

WE ARE YOUR DOL Attention Miscellaneous Industry Employees

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

New York City

Large Employers (11 or more employees)

Minimum Wage **\$15.00**

Overtime after 40 hours **\$22.50**

Tipped workers \$15.00

Overtime after 40 hours **\$22.50**

Small Employers (10 or less employees)

Minimum Wage **\$15.00**

Overtime after 40 hours **\$22.50**

Tipped workers \$15.00

Overtime after 40 hours **\$22.50**

Long Island and Westchester County

Minimum Wage **\$15.00**

Overtime after 40 hours **\$22.50**

Tipped workers \$15.00

Overtime after 40 hours **\$22.50**

Remainder of New York State

Minimum Wage **\$14.20**

Overtime after 40 hours **\$21.30**

Tipped workers \$14.20

Overtime after 40 hours **\$21.30**

If you have questions, need more information or want to file a complaint, please visit www.labor.ny.gov/minimumwage or call 1-888-699-7365.

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

- Tips** – Beginning December 31, 2020, your employer may tip its applicable minimum wage rate, and cannot take any other deductions.
- Meals and lodging** – Your employer may claim a limited amount of your wages for meals and lodging that is necessary 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.

Minimum Wage Poster
LS 207 (11/22)

NEW YORK STATE Division of Human Rights

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

ESTE ESTABLIMIENTO ES SUJETO A LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK (LEY DE EJECUTIVA, SECCIÓN 19).

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Smco HR

Employee Blood Donation Leave

This notice is pursuant to New York State Labor Law Section 202-j (1) and (2) and the New York State Department of Labor's Regulation 202-j-2.1. The poster may only be requested by registered New York businesses and can not be reproduced or altered without permission.

Employee Blood Donation Leave

(1) An employee who has been a regular blood donor for at least one year and who has been a regular blood donor for at least one year may take up to one (1) hour of paid leave to donate blood.

(2) Paid leave under this section shall be in addition to any other leave to which the employee may be entitled.

(3) An employee who has been a regular blood donor for at least one year and who has been a regular blood donor for at least one year may take up to one (1) hour of paid leave to donate blood.

(4) An employee who has been a regular blood donor for at least one year and who has been a regular blood donor for at least one year may take up to one (1) hour of paid leave to donate blood.

OSHA Job Safety and Health

OSHA's Job Safety and Health Administration

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.
- 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 the 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.

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

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

LEAVE ENTITLEMENTS

80 days of leave for a covered employee who takes up to 12 weeks of annual, job-protected leave in a 12-month period for the following reasons:

- To care for a child under the age of 18 who has a serious health condition.
- To care for a child who is a full-time student who is under 18 years of age.
- To care for a child who is a full-time student who is under 18 years of age.
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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 on the basis of race or sex, the EEOC may be able to help.

Who is Protected?

- Employees and applicants who are protected under Federal laws that prohibit discrimination on the basis of race, color, national origin, sex, and disability.
- Employees and applicants who are protected under Federal laws that prohibit discrimination on the basis of religion, sex, and pregnancy, childbirth, or related medical conditions.
- Employees and applicants who are protected under Federal laws that prohibit discrimination on the basis of age.

EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act (EPPA) prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

PROHIBITIONS

Employers are prohibited from using lie detector tests for pre-employment screening or during the course of employment. The EPPA also prohibits employers from using lie detector tests to monitor an employee's performance or productivity.

EXEMPTIONS

There are several exemptions to the EPPA, including:

- Federal, state, and local governments.
- Contractors of the federal government.
- Private employers who are engaged in interstate commerce.
- Private employers who are engaged in interstate commerce.

Electronic Monitoring Law Notice NY Civil Rights Law, Section 52-c

Electronic monitoring law notice notice advise employees:

This notice informs employees of their rights under the Electronic Monitoring Law, Section 52-c of the New York State Civil Rights Law. The law prohibits employers from using electronic monitoring devices to monitor an employee's performance or productivity.

Prohibited Monitoring Practices:

- Monitoring an employee's performance or productivity using electronic monitoring devices.
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EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

Minimum Wage **\$7.25** per hour

Overtime pay **1.5 times** the regular rate

Employers must provide a safe and healthy workplace.

Employees have the right to join or form a union.

Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

Color, Race, National Origin, Sex, Disability

Disability

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Notice of Employee Rights, Protections, and Obligations Under Labor Law Section 140

Prohibited Retaliatory Actions and Obligations

This notice informs employees of their rights under Labor Law Section 140, which prohibits employers from taking retaliatory actions against employees who exercise their rights under the law.

Prohibited Retaliatory Actions:

- Discharge, suspension, demotion, or other adverse action.
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1-866-4-USWAGE

WWW.WAGEHOUR.DOL.GOV

U.S. Department of Labor, Wage and Hour Division

1-866-4-USWAGE (1-866-487-9243) • TTY 1-877-889-5627

Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov

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NEW YORK STATE DIVISION OF VETERAN BENEFITS AND SERVICES

ALL costs and fees are free and confidential

U.S. Department of Veterans Affairs Veterans Claims Line: www.veteransclaims.com

Veterans Treatment Courts (VTC): www.vtcny.gov

Veterans Health Care Services: www.va.gov

Attention Employer: New York's Paid Family Leave (PFL) Program

Under the New York State Paid Family Leave (PFL) Program, eligible employees are entitled to up to 10 weeks of paid, job-protected leave to care for a family member with a serious health condition or to bond with a new child.

Eligibility: Employees who have worked for their employer for at least 100 days in the 12-month period immediately preceding the start of their leave.

ATTENTION ALL EMPLOYEES TIME ALLOWED EMPLOYEES TO VOTE ON ELECTION DAY

Section 195 of the New York State Labor Law effective December 12, 1981 provides that employees have the right to take time off to vote on Election Day.

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NOTICE REQUIREMENT FOR FRINGE BENEFITS AND HOURS

Section 195 of the New York State Labor Law effective December 12, 1981 provides that employers must notify employees of fringe benefits and hours in writing.

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NEW YORK STATE DEPARTMENT OF LABOR VETERANS' PROGRAM

Services: Legal, education, employment and counseling. We help veterans and their families with a wide range of issues.

Website: www.dol.ny.gov/veterans-program

Help Line: 1-888-839-7697

Summary of New York State Child Labor Law

Age of Minor	Industry or Occupation	Hours	Restrictions
14 and 15	All occupations except farm work, non-hazardous construction work, and non-hazardous street and trade work.	8 hours on school days, 9 hours on non-school days.	7 AM to 7 PM
16 and 17	All occupations except farm work, non-hazardous construction work, and non-hazardous street and trade work.	8 hours on school days, 9 hours on non-school days.	6 AM to 10 PM
18 and 19	All occupations except farm work, non-hazardous construction work, and non-hazardous street and trade work.	8 hours on school days, 9 hours on non-school days.	6 AM to 10 PM

NOTICE TO EMPLOYEES

A Responsible employer must provide a safe and healthy workplace. Employees have the right to join or form a union.

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DEDUCTIONS FROM WAGES

Section 140 of the New York State Labor Law

This notice informs employees of their rights under Section 140 of the New York State Labor Law, which prohibits employers from deducting wages from employees' paychecks.

Prohibited Deductions:

- Deductions for the employer's benefit.
- Deductions for the employer's benefit.
- Deductions for the employer's benefit.

Public Employees Job Safety & Health Protection

The New York State Public Employee Safety and Health Act of 1980 provides job safety and health protection for workers through the promotion of safe and healthful working conditions through the State. Requirements of the Act include the following:

Employers

- Provide employees with a workplace that is free from recognized hazards.
- Comply with the safety and health standards that apply to the workplace.
- Comply with the safety and health standards that apply to the workplace.

Employees

- Comply with the safety and health standards that apply to the workplace.
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YOUR RIGHTS UNDER USERRA

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA protects the rights of uniformed services members and veterans to return to their civilian jobs after military service. It prohibits employers from discriminating against or retaliating against employees who serve in the military.

Key Provisions:

- Prohibition of discrimination based on military service.
- Prohibition of retaliation based on military service.
- Restoration of seniority and benefits.

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