NEW YORK LABOR LAW POSTINGS

:**II**:

WHISTLEBLOWER PROTECTION LAW WE ARE YOUR DOL - ______ Departmer

Division of Labor Standards Harriman State Office Campu: Building 12, Albany, NY 12226

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. Definitions. For purposes of this section, unless the context specification of the

- (a) "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 · · · inployer" means any person, firm, partnership, institution, corporation, or association that employs one or mo
- (c) "Law, rule or regulation" includes: (i) any duly enacted federal, state or local statute or ordinance or executive order; (ii) any rule or regulation p to such statute or ordinance or executive order; or (iii) any indicial or administrative decision, rulino or order.

- to sub shifts and an advance of externation to any our purposes 18 the shifts affect of advance to the shifts and advance of the shift of the shift

Tability optim frame an advect on this hay an optiger is for all expects the doing, benefit, guident, or any other manufacture in a spectra on advect on the hay an optime of the out of the advect of the doing of t "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 of which the employee complains.

- Prohibitions. In employee shall not take any retailatory action against an employee, whether or not within the scope of the employee's job duties, because such employee does any of the following:
- (a) disclose, servicemente
 (b) disclose, servicemente disclose to a supervisor at o a palitic tody as activity, policy or gractice of the employer that the employer reasonably believes is in violation of lang, rule or regulation or that the employer reasonably believes pose a substantial and specific darger to the palitic health or safety.
 (b) provides information to, or testifies before, any public body conducting an investigation, hearing or inpuiry into any such activity, policy or practice by such employer, or (c) objects to, or refuses to participate in any such activity, policy or practice.

- difactor half are to request enter. The is a innimized accience despite the palicitudity or softy; the requiremental places that reporting the superior would enable accience of redence or other succedence of the activity palicy part accience of the superior of the superior would enable provide the superior of the respices are place provide a the requiremental places that reporting in address and the superior of the superior accience of the su

- (a) As employee who has been the subject of a retaintary action in violation of this section may institute a civit action is a cost of competent juried cion for retell as set furth in additionin free of this action will have your after the all-legel retaintary actions was taken.
 (b) Any actions autorized by this action may be bought in the complexity in which the additional training actions actions. The approximation of the complexity in which the complexity in the addition of the addition of the complexity in which the complexity in the addition of the complexity in the addition of the ad
- It shall be a defense to any action brought parsant to this section that the retailatory action was predicated upon grounds other than the employee's exercise of any nights protected by this section.
- Relief. In any action brought pursuant to subdivision four of this section, the court may order relief as follows (a) an injunction to restrain continued violation of this section:
- a) an approximation version control with the distribution.
 b) environment of the source of the source of the source of the environment of the source of the environment of the large bareful automative grader.
 c) the environment of the large bareful automative grader.
 d) the properties the source of the environment on the environment of the

- **Employer relief**. A court, in its discretion, may also order that reasonable attorneys' fies and court costs and dish determines that an action brought by an employee under this section was without basis in law or in fact. ements be awarded to an employer if the court
- 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 contact.
- Publication. Every employer shall inform employees of their protections, nights and obligations under this section, by posting a notice thereof. Such notices shall be posted conspirously 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 employ 740 (02/22)

FRINGE BENEFITS AND HOURS

FRINGE BENEFITS AND HOURS

The Following Information Constitutes Employer's Policy on Fringe Benefits

SICK LEAVE:		
-		
-		
-		
VACATION T	IME:	
-		
-		
PERSONAL L	EAVE:	
-		
-		
-		
HOLIDAYS:		
-		
-		
-		
HOURS:		
-		
-		
-		
	suant to N.Y. State Consolidated Laws Chapter 31, Article 6, Sec. 195.5 must be posted in a conspicuous place where notices to employees are customarily posted.	
L		L

TIME OFF FOR VOTING

ATENCIÓN A TODOS LOS EMPLEADOS

La Sección 3-110 de la Ley Electoral del

Estado de Nueva York establece que:

§ 3-110. Tiempo permitido para que los

Si un votante inscrito no tiene suficiente tiempo fue de sus horas laborables señaladas, para ir a votar en cualquier día en el que él o ella puede ir a votar.

empleados vayan a votar

New York State Election Law Section 3-110 states that:

§ 3-110. Time allowed employees to vote

ATTENTION

ALL EMPLOYEES

1. If a registered voter does not have sufficien It 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 of so much working time as will, when doed to his or her voting time outside his or her working hours, enable him or her to vote. he reaching locus, exails him or har to vole. If an employee has four consocutive houses the subscription of the subscription of the subscription provide the subscription of the subscription of the between the exist of the vole subscription of the determed to here unclude the subscription of the determed to his sub-float time subscription of the the here analysis and from consecutive houses the subscription of the the beginger and subscription of the subscription of the determined of the subscription of the determined of the subscription of the subscription of the determined of the subscription of t

If the employee shall notify is 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 provisions of this section

additionation will the provision to in as section. Not less than the tworking 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 notice shall be kept posted until the close of the polis on election day.

en calquier dia en el que el o ella puede ir a votar, en cualquier momento durante las elecciones, el o ella, tiene hasta dos (2) horas sin la pérdida de sueldo para tomar tiempo de ir a votar, apante de tiempo adicional que pueda tomar de su trabajo, que corre por su cuenta, o fuera de sus horas de trabajo que le permite ir a votar. Si un empleado tiene cuatro (4) horas consecutivas, bien sea antes de la apr

4. So in employee there durate (4) most software (4) most softw

3. Si el empleado requiere tomar tiempo del trabajo para ir a votar, debe avisar a su empleador con no más de diez días de antelación, ni menos de dos días laborables antes de la fecha de ir a votar, conforme a lo dispuesto en esta sección.

 Cada empleador conlleva la respons de publicar este aviso donde se disp las estipulaciones en esta sección, en un lugar fácilmente visible en el área de trabajo, con no menos de diez días laborables antes de cada

RIGHT TO KNOW YOU HAVE A

RIGHT TO KNOW! Your employer must inform you of the health effects and hazards of toxic substances

THE RIGHT TO KNOW LAW WORKS FOR YOU.

FAIR EMPLOYMENT

1-888-392-3644

Asimismo, está prohibida la di observancia del Shabat o prác (también se aplica a las áreas antecedentes panales; las car civit; las condiciones relaciona

WWW DHR NY GOV

LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK OHBE LA DISCRIMINACIÓN POR EDAD, RAZA, CREDO, COLOR, ROBIN ALCIONAL, OBENTADOR SEXULL, ESTATUS BUILTAR, REXO, BURAZO, DIENTIDAD O EXPRESIÓN DE GÉNERO, DISCAPACIDAD O TADO C'INIL, TAMBÉN ESTÀ PROMENDO EL ADOSO SEVILLA O EL OSO POR CUALQUERA DE ESTAS CLASES PROTEGIDAS.

TODOS LOS EMPLEADORES (hasta el 8 de febrero de 2020, solo los empleadores de cuatro o más personas), AGENCIAS DE EMPLEO, ORGANIZACIONES DE TRABAJO Y PROGRAMAS DE CAPACITACIÓ DE APRENDICES

ALQUILER, ARRENDAMIENTO O VENTA DE VIVIENDA, TERRENO O ESPACIO COMERCIAL INCLUYENDO ACTIVIDADES DE AGENTE DE BIENES RAICES Y VENDEDORES

Dicincio INVALED I VENUELUNES También estas prohibiós: la discriminación a base de fuente de ingreso legal (por ejemplo valos, beneficios de discapacidad, manstención de niños); estado familiar (familias con niños o en estado de embarazo); arresto previo condena sellado, boicot comercial o acceso innecibilario.

Tarribién se prohibe: discriminación en vivienda sobre la base del estado civi ner alexando famílios con blinti

TODAS TRANSACCIONES CREDITICIAS INCLUYENDO FINANCIAMENTO PARA LA COMPRA, MANTENIMIENTO Y REPARACIÓN DE VIVIENDAS LUGARES DE ALOJAMIENTO PÚBLICO, COMO RESTAURANTES, HOTELES, HOSPITALES Y CONSULTORIOS, CLUBS, PARQUES Y OFFICINAS DEL GOBIERNO.

Excepción: La edad no es una clasificación cubierta respecto a los alojamientos públicos. Es posible que sea necesario realizar arregios razonables para personas con

PUBLICIDAD Y SOLICITUDES RELACIONADAS CON EL EMPLEO, LOS INNUEBLES, LOS LUGARES DE ALOJAMIENTO PÚBLICO Y LAS TRANSACCIONES CREDITICIAS NO DEBEN EXPRESAR NINGUN ACTO

Las realitar i Deio Si desea presentar una demanda formal ante la División de Derechos Humanos, debe hacerto dentro de un año desde que ocuma la discrimi Los servicios de la División se ofrecen sin cargo.

Se prohiben las represalas por presentar una demanda u oponerse a prácticas discriminatorias. Puede presentar una demanda ante la División si sufrió represalance

PARA OBTENER MÁS INFORMACIÓN, ESCRIBA O LLAME A LA OFICINA MÁS CERCANA DE LA DIVISIÓN. OFICINA CENTRAL: ONE FORPHAM PI AZA ATÁ FI OOR BRONX, NY 10458

INSTITUCIONES EDUCATIVAS Todas las escuelas publicas y escuelas privadas sin ánim los nivelas, embravante escuelas districtos nor emperante

Si desea presentar una demanda ante el Tribunal En dentro de los tres años desde que ocurriera la discri-

es: r de un apartamento en una casa para dos familias ocupada por e

ciones de todas las habitaciones en una vivienda para indivíduos de , como service y la service se nabilizaciónes en una vivilenda para individad (3) alquíter de una habilización por parte del ocupante de una casa o apartamento (4) venta, alquíter o arrendamiento de alojamiento en una casa exclusivamente a postonas mayores de 55 años y al cónyuge de dichas personas.

ones y arregios

Estatal, puede hacerlo priminación. No puede

LS 207 (11/22)

at your worksite.

Learn all you can about toxic substances on your job. For more information, contact:

Location & Phone N

ple temp or o bed above.

of a room ..., entail, or lease of 14 years of age o

RENTAL, LEASE OR SALE OF HOUSING, LAND AND COMMERICIAL SPACE, INCLUDING ACTIVITIES OF REAL ESTATE BROKERS AND SALES PEOPLE Also prohibids disability breaks of larker sources of income (for example housing vocables, datability breaks, child support), ismini statu infelimise with children or being prograva(), prior anneal realised conviction; commercial boycots or biocholarion

persone 30 years of age or older, and the spotse of such persons ALL CREDIT TRANSACTIONS INCLUDING FINANCING OF PRICHASE, MAINTENIANCE AND REPART OF HOUSING PLACES OF PUBLIC ACCOMMODATION SUCH AS RESTAURANTS, HOTELS, HOSPITALS AND MEDICAL OFFICES, CLUBS, PARKS AND GOVERNMENT OFFICES

RTISING AND APPLICATIONS RELATING TO EMPLOYMENT ESTATE, PLACES OF PUBLIC ACCOMMODATION AND NT TRANSACTIONS MAY NOT EXPRESS ANY

to file a complaint in State Court, you may do so within discrimination. You may not file both with the Divisio

en retailated against. R INFORMATION, WRITE OR CALL THE DIVISION'S RCE. HEADQUARTERS: M PLAZA, 4TH FLOOR, BRONX, NY 10458

5

NEW YORK STATE Human Rights

ON AGE, RACE

ERS (until February 8, 2020, only employers with 4 or es are covered), EMPLOYMENT AGENCIES, LABOR INS AND APPRENTICFRHIP TP ANIMAD REACT



CORRECTION LAW NEW YORK CORRECTION LAW ARTICLE 23-A LICENSURE AND EMPLOYMENT OF PERSONS PREVIOUSLY CONVICTED OF ONE OR MORE CRIMINAL OFFENSES

 Applicability.
 Unfair discrimination against persons riously convicted of one or more criminal means prohibited. There is a direct relationship between one or more of the previous criminal offernes and the specific license or employment sought or held by the individual; or offenses probliked. 753. Factors to be considered concerning a previous criminal conviction; presumption. 754. Written statement upon denial of license or (2) The insurance or continuation of the license or the granting or continuation of employment would involve an unreascomble ri property or to the mafety or welfare of spe individuals or the general public. nforcement. Definitions. For the purposes of this e, the following terms shall have the ing meanings: §753. Factors to be considered concerning a previous criminal conviction; presumption.

following meanings: (1) "Public agency" means the state or any local subdivision thereof, or any state or local descriment array haved on any state. (2) "Private employer" means any person, company, corporation, labor organization or association which employs ten or more persons

The second secon

and an end of the second secon

a current employes. Anis discrimination against persons aly convicted of one or more criminal prohibited. No application for any or employment, and no employment or one of this article are applicable, al ed or acted upon adversely by reason vidual's having been previously conv or more criminal offenses, or by reason (h finding in based upon the fact that

All statistical constraints proceedings.
 All statistical constraints proceedings of the statistical constraints of the statisticon constraints of the statistical constraints of the statistica

occurrence of the criminal offense or offense: (e) The age of the person at the time of occurrence of the criminal offense or offenses (f) The zericusmess of the offense or offenses. (g) Any information produced by the pers or produced on his behalf, in regard to his rehabilitation and good conduct.

(b) The legitimate interest of the public spency or private employer in protecting property, and the safety and welfare of specific individuals or the general public.

creates support to protecting motivation or two special points:
 a making a determination grant to provide the state of the special points of the special points and point and the protection of the special points and point motivation of the special points and point of the special points and point and the special point of the special points and point of the special points and point of the special points and point and the special point of the special points and points and the special points and point of the special points and point and the special point of the special point of the special point of the special points and points and the special point of the special point of the special points and points and points and the special points of the special points and points and the special points and points an

11.1. In relation to actions by public separations of this article shall be informed by the processing by expressing brought processing the processing brought of the processing of the proce

VETERAN BENEFITS AND SERVICES

VETERAN BENEFITS AND SERVICES \. **4** MENTAL HEALTH AND SUBSTANCE ABUSE RESOURCES TAX BENEFITS epartment of Tax and Finance ormation for military personn .ny.gov/pit/file/military_page All calls and texts are free and confidentia Information for military personnel tax.ny.gov/pit/file/military_page.ht
 Property tax exemptions: tax.ny.gov/pit/property/exemption U.S. Department of Veterans Affairs Veterans Crisis Line: www.veterans.crisis Line: www.veterans.crisisline.nc Call: 988, press 1 Text: 838255 Suicide and Crisis Lifeline: www.veteranscrisisline.n Call: 988 Text: 988 Crisis Textine: 988 Text: 988 Textine: 741741 Chat: crisiste Office of Mental Health (OMH): omb procession EDUCATION, WORKFORCE, AND TRAINING RESOURCES Veteran Readiness and Employment (VR&E) Program: www.benefits.va.go New York State Civil Service Credits for Veterans Program: www.cs.nv.ov www.omh.ny.gov NYS Office of Addiction Services and S (OASAS): www.oasas.ny.gov/hopeline Call: 1-877-8-HOPENY (467469) Text: HOPENY (467369) ADDITIONAL RESOURCES LEGAL SERVICES NYS Domestic and Sexual Violence Hotline Call: 800-942-6906 Text: 844-997-2121 NYS Workplace Sexual Harassment Hotline

Veterans Treatment Courts (VTC): ww2.nycourts.go courts/problem_solving@courts.state.ny. NYS Defenders Association Veteran Def

NEW YORK STATE DIVISION OF VETERANS' SERVICES

Website: veterans.ny.gov Help Line: 1-888-838-7697 nail: DVClade-in-

Services: Legal, education, employment and volunteer, financial, health care, and more.

Division of Veterans' Services

Workforce and training i ent insurance, the Experi-program and more WE ARE YOUR DOL - ______ Department

ARASS-3 tent of Motor Vehicles

ense Plate: //plates/military-and

NEW YORK STATE DEPARTMENT OF LABOR VETERANS' PROGRAM

bsite: dol.ny.gov/services-vet Help Line: 1-888-469-7365 Email: Ask.Vets@labor.ny.go

MINIMUM WAGE

NE ARE YOUR DOL Attention Miscellaneous - ______ Department -_____ Sure of Labor Industry Employees Minimum Wage hourly rates effective 12/31/2022 - 12/30/2023 New York City Large Employers (11 or more employees) Small Employers (10 or less emp

Minimum Wage **\$15.00** Minimum Wage \$15.00 vertime after 40 hours Overtime after 40 hours Tipped workers \$15.00 Tipped workers \$15.00 \$22.50

ertime after 40 hours \$22.50 Overtime after 40 hours Long Island and Westchester County Remainder of New York State

Minimum Wage \$15.00 Minimum Wage \$14.20 vertime after 40 hours Overtime after 40 hours \$22.50 Tipped workers

ped workers \$15.00 rtime after 40 hours \$22.50 Tipped workers \$14.20 Overtime after 40 hours \$21.30

have questions, need more information or want to file a complaint, pl www.labor.ny.gov/minimumwage or call: 1-888-469-7365. If you have questions, need more informa

its and Allowances that may reduce pay below the minimum wage rates Extra Pay you may be owed in addition to the rates shown shows: Overtime – You must be paid 1½ times your regular rate o 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 whose weekly salary is more than 75 times the m wage rate. 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.

Call-in pay – If you go to work as scheduled and y employer sends you home early, you may be entitl hours of pay at the minimum wage rate for that day hours of pay at the Intermut wage have so and usy. • Spread of hours – If your workday lasts longer than ten hours, you may be entilled to extra daly pay. The daily rate is equal to one hour of pay at the minimum wage rate.

Uniform maintenance – If you clean your own uniform, you may be entitled to additional weekly pay. The weekly rates are available colling.

Minimum Wage Poster Post in Plain View