciones de todas las habitaciones en una vivienda para individuos del mismo sexo
- (3) alquiler de una habitación por parte del ocupante de una casa o apartamento

DISCRIMINATION

El alquiler, arrendamiento o venta de un apartamento o un espacio comercial que incluye actividades de agente de bienes raíces y vendedores.

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BLOOD DONATION LEAVE

Section 202 of the Labor Law mandates that employees provide leave time to employees for the purpose of donating blood. The two types of blood donation leaves are Off-Premises Blood Donation and On-Premises Blood Donation. Employees are permitted to take leave for the purpose of donating blood. Employees are permitted to take leave for the purpose of donating blood. Employees are permitted to take leave for the purpose of donating blood.

PAYDAY NOTICE

Regular Paydays for Employees of (Company Name). Shall be as follows: Weekly, Bi-Weekly, Monthly, Other.

WITHHOLDING STATUS

You MAY NEED TO CHECK YOUR WITHHOLDING. You may still filed form W-4 with your employer. You may need to check your withholding status. You may need to check your withholding status.

NO SMOKING NOTICE

Effective July 24, 2003, the amended New York State Clean Indoor Air Act (Public Health Law, Article 13-E) prohibits smoking in virtually all workplaces, including restaurants and bars. The changes in the Act require the state's commitment to ensuring that all workers are protected from secondhand smoke.

RIGHT TO VOTE

ATTENTION ALL EMPLOYEES TIME ALLOWED EMPLOYEES TO VOTE ON ELECTION DAY. IF YOU DO NOT HAVE A CONSECUTIVE HOURS TO VOTE EITHER FROM THE OPENING OF THE POLLS TO THE 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 A REGISTERED VOTER.

WHISTLEBLOWER PROTECTION

Notice of Employee Rights, Protections, and Obligations. Prohibited Retaliatory Personnel Action by Employer. Effective January 26, 2022.

ATTENTION EMPLOYERS NOTICE REGARDING UNEMPLOYMENT INSURANCE

The New York State unemployment insurance program, which is administered by the State Labor Department, provides immediate cash benefits and financial protection for people who are out of work through no fault of their own. It is financed by employers through taxes on their payrolls.

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FMLA - FAMILY AND MEDICAL LEAVE ACT

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT. The Family and Medical Leave Act (FMLA) provides eligible employees with the right to take unpaid, job-protected leave for specified family and medical reasons. FMLA provides eligible employees with the right to take unpaid, job-protected leave for specified family and medical reasons.

FRINGE BENEFITS AND HOURS

NOTICE REQUIREMENTS FOR FRINGE BENEFITS AND HOURS. Section 195.5 of the New York State Labor Law effective December 1, 1981 provides that: "Every employer shall notify his employees in writing or by publicly posting the employer's policy on sick leave, vacation, personal leave, holidays and hours."

SCHEDULE OF HOURS OF WORK FOR MINORS

Following are the HOURS OF WORK FOR MINORS UNDER EIGHTEEN EMPLOYED at. Please provide name, daily starting time and ending time, including meal periods, for every day each minor is scheduled to work.

EQUAL PAY NOTICE

Section 194. Differential in rate of pay because of protected class status prohibited. An employer may not pay an employee less than another employee of the same or a different protected class or classes which is performing similar work.

RIGHT TO KNOW

YOU HAVE A RIGHT TO KNOW! Your employer must inform you of the health effects and hazards of toxic substances at your workplace. Learn all you can about toxic substances on your job. For more information, contact:

RIGHT OF NURSING MOTHERS TO EXPRESS BREAST MILK

Section 206-c of the New York State Labor Law provides as follows: Right of nursing mothers to express breast milk for their nursing child. A nursing mother who is employed by an employer shall be permitted to express breast milk for her nursing child for up to three years following childbirth.

PAID FAMILY LEAVE NOTICE

Most private employers with one or more employees are required to obtain Paid Family Leave insurance. Your employer should have a notice in your workplace. If you are self-insured, you can get this notice by contacting the NYS Workers' Compensation Board at certificates@wcb.ny.gov.

DISABILITY BENEFITS LAW

An employer who has had in New York State employment 1 or more employees on or after at least 30 days in any calendar year shall be a "covered employer" subject to the Disability Benefits Law after the expiration of the waiting period. The Disability Benefits Law provides for the payment of disability benefits to eligible employees who are unable to perform their usual or regular work because of a physical or mental injury or illness.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

All workers have the right to: A safe workplace. Receive information and training on job hazards, including all hazardous substances in your workplace. Participate (or have your representative participate) in an OSHA inspection and speak in private with the inspector. Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

Employers must: Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health 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 of an eye. Provide required training to all workers in a language and vocabulary they can understand. Prominently display this poster in your workplace. Post OSHA citations at or near the place of 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.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

This poster is available free from OSHA. Contact OSHA. We can help. 1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

NEW YORK CORRECTION LAW ARTICLE 23-A

LICENSURE AND EMPLOYMENT OF PERSONS PREVIOUSLY CONVICTED OF ONE OR MORE CRIMINAL OFFENSES. Section 750. Definitions. 751. Applicability. 752. Unfair discrimination against persons previously convicted of one or more criminal offenses.

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

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