EMPLOYEE RIGHTS	Division of Labor Standards Harriman State Office Campus Building 12, Albany, NY 12240 Www.labor.ny.gov	EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT
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For additional information or to file a complaint: 1-866-48-USWAGE (1-866-487-9243) TY: 1-877-889-5627 WWW.dOl.gov/whd U.S. Department of Labor Wage and Hour Division	YOU HAVE A RIGHT TO KNOW! Your employer must inform you of the health effects and hazards of toxic substances	State Provide semployer Previous persons, company, corporation, labor organization or association which employs ten or more persons. (2) "Drivet relationship" means that the nature of criminal conduct for which the person was (2) "The second or persons and persons. (3) "Direct relationship" means that the nature of criminal conduct for which the person was (3) "Direct relationship" means that the nature of criminal conduct for which the person was (3) "Direct relationship" means that the nature of criminal conduct for which the person was

Ref.: 29 USC, Ch. 28, Sec. 2619

EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

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

PROHIBITIONS 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 against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.



Equal Employment Opportunity is **THE LAW** Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations Applicants to and employees of most private employers, state and

INDIVIDUALS WITH DISABILITIES

liring, promotion, discharge, pay, fringe benefits, job training, lassification, referral, and other aspects of employment. Disability liscrimination includes not making reasonable accommodation to known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment,

FORCES SERVICE MEDAL VETERANS The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits job discrimination and rec

WH1420 REV 04/16

substances on your job. For more information, contact: THE RIGHT TO KNOW LAW WORKS FOR YOU. NEW YORK STATE DEPARTMENT OF HEALTH

4/00

(3) "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. (4) "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. (5) "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 jurisdiction, 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 bar 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 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

public agency or private employer shall consider the following factors: (a) 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 (b) The specific duties and responsibilities necessarily related to the license or employment sought or held by the person

(c) The bearing, if any, the criminal offense or offenses for which the person was previously convicted will have on his fitness or ability to perform one or more such duties or responsibilities.

(d) The time which has elapsed since the occurrence of the criminal offense or offenses (e) The age of the person at the time of occurrence of the criminal offense or offenses. (f) The seriousness of the offense or offenses.

(g) Any information produced by the person, or produced on his behalf, in regard to his rehabilitation and good conduct.

(h) The legitimate interest of the public agency or private employer in protecting property, and the safety and welfare of specific individuals or the general public. 2. In making a determination pursuant to section seven hundred fifty-two of this 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 denial.

§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 the civil practice law and rules

2. In relation to actions by private employers, the provisions of this article shall be enforceable by the Division of Human Rights pure ant to the powers and procedures set forth in article ntly, by the New York City Commission on Human



EXEMPTIONS Federal, State and local governments are not affected by the law. Also,	AGE The Age Discrimination in Employment Act of 1967, as amended,	Employers' Guide	been convicted of one or more criminal offenses, unless:	by the Division of Human Righ	hts pursuant to the powers and procedures set forth in article
the law does not apply to tests given by the Federal Government to	protects applicants and employees 40 years of age or older from or release from active duty), other protected veterans who	NEW YORK STATE'S CLEAN INDOOR AIR ACT	 There is a direct relationship between one or more of the prev specific license or employment sought or held by the individual; o 		and, concurrently, by the New York City Commission on Human
certain private individuals engaged in national security-related activities.	discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects	NEW TOTIK STATE S SEEAN INDOOTT AIT AST	specific license of employment sought of held by the individual, o	n nights.	
The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective	of employment. medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was	The New York State CLEAN INDOOR AIR ACT retail sale of tobacco products and accessories, and the sale			
employees of security service firms (armored car, alarm, and guard), and	SEX (WAGES) In addition to sex discrimination prohibited by Title VII of the Civil	(PUBLIC HEALTH LAW, ARTICLE 13-E) prohibits of other products is merely incidental); Retail electronic			
of pharmaceutical manufacturers, distributors and dispensers.	Rights Act, as amended, the Equal Pay Act of 1963, as amended, resulting the interview of the answer of the amended of the ame	smoking and vaping in virtually all workplaces, including cigarette stores (vaping only); Membership associations restaurants and bars. The Act reflects the state's where all duties related to the operation of the association			
The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement	prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal opposes discrimination under these Federal laws.	commitment to ensuring that all workers are protected from are performed by volunteers who are not compensated in			
in a workplace incident (theft, embezzlement, etc.) that resulted in	skill, effort, and responsibility, under similar working conditions, in the same establishment.	secondhand tobacco smoke and vaping aerosols. Localities any manner; Cigar bars in existence prior to January 1,	Division of Labor Standards		
economic loss to the employer.	nondiscrimination or affirmative action obligations under the authorities above should contact immediately:	may continue to adopt and enforce local laws regulating 2003 (where 10% or more of total annual gross income is smoking and vaping. However, these regulations must be at from the sale of tobacco products); and up to 25% of	Harriman State Office Campus	WE ARE YOUR DOL	
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	Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on	least as strict as the Clean Indoor Air Act. seating in outdoor areas of restaurants with no roof or	Building 12, Albany, NY 12240	new york state of of Labor	
lie detector tests.	genetic information in hiring, promotion, discharge, pay, fringe Washinetron, D.C. 20210. 1-800-397-6251 (toll-free) or (202) 693-	ceiling enclosure may be designated smoking areas. Where are smoking and vaping prohibited?		of Labor	
	benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic Public@dol.gov, or by calling an OFCCP regional or district office,	Smoking and vaping profibilitied? Smoking and vaping are not permitted in the following How can I file a complaint? Employees		www.labor.ny.gov	
EXAMINEEWhere polygraph tests are permitted, they are subject to numerous strictRIGHTSstandards concerning the conduct and length of the test. Examinees	information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of Department of Labor.	indoor areas: Places of employment; Bars; Restaurants, and the public may report, confidentially, violations of the		www.iabol.ity.gov	
have a number of specific rights, including the right to a written notice	applicants, employees, or their family members; the manifestation of Programs or Activities Receiving Federal Financial Assistance	except as stated in Article 13-E, Section 1399-q of the NYS Act to their local health departments, county board of health Public Health Law; Enclosed indoor swimming areas; Public or their district health office. For more information visit			
before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.	diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or In addition to the protections of Title VII of the Civil Rights Act of	transportation including all ticketing, boarding and waiting www.health.state.ny.us.		Deductions from Wages	
	their family members. 1964, as amended, Title VI of the Civil Rights Act of 1964, as	areas, buses, vans, taxicabs and limousines; All places of		Section 193 of the New York State Labor Law	
ENFORCEMENT The Secretary of Labor may bring court actions to restrain violations and	All of these Federal laws prohibit covered entities from retaliaring national origin in programs or activities receiving Federal financial	employment where services are offered to children; All Should signs be posted? Yes. "No Smoking" or schools, including school grounds; All public and private "Smoking" signs, or "Vaping" or "No Vaping" signs, or a			
assess civil penalties against violators. Employees or job applicants may	against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful	colleges, universities and other educational and vocational sign with the international "no smoking" symbol on it must	§ 193. Deductions from wages.	 (xiii) payments for housing provided at no more than market rates by non-profit hospitals or affiliates 	section, the total aggregate amount of such deductions for
also bring their own court actions.	employment practice. employment practice. employment providing services under such programs. Title	institutions; General hospitals; Residential health-care be prominently posted and properly maintained where	 No employer shall make any deduction from the wages of an employee, except deductions which: 	thereof; and	each pay period shall be subject to the following limitations: (i) such aggregate amount shall not exceed a maximum
THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER	WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED IX of the Education Amendments of 1972 prohibits employment	facilities, except separately designated smoking and vaping smoking and vaping are prohibited or permitted. rooms for adult patients; Commercial establishments used	a) are made in accordance with the provisions of any law or	(xiv) similar payments for the benefit of the employee.	aggregate limit established by the employer for each pay
WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.	There are strict time limits for filing charges of employment discrimination. To preserve the ability of EEOC to act on your behalf	for the purpose of carrying on or exercising any trade, What are the penalties? The enforcement officer for	any rule or regulation issued by any governmental agency	c) are related to recovery of an overpayment of wages where	period; (ii) such aggregate amount shall not exceed a maximum aggregate limit established by the employee,
	and to protect your right to file a private lawsuit, should you ultimately need to, you should contact EEOC promptly when Section 504 of the Rehabilitation Act of 1973, as amended, prohibits	profession, vocation or charitable activity; All indoor arenas; a city or county health department or State Health	including regulations promulgated under paragraph c and	such overpayment is due to a mathematical or other	which limit may be any amount (in ten dollar increments) up
	discrimination is suspected: employment discrimination on the basis of disability in any program	Zoos; and Bingo facilities. Department can assess a fine of up to \$2,000 for each violation.	paragraph d of this subdivision; or	clerical error by the employer. In making such recoveries, the employer shall comply with regulations promulgated by	to the maximum amount established by the employer under
	The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number	Where are smoking and vaping permitted?	b) are expressly authorized in writing by the employee and are for the benefit of the employee, provided that such	the commissioner for this purpose, which regulations shall	subparagraph (i) of this paragraph; (iii) the employer shall not permit any purchases within these categories of
WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR	for individuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone	Smoking and vaping are permitted in: Private homes and For more information about the Act,	authorization is voluntary and only given following receipt	include, but not be limited to, provisions governing: the size of overpayments that may be covered by this section; the	deduction by the employee that exceed the aggregate limit
	directories in the U.S. Government or Federal Government section. If you believe you have been discriminated against in a program of	private residences when not used for day care; Private call (518) 402-7600 automobiles; Hotel or motel rooms rented to one or more	by the employee of written notice of all terms and conditions of the payment and/or its benefits and the details	timing, frequency, duration, and method of such recovery;	established by the employee or, if no limit has been set by the employee, the limit set by the employer; (iv) the
WH1462 REV 07/16	Additional information about EEOC, including information about charge filing, is available at www.eeoc.gov. any institution which receives Federal financial assistance.	guests; Retail tobacco businesses (primary activity is the	of the manner in which deductions will be made. Whenever	limitations on the periodic amount of such recovery; a	employee shall have access within the workplace to current
	EEOC 9/02 and OFCCP 8/08 Versions Useable With 11/09 Supplement EEOC-P/E-1 (Revised 11/09)	3402 STATE OF NEW YORK, Department of Health	there is a substantial change in the terms or conditions of	requirement that notice be provided to the employee prior to the commencement of such recovery; a requirement that	account information detailing individual expenditures within these categories of deduction and a running total of the
			the payment, including but not limited to, any change in the amount of the deduction, or a substantial change in the	the employer implement a procedure for disputing the	amount that will be deducted from the employee's pay
			benefits of the deduction or the details in the manner in	amount of such overpayment or seeking to delay commencement of such recovery; the terms and content of	during the next applicable pay period. Information shall be available in printed form or capable of being printed should
			which deductions shall be made, the employer shall, as soon as practicable, but in each case before any increased	such a procedure and a requirement that notice of the	the employee wish to obtain a listing. No employee may be
			deduction is made on the employee's behalf, notify the	procedure for disputing the overpayment or seeking to delay commencement of such recovery be provided to the	charged any fee, directly or indirectly, for access to, or
			employee prior to the implementation of the change. Such authorization shall be kept on file on the employer's	employee prior to the commencement of such recovery.	printing of, such account information.
WE ARE YOUR DOL	ellaneous Industry Employees		premises for the period during which the employee is	d) repayment of advances of salary or wages made by the	 With the exception of wage deductions required or authorized in a current existing collective bargaining
	ellaneous Industry Employees		employed by the employer and for six years after such	employer to the employee. Deductions to cover such	agreement, an employee's authorization for any and all
of Labor			employment ends. Notwithstanding the foregoing, employee authorization for deductions under this section	repayments shall be made in accordance with regulations promulgated by the commissioner for this purpose, which	wage deductions may be revoked in writing at any time. The employer must cease the wage deduction for which
	ff		may also be provided to the employer pursuant to the	regulations shall include, but not be limited to, provisions	the employee has revoked authorization as soon as
Minimum wage nourly rates e	offective 12/31/2020 – 12/30/2021		terms of a collective bargaining agreement. Such	governing: the timing, frequency, duration, and method of	practicable, and, in no event more than four pay periods or
New	Vorte City		authorized deductions shall be limited to payments for:	such repayment; limitations on the periodic amount of such repayment; a requirement that notice be provided to the	eight weeks after the authorization has been withdrawn, whichever is sooner.
New	York City		(i) insurance premiums and prepaid legal plans;	employee prior to the commencement of such repayment;	
Large Employers (11 or more employees)	Small Employers (10 or less employees)		(ii) pension or health and welfare benefits;	a requirement that the employer implement a procedure for disputing the amount of such repayment or seeking to	4. Nothing in this section shall justify noncompliance with article
			(iii) contributions to a bona fide charitable organization;	delay commencement of such repayment; the terms and	three-A of the personal property law relating to assignment of
Minimum Wage \$15.00	Minimum Wage \$15.00		 (iv) purchases made at events sponsored by a bona fide charitable organization affiliated with the employer 	content of such a procedure and a requirement that notice	earnings, with section two hundred twenty-one of this chapter
Overtime after 40 hours \$22.50	Overtime after 40 hours \$22.50		where at least twenty percent of the profits from such	of the procedure for disputing the repayment or seeking to delay commencement of such repayment be provided to	relating to company stores or with any other law applicable to deductions from wages.
Tipped workers \$15.00	Tipped workers \$15.00		event are being contributed to a bona fide charitable	the employee at the time the loan is made.	·····
Overtime after 40 hours \$22.50	Overtime after 40 hours \$22.50		organization;		For more information, call or write the nearest office of the
			(v) United States bonds;	2. Deductions made in conjunction with an employer sponsored	Division of Labor Standards:
			(vi) dues or assessments to a labor organization;	pre-tax contribution plan approved by the IRS or other local taxing authority, including those falling within one or more of the	
Long Island and	Remainder of		(vii) discounted parking or discounted passes, tokens, fare cards, vouchers, or other items that entitle the	categories set forth in paragraph b of subdivision one of this	Albany District New York City District White Plains District State Office Campus 75 Varick Street 120 Bloomingdale Road
Westchester County	New York State		employee to use mass transit;	section, shall be considered to have been made in accordance	Building 12 7th Floor White Plains, NY 10605
<u> </u>		FFDSRA	(viii) fitness center, health club, and/or gym membership	with paragraph a of subdivision one of this section.	Room 185A New York, NY 10013 (914) 997-9521 Albany, NY 12240 (212) 775-3880
Minimum Wage \$14.00	Minimum Wage \$12.50		dues;		(518) 457-2730
	, , , , , , , , , , , , , , , , , , ,		 (ix) cafeteria and vending machine purchases made at the employer's place of business and purchases 	3.a. No employer shall make any charge against wages, or require an employee to make any payment by separate transaction unless	
Overtime after 40 hours \$21.00	Overtime after 40 hours \$18.75		made at gift shops operated by the employer, where	such charge or payment is permitted as a deduction from wages	Buffalo District Rochester 290 Main Street Sub-District
Tipped workers\$14.00Overtime after 40 hours\$21.00	Tipped workers\$12.50Overtime after 40 hours\$18.75		the employer is a hospital, college, or university;	under the provisions of subdivision one of this section or is	Room 226 276 Waring Road
Overtime alter 40 hours \$21.00	Overtime alter 40 hours \$16.75		(x) pharmacy purchases made at the employer's place of	permitted or required under any provision of a current collective bargaining agreement.	Buffalo, NY 14202 Room 104 (716) 847-7141 Rochester, NY 14609
If you have questions, need more inform	ation or want to file a complaint, please visit		business;	b. Notwithstanding the existence of employee authorization to	(716) 847-7141 Rocrester, NY 14609 (585) 258-4550
	<u>vage</u> or call: 1-888-469-7365 .	LABOR LAW	 (xi) tuition, room, board, and fees for pre-school, nursery, primary, secondary, and/or post-secondary 	make deductions in accordance with subparagraphs (iv),	
	-		educational institutions;	(ix), and (x) of paragraph b of subdivision one of this section and deductions determined by the commissioner to	Garden City District Syracuse District 400 0ak Street 333 East Washington Street
Credits and Allowances that may reduce your pay below the minimum wage rates shown above:	 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 		(xii) day care, before-school and after-school care	be similar to such deductions in accordance with	Suite 101 Room 121
 Tips – Beginning December 31, 2020, your employer must pay the full applicable 	amounts shown above) for weekly hours over 40 (or 44 for residential employees).		expenses;	subparagraph (xiv) of paragraph b of subdivision one of this	Garden City, NY 11530 Syracuse, NY 13202 (516) 794-8195 (315) 428-4057
minimum wage rate, and cannot take any tip credit.	<i>Exceptions:</i> Overtime is not required for salaried professionals, or for executives		LS 605 (8/20)		(010/10T°0180 (010/420°400/
 Meals and lodging – Your employer may claim a limited amount of your wages 	and administrative staff whose weekly salary is more than 75 times the minimum				
for meals and lodging that they provide to you, as long as they do not charge you	wage rate.				
anything else. The rates and requirements are set forth in wage orders and	Call-in pay – If you go to work as scheduled and your employer sends you home				
summaries, which are available online.	early, you may be entitled to extra hours of pay at the minimum wage rate for that	Attention <u>New York Employers</u>			
	day.				
	• Spread of hours – If your workday lasts longer than ten hours, you may be	Re: New York Minors' Posting Provisions			

at your worksite.

Name

2706

Location & Phone Number

Learn all you can about toxic

• 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 minimum wage rate.

Post in Plain View

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

Re: New York Minors' Posting Provisions

Laws of New York, Article 4, Section 144 addresses "Posting of Hours" requirements. The employer shall make a schedule for all minors employed by the employer, setting forth the hours of beginning and stopping and the time allowed for meals, which shall be kept conspicuously posted in each establishment where such persons are employed

A change in the schedule of hours worked by minors pursuant to the provisions of this chapter shall be allowed provided that the posted schedule reflects the change. The presence of any person subject to the article at any hours other than those stated in the above notice, or failure to post such notice, shall constitute prima facie evidence of a violation of the

> Attention <u>Employers</u> Re: Workers' Compensation, Unemployment Insurance and Paid Family Leave posters

Human Rights WWW.DHR.NY.GOV THIS ESTABLISHMENT IS SUBJECT TO THE NEW YORK

1-888-392-3644

ESTE ESTABLECIMIENTO ESTÁ SUJETO A LA LEY DE DERECHOS HUMANOS DEL ESTADO DE 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 DISABILITY OR MARITAL STATUS IS PROHIBITED BY THE NEW EMBARAZO, IDENTIDAD O EXPRESIÓN DE GÉNERO, DISCAPACIDAD O



LS 207 (12/20)

Job Safety and Health IT'S THE LAW!

All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- 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.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

This poster is available free from OSHA.

Contact OSHA. We can help.

83732

012021

Employers must:

Minimum Wage Poster

- 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 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



New York employers are required to post the Workers' Compensation, Unemployment and Paid Family Leave posters. For your convenience, instructions for obtaining these required posters have been provided below. Our primary goal is to keep you, our business partner, informed of your state's mandatory posting

Workers' Compensatio

Employers are required to post the "Notice of Compliance for Workers' Compensation" (C-105 or C-105.1) posting and the "Notice of Compliance for Disability Benefits" (DB-120) posting. These posters are only supplied by your Workers' Compensation carrier

Unemployment Insurance:

Employers registered with the New York State Unemployment Insurance Division are required to post the Unemployment Insurance Notice to Employees (IA 133) in an area visible to employees. Employers must call the New York Department of Labor, Unemployment Insurance Division at (888) 899-8810 to determine whether or not you are liable for unemployment insurance

Paid Family Leave

Employers are required to display a Paid Family Leave notice where all employees and/or applicants can readily see it. Your insurance carrier will provide a Notice of Compliance stating that you have Paid Family Leave insurance. If you are self-insured, you can get this notice by contacting the Workers' Compensation Board at certificates@wcb.nv.gov

NOTICE REQUIREMENTS FOR FRINGE BENEFITS AND HOURS

Section 195.5 of the New York State Labor Law effective December 12, 1981 provides as follows: "Every employer shall notify his employees in writing or by publicly posting the employer's policy on sick leave, vacation, personal leave, holidavs and hours. LS 606 (09-07)

Nritten Information Regarding Fringe Benefits and Hours Are Located At

LOCATION(S)	
SUPERVISOR(S)	

EMERGENCY NUMBERS CALL 911	
POLICE:	
AMBULANCE:	
PHYSICIAN:	
HOSPITAL:	
FIRE DEPARTMENT:	
POISON CONTROL:	

PAY DAY NOTICE

PAY DAY IS ON:

OSHA:

 MONDAY TUESDAY WEDNESDAY THURSDAY 	FRIDAYSATURDAYSUNDAY
PAY SCHEDULE IS:	
	SEMI MONTHLY
BIWEEKLY	

PAYCHECKS ARE ISSUED ON THE:

YORK STATE HUMAN RIGHTS LAW. SEXUAL HARASSMENT OR HARASSMENT BASED UPON ANY OF THESE PROTECTED CLASSES ALSO IS PROHIBITED.

SEX, PREGNANCY, GENDER IDENTITY OR EXPRESSION,

STATE HUMAN RIGHTS LAW (EXECUTIVE LAW, ARTICLE 15) DISCRIMINATION BASED UPON AGE, RACE, CREED, COLOR,

NATIONAL ORIGIN, SEXUAL ORIENTATION, MILITARY STATUS,

Division of

NEW

YORK

STATE

ALL EMPLOYERS (until February 8, 2020, only employers with 4 or more employees are covered), EMPLOYMENT AGENCIES, LABOR **ORGANIZATIONS AND APPRENTICESHIP TRAINING PROGRAMS**

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 perform the essential functions of a job in a reasonable manner.

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 housing vouchers, disability benefits, child support); familial status (families with children or being pregnant); prior arrest or sealed conviction; commercial boycotts or blockbusting. Reasonable accommodations and modifications for persons with disabilities may also be required.

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** Exception: 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 run by religious organizations.

ADVERTISING AND APPLICATIONS RELATING TO EMPLOYMENT, REAL ESTATE, PLACES OF PUBLIC ACCOMMODATION AND **CREDIT TRANSACTIONS MAY NOT EXPRESS ANY** DISCRIMINATION

If you wish to file a formal complaint with the Division of Human Rights, you must do 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

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 empleadores 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 el embarazo.

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 razonable.

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 trabajadores temporarios o contratantes) están protegidos de toda discriminación descrita arriba.

ALQUILER, ARRENDAMIENTO O VENTA DE VIVIENDA, TERRENO O ESPACIO COMERCIAL INCLUYENDO ACTIVIDADES DE AGENTE DE **BIENES RAÍCES Y VENDEDORES** También esta prohibido: la discriminación a base de fuente de ingreso legal (por ejemplo vales, beneficios de discapacidad, manutención de niños); estado familiar (familias con niños o en estado de embarazo); arresto previo o condena sellada; boicot comercial o acoso inmobiliario. 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) restricciones de todas las habitaciones en una vivienda para individuos del mismo sexo

(3) alguiler de una habitación por parte del ocupante de una casa o apartamento

(4) venta, alguiler o arrendamiento de alojamiento en una casa exclusivamente a personas mayores de 55 años y al cónyuge de dichas personas

También se prohíbe: discriminación en vivienda sobre la base del estado civil (por ejemplo, familias con hijos).

TODAS TRANSACCIONES CREDITICIAS INCLUYENDO FINANCIAMENTO PARA LA COMPRA, MANTENIMIENTO Y REPARACION DE VIVIENDAS

LUGARES DE ALOJAMIENTO PÚBLICO, COMO RESTAURANTES, HOTELES, HOSPITALES Y CONSULTORIOS MÉDICOS, 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 arreglos razonables para personas con discapacidades.

INSTITUCIONES EDUCATIVAS

Todas las escuelas publicas y escuelas privadas sin ánimo de lucro, en todos los niveles, excluyendo escuelas dirigidas por organizaciones religiosas.

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

Si desea presentar una demanda formal ante la División de Derechos Humanos, debe 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 ante la División y ante el Tribunal Estatal.

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





NEAREST OFFICE. HEADQUARTERS: ONE FORDHAM PLAZA, 4TH FLOOR, BRONX, NY 10458

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



