

NEW YORK STATE
Division of Human Rights
 1-888-392-3644
 DHR.NY.GOV

ESTE ESTABLECIMIENTO ESTA SUJETO A LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK, LEY DE PROTECCION DE LA RAZA Y LA ETNIA.

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, ciudadanía o estatus migratorio, discapacidad, estado como víctima de violencia doméstica, estado familiar o estado civil. También está prohibido el acceso sexual o el acceso por cualquiera de estas clases protegidas.

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New York State 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

Age of Minor (Child and Days)	Industry or Occupation	Medium			Permitted Hours
		Daily Hours	Weekly Hours	Step per Hour	
14 and 15	All occupations except farm work, newspaper carrier and street hawker	3 hours on school days	18*	—	7 AM to 1 PM
16 and 17	All occupations except farm work, newspaper carrier and street hawker	4 hours on school days	24*	—	7 AM to 6 PM
18 and 19	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
20 and 21	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
22 and 23	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
24 and 25	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
26 and 27	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
28 and 29	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
30 and 31	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
32 and 33	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
34 and 35	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
36 and 37	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
38 and 39	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
40 and 41	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
42 and 43	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
44 and 45	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
46 and 47	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
48 and 49	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
50 and 51	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
52 and 53	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
54 and 55	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
56 and 57	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
58 and 59	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
60 and 61	All occupations except farm work, newspaper carrier and street hawker	8 hours on school days	48*	—	7 AM to 6 PM
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New York State Department of Labor
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Additional Child Labor Law Information

The Employer must post a notice of Working Hours for minors under 18 years old in the workplace.

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Attention Miscellaneous Industry Employees

WE ARE YOUR DOL Minimum Wage hourly rates effective 1/1/2024 – 12/31/2024

New York City		Westchester County		Remainder of New York State	
Minimum Wage	Minimum Wage	Minimum Wage	Minimum Wage	Minimum Wage	Minimum Wage
\$16.00	\$16.00	\$16.00	\$16.00	\$15.00	\$15.00
Over time after 40 hours	\$24.00	Over time after 40 hours	\$24.00	Over time after 40 hours	\$22.50
Tipped Workers	\$16.00	Tipped Workers	\$16.00	Tipped Workers	\$15.00
Over time after 40 hours	\$24.00	Over time after 40 hours	\$24.00	Over time after 40 hours	\$22.50

If you have questions, need more information or want to file a complaint, please visit www.labor.ny.gov/minimum-wage or call: 1-888-468-7365.

Notice to Employers / Employees

For state law minimum wage law which requires posting a notice regarding the aspects of that law. Employers are not required to post the Federal Minimum Wage poster for the U.S. Dept. of Labor for Labor Standards for an employer in this state. According to the Dept. of Labor, where Federal and state law have different minimum wage rates, the higher standard applies.

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NEW YORK PAID FAMILY LEAVE (PFL)

BOND with a child **CARE for a family member** **ASSIST MILITARY**

PFL Benefits
 67% Wage Benefits
 Receive 67% of your average weekly wage, up to a cap.
 Up to 12 Weeks of Leave
 Paid 100% of all costs, or 80% of full-time employees.
 Strong Protections
 • Return to same or comparable job
 • Continued health insurance
 • No discrimination or retaliation

Who Can Request PFL?
 Generally, Employees who:
 • Work for a private employer in New York State, or a public employer who has elected to participate.
 • Meet the state-worked requirements.
 • Full-time employees work 20 or more hours/week after 20 consecutive weeks of employment.
 • Part-time employees work 17 hours/week/week, after 175 working days.

How to Request PFL
 Give 30 days' notice to your employer, if possible.
 Complete request forms and submit to your employer's insurance carrier.
 Carry over or obtain benefits within 10 days of receiving your completed request.

Resources
 PaidFamilyLeave.ny.gov
 Get the answers for more information and to download PFL request forms.
 844-337-6303
 Call toll-free PFL Helpline
 830 AM to 4:30 PM • Monday – Friday

Notice of Employee Rights, Protections, and Obligations Under Labor Law Section 740

Prohibited Retaliatory Personnel Action by Employers

Effective January 26, 2022

NEW YORK STATE
Division of Labor Standards Worker Protection

Section 740 defines:

- 740.1 Applicability
- 740.2 Labor discrimination prohibited persons previously convicted of one or more criminal offenses
- 740.3 Retaliation prohibited
- 740.4 Definitions
- 740.5 Definitions
- 740.6 Definitions
- 740.7 Definitions
- 740.8 Definitions
- 740.9 Definitions
- 740.10 Definitions
- 740.11 Definitions
- 740.12 Definitions
- 740.13 Definitions
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 • Continued health insurance
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 830 AM to 4:30 PM • Monday – Friday

STRONG FAMILIES, STRONG NEW YORK

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WORKERS' COMPENSATION Notice to Employers / Employees

This is not intended to replace the law, nor does it alter the law. It is intended to provide information to employers and employees about the law.

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UNEMPLOYMENT INSURANCE Notice to Employers / Employees

This is not intended to replace the law, nor does it alter the law. It is intended to provide information to employers and employees about the law.

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Electronic Monitoring Notice to Employers / Employees

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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
 Call toll-free and free and confidential
 1-800-673-4510
 U.S. Department of Veterans Affairs
 Veterans Crisis Line
 Website: www.veteranscrisisline.net
 Call: 950.950.9500
 Text: 988
 Crisis Text Line
 Text: 747.4747
 Crisis chatline at: www.veteranscrisisline.net