## **New York State Postings**



NEW YORK STATE Human Rights

THIS ESTABLISHMENT IS SUBJECT TO THE NEW YORK STATE HUMAN RIGHTS LAW (EXECUTIVE LAW, ARTICLE 15) DISCRIMINATION BASED UPON AGE, RACE, CREED, COLOR, NATIONAL RACE, CREED, COLOR, NATIONAL ORIGIN, SEXULO CRIETATION, MILITARY STATUS, SEX, PRECIAMACY, GENDER IDENTITY OR EVPRESSION, CITZEISHIP OR IMMIGRATION STATUS, DISABILITY OR MARITAL STATUS FORDHITTED BY THE IREN'T SUMP STATE HUMAN RIGHTS LAW. SEVILLA HARASSMENT GASED UPON JAY OF THESE PROTECTED CLASSES ALSO IS PROHIBITED.

RENTAL, LEASE OR SALE OF HOUSING, LAND AND COMMERCIAL SPACE, INCLUDING ACTIVITIES OF REAL ESTATE BROKERS AND SALES PEOPLE

S OF PUBLIC ACCOMMODITION SUCH AS JRANTS, HOTELS, HOSPITALS AND MEDICAL S, CLUBS, PARKS AND GOVERNMENT OFFICES

ish to file a complaint in State Court, you may do so hree years of the discrimination. You may not file both I Division and the State Court.

employee thereot; i) any federal, state, or local court, or any member or employee thereof, or any grand or potit jary; iii) any federal, state, or local regulatory, administrative, or public agency or authority, or instrumentality thereot;

1-888-392-3644

MAMMOR DEL TRADO EN NAM HORA ETT EADTHA, REDOMI EN LA LEY DE DERECHOS HUMMANDS DE ESTADO DE HUEVAY YORK PROHIBE LA DISCRIMINACIÓN POR EDAD, RAZA, CREDO, COLOR, ORIGEN NACIONAL, ORIENTACIÓN SEXUA, ESTATUS MILITAR, SEXO, EBIBARAZO, DENTIDAD O EXPRESIÓN DE GÉNERO, ESTADO MIGRATORIO O GUADADANÍA, MIGRATORIO O CIUDADANIA, DISCAPACIDAD O ESTADO CIVIL. TAMBIÉN ESTÁ PROHIBIDO EL ACOSO SEXUAL O EL ACOSO POR CUALQUIERA DE ESTAS CLASES PROTEGIDAS.

TODOS LOS EMPLEADORES, AGENCIAS DE EMPLEO, ORGANIZACIONES DE TRABAJO Y PROGRAMAS DE CA DE APRENDICES

coopusa per el 038110 (2) estricciones de todas las habitaciones en una vivienda para incluídados del mismo sexo (5) algulier de una habitación por parte del ocupante de una cas construmento.

onta, alquiler o amendamiento do alojamiento en una casa sivamento a personas mayores de 55 años y al cónyuge de se necessar

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

the employee reasonably believes that the supervisor is already sware of the activity, policy or practice and will not correct such activity, policy or practice.

Notice of Employee Rights, Protections, and

**Obligations Under Labor Law Section 740** 

**Prohibited Retaliatory** 

**Personnel Action by Employers** 

Effective January 26, 2022

WE ARE YOUR DOL

NEW YORK 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 Girls and Boys						
		Industry or Occupation	Daily Hours	Weekly Hours	Days per Week	Permitted Hours
Attending School, When school is in session:	14 and 15	All occupations except form work, newspaper carrier and street trades.	3 hours on school days. 8 hours on other days.	181	6	7 AM to 7 PM
	16 and 17	All occupations except form seck, rawapaper carrier and street trades.	4 hours on days preceding school days: Mineday, Tuesday, Wednesday, Thursday <sup>2</sup> . 8 hours on: Friday, Saturday, Sunday and Holidayo <sup>4</sup> .	28 <sup>4</sup>	64	6 AM to 10 PM <sup>3</sup>
Attending School, When school is not in session (xxxation):	14 and 15	All occupations except form work, newspaper carrier and street trades.	8 hours	40	6	7 AM to 9 PM June 21 to Labor Day
	16 and 17	All occupations encept form work, newspaper carrier and street trades.	8 hours*	434	64	6 AM to Midnight <sup>4</sup>
Not Attending School:	16 and 17	All occupations except form work, newspaper carrier and street trades.	8 hours <sup>4</sup>	434	64	6 AM to Midnight <sup>4</sup>
Ferm Work:	12 and 13	Hand harvest of berries, fruits and vegetables.	4 hours	-	-	June 21 to Labor Day. 7 AM to 7 PM. Day ofter Labor Day to June 20, 9 AM to 4 PM.
	14 to 18	Any farm work.	-	-	-	-
Newspaper Carriers:	11 to 18	Delivers, or sells and delivers needpapers, shopping papers or periodicals to homes or business places.	4 hours on school days. 5 hours on other days.	-	-	5 AM to 7 PM or 30 minutes prior to sunset, whichever is later

NEW YORK CORRECTION I AW • ARTICLE 23-4

LICENSURE AND EMPLOYMENT OF

PERSONS PREVIOUSLY CONVICTED OF

**ONE OR MORE CRIMINAL OFFENSES** 

Additional Child Labor Law Information

752. Unfair discrimination against persons previ consisted of one or more criminal differees proh 753. Factors to be considered concerning a prev criminal consistince, presumption. 754. Written statement upon denial of license or

WORKERS' COMPENSATION

of intended to represent the law, nor does it replace any Wo tables positing requirements within your state.

UNEMPLOYMENT INSURANCE

Department of Labor's website at http://www.labor.ny.gov. If you have questions, pic send them to one of the offices listed below at:

New York City Distri 55 Harson Place 11th Floor Brooklyn, NY 11217 (212) 775-3880

Garden City District 400 Oak Street Suite 102 Garden City, NY 11530 (516) 794-8195

## Attention Miscellaneous **Industry Employees**

WE ARE YOUR DOL

Minimum Wage hourly rates effective 1/1/2025 - 12/31/2025

New York City Large Employers (11 or more employees) Small Employers (10 or less employees) Minimum Wage \$16.50
Overtime after 40 hours \$24.75 Minimum Wage \$16.5 Overtime after 40 hours \$24 \$16.50 Tipped Workers Tipped Workers \$16.50 \$16.50 Overtime after 40 hours \$24.75 Overtime after 40 hours \$24.75

Remainder of New York State \$16.50 Minimum Wage \$15.50 Overtime after 40 hours \$24.75

Tipped Workers \$16.50

Overtime after 40 hours \$24.75 Minimum Wage Overtime after 40 hours \$23.25 Tipped Workers \$15.50 Overtime after 40 hours \$23.25

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

Neals and lodging – Your and cannot take any tip crean.

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 both in wage and summaries, which are

and Allowances that may 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 amounts shown above) for weekly hours over 40 (or 44 for residential employees).

residential employees).

Exceptions: Out the major for scalaried processions, or for AS DO Congestions: Out the major for scalaried processions, or for Exceptions: Out the major for th

Post in Plain View

r state has its own minimum wage law which requires posting a notice regarding the aspects of that law. Employers are still used to post the Federal Risimum Wage notice from the U.S. Dept. of Labor Fair Labor Standards Act is addition to this state top, According to the Dept. of Labor; where Federal and state law have different minimum wave rates. In Internal accordant

## **NEW YORK PAID FAMILY LEAVE**



**⊕** 

ASSIST military families

BOND with a child CARE for a family member

PFL Benefits Who Can Request

Up to 12 Weeks of Leave Can be taken all at once, or in full-day increments

Strong Protections

Return to same or comparable job.

Continued health insurance.

employer who has opted in.

Meet the time-worked requirements:

Full-time (regularly work 20 or more hours/week), after 26 consecutive weeks of employment.

Part-time (regularly work 4)

Resources

Call the toll-free PFL Helpline 8:30 a.m. to 4:30 p.m. Monday – Friday

How to Request PFL

Complete request forms and submit to your employer's insurance carrier.

Carrier navs or denies benefits within 18 day

STRONG FAMILIES, STRONG NEW YORK

Paid Family Leave 9-24

Website: veterans.ny.gov Help Line: 1-888-838-7697 mail: DVSinfo@veterans.nv.cov Services: Legal, education, employment and volunteer, financial, health care, and

NEW YORK STATE DEPARTMENT OF LABOR VETERANS' PROGRAM

**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

All calls and texts are free and confidential

www.orm.ntp.gov
NYS Office of Addiction Services and
Supports (0ASAS):
www.ossas.rtg.owthopeline
Call: 1-877-8-HOPENY (467469)
Text: HOPENY (467369)

LEGAL SERVICES

TAX BENEFITS

EDUCATION, WORKFORCE, AND TRAINING RESOURCES

ADDITIONAL RESOURCES

NYS Domestic and Sexual Violence Hotline: Call: 800-942-6906 Text: 844-997-2121

NYS Workplace Sexual Harassment Hotline: Call: 1-800-HARASS-3

SP-NY-E



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ALLC 20250110

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Electronic Monitoring

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Training Videos & HR Supplies