The Employee Polygraph Protection Act prohibits most private

screening or during the course of employment.

employers from using lie detector tests either for pre-employment

Employers are generally prohibited from requiring or requesting any employee or job applicant to

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

take a lie detector test, and from discharging, disciplining, or discriminating against an employee or

Federal, State and local governments are not affected by the law. Also, the law does not apply to tests

given by the Federal Government to certain private individuals engaged in national security-related

subject to restrictions, to certain prospective employees of security service firms (armored car, alarm

The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector,

and quard), and of pharmaceutical manufacturers. distributors and dispensers

DEPARTMENT OF LABOR

NY

UNITED STATES OF AMERICA

Age of Minor

Girls and Boys

16 and 17

16 and 17

16 and 17

ttending Schoo

When school is in

ttending School

When School is not

in session (vacation)

Not Attending

Farm Work

Street Trades:

ALBANY DISTRICT

STATE OFFICE CAMPUS

ALBANY, NY 12226

(518) 457-2730

BRONX DISTRICT

11th Floor

55 Hanson Place

Brooklyn, NY 11217

Section 750. Definitions

more criminal offenses prohibited.

751. Applicability.

755. Enforcement.

following meanings

(212) 775-3719

BLDG, 12 ROOM 185A

EMPLOYEE RIGHTS

EMPLOYEE POLYGRAPH PROTECTION ACT

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

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

hours on school days

I hours on days preceding

8 hours on other days.

school days: Monday

esday, Wednesday

Sunday and Holidays,

8 hours on: Friday, Saturday

8 hours

8 hours

4 hours on school days

5 hours on other days.

Additional Child Labor Law Information

For more information about New York State Child Labor Laws and provisions please visit the Department of Labor's website at http://www.labor.ny.gov. If you have

GARDEN CITY DISTRICT

GARDEN CITY, NY 11530

WHITE PLAINS DISTRICT

120 BLOOMINGDALE ROAD

WHITE PLAINS, NY 10605

individual: or

criminal offenses.

offense or offenses specified therein

mission on human rights

employment sought or held by the person

The seriousness of the offense or offenses.

to his rehabilitation and good conduct

such duties or responsibilities

400 OAK STREET

(516) 794-8195

(914) 997-9521

NEW YORK CORRECTION LAW

ARTICLE 23-A

LICENSURE AND EMPLOYMENT OF PERSONS PREVIOUSLY CONVICTED OF ONE OR MORE CRIMINAL OFFENSES

SUITE 102

48⁴

³6 AM to 10 PM or until midnight with written parental and educational authorities

consent on day preceding a school day and until midnight on day preceding a non-

⁴This provision does not apply to minors employed in resort hotels or restaurants in

NEW YORK CITY DISTRICT

Brooklyn, NY 11217

(212) 775-3880

ROCHESTER DISTRICT

276 WARING ROAD

(585) 258-4550

ROCHESTER, NY 14609

REV. 11/2023

Rooм 104

There is a direct relationship between one or more of the previous criminal

the issuance or continuation of the license or the granting or continuation

safety or welfare of specific individuals or the general public

§753. Factors to be considered concerning a previous criminal conviction;

presumption. 1. In making a determination pursuant to section seven hundred fifty

two of this chapter, the public agency or private employer shall consider the following

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

The specific duties and responsibilities necessarily related to the license or

The bearing, if any, the criminal offense or offenses for which the person was

The time which has elapsed since the occurrence of the criminal offense or

The age of the person at the time of occurrence of the criminal offense or

Any information produced by the person, or produced on his behalf, in regard

The legitimate interest of the public agency or private employer in protecting

property, and the safety and welfare of specific individuals or the general

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

§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

§755. Enforcement. 1. In relation to actions by public agencies, the provisions of this

2. In relation to actions by private employers, the provisions of this article shall be

enforceable by the division of human rights pursuant to the powers and procedure

set forth in article fifteen of the executive law, and, concurrently, by the New York city

article shall be enforceable by a proceeding brought pursuant to article seventy-eight of

previously convicted will have on his fitness or ability to perform one or more

of the employment would involve an unreasonable risk to property or to the

offenses and the specific license or employment sought or held by the

55 HANSON PLACE

11_{TH} Floor

school day with written parental consent.

WAGE AND HOUR DIVISION

Industry or Occupation

All occupations except farm

vork, newspaper carrier and

All occupations except farm

work, newspaper carrier and

All occupations except farm

work, newspaper carrier and

All occupations except farn

All occupations except farm

vork, newspaper carrier and

land harvest of berries, fruit

ewspapers, shopping papers

or periodicals to homes or

Self-employed work in public

places selling newspapers or work as a bootblack

work, newspaper carrier and

treet trades.

treet trades.

treet trades

treet trades

and vegetables

Anv farm work

business places.

The Employer must post a schedule of work hours for minors under 18 years old in the establishment.

 st If a minor is seriously injured or dies while illegally employed, the penalty is three times the maximum penalty.

295 Main Street

RUFFAIO NY 14203

(716) 847-7141

Syracuse District

Syracuse, NY 13202

(315) 428-4057

333 East Washington Street

SUITE 914

Room 121

Also, Section 14A of the Workers' Compensation Law provides double compensation and death benefits for minors illegally employed

An Employment Certificate (Working Paper) is required for all employed minors under 18 years old.

¹Students 14 and 15 enrolled in an approved work/study program may work 3 hours on a

2Students 16 and 17 enrolled in an approved Cooperative Education Program may work

up to 6 hours on a day preceding a school day other than a Sunday or Holiday when

school is in session, as long as the hours are in conjunction with the Program.

school day, 23 hours in any one-week when school is in session.

First violation: maximum \$1,000*

Second violation: maximum \$2,000*

Third or more violations: maximum \$3,000*

Note: There are many prohibited occupations for minors in New York State.

New York State Department of Labor, Division of Labor Standards

752. Unfair discrimination against persons previously convicted of one or

§750. Definitions. For the purposes of this article, the following terms shall have the

"Private employer" means any person, company, corporation, labor

organization or association which employs ten or more persons.

"Public agency" means the state or any local subdivision thereof, or any state

"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,

"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.

of vocational or educational training. Provided, however, that "employment"

shall not, for the purposes of this article, include membership in any law

§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

of one or more criminal offenses in this state or in any other jurisdiction preceded such

pardon, certificate of relief from disabilities or certificate of good conduct. Nothing in this

urisdiction, and to any license or employment held by any person whose conviction

employment or granting of a license, except where a mandatory forfeiture, disability

or har to employment is imposed by law, and has not been removed by an executive

article shall be construed to affect any right an employer may have with respect to an

§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 been convicted of one or more criminal offenses.

by a prospective employee or previously made by a current employee

intentional misrepresentation in connection with an application for employment made

"Employment" means any occupation, vocation or employment, or any form

753. Factors to be considered concerning a previous criminal conviction

754. Written statement upon denial of license or employment.

or local department, agency, board or commission.

opportunity, or job in question

enforcement agency.

nuestions, please send them to one of the offices listed below at:

Penalties for Child Labor Laws violations:

UNITED STATES DEPARTMENT OF LABOR

FED

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR **BEGINNING JULY 24, 2009**

FED

NY

The law requires employers to display this poster where employees can readily see it.

OVERTIME PAY

At least 1% times the regular rate of pay for all hours worked over 40 in a workweek. An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14

and 15 years old may work outside school hours in various non-manufacturing, non-

nining, non-hazardous jobs with certain work hours restrictions. Different rules apply in

agricultural employment

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make

The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child's birth each time e employee needs to express breast milk. Employers must provide a place, other than

of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the

ENFORCEMENT

ADDITIONAL INFORMATION nents are exempt from the minimum wage, Certain occupations and establishr and/or overtime pay provisions. Certain narrow exemptions also apply to the pump at work requirements.

a bathroom, that is shielded from view and free from intrusion from coworkers and the

liquidated damages in instances of minimum wage, overtime, and other violations. The

Department may litigate and/or recommend criminal prosecution. Employers may be

assessed civil money penalties for each willful or repeated violation of the minimum

wage or overtime pay provisions of the law. Civil money penalties may also be assessed or violations of the FLSA's child labor provisions. Heightened civil money penalties

may be assessed for each child labor violation that results in the death or serious injury

The Department has authority to recover back wages and an equal amount in

public, which may be used by the employee to express breast milk.

Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico. Some state laws provide greater employee protections; employers must

comply with both. Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not.

Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates

1-866-487-9243 DEPARTMENT OF LABOR WAGE AND HOUR DIVISION LINITED STATES OF AMERICA UNITED STATES DEPARTMENT OF LABOR

REV. 04/2023

\$16.00

\$24.00

LABOR

Department of Labor

WE ARE YOUR DOL

NEW YORK DEPARTMENT OF LABOR

Minimum Wage hourly rates effective 1/1/2024 – 12/31/2024

New York City

| Large Employers (11 or more employees) | | |
|--|---------|--|
| Minimum Wage | \$16.00 | |
| Overtime after 40 hours | \$24.00 | |
| Tipped workers | \$16.00 | |

| Overtime after 40 hours | \$24.00 |
|---------------------------------------|---------|
| Long Island and Westchester County | |
| Minimum Wage | \$16.00 |
| Overtime after 40 hours | \$24.00 |
| | |

| Long Island and Westchester County | | Remainder of New York State | | |
|---------------------------------------|---------------------------------|---|---------|--|
| inimum Wage | \$16.00 | Minimum Wage | \$15.0 | |
| ertime after 40 hours | \$24.00 | Overtime after 40 hours | \$22.50 | |
| ped workers | \$16.00 | Tipped workers | \$15.00 | |
| ertime after 40 hours | \$24.00 | Overtime after 40 hours | \$22.50 | |
| If you | have questions need more inform | ation or want to file a complaint, please visit | | |

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

minimum wage rate, and cannot take any 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

summaries, which are available online.

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 Exceptions: Overtime is not required for salaried professionals, or for executives

> Call-in pay – If you go to work as scheduled and your employer sends you home early, you may be entitled to extra hours of pay at the minimum wage rate for

> **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 Poster

REV. 11/2023

Post in Plain View

NOTICE: This state has its own minimum wage law, Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the ral minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

NY

New York State

THIS ESTABLISHMENT IS SUBJECT TO THE NEW YORK STATE HUMAN RIGHTS LAW DISCRIMINATION BASED UPON AGE, RACE, CREED, COLOR, NATIONAL ORIGIN, SEXUA ORIENTATION, MILITARY STATUS, SEX, PREGNANCY, GENDER IDENTITY OR EXPRESSION,

ALL EMPLOYERS (until February 8, 2020, only employers with 4 or more

APPRENTICESHIP TRAINING PROGRAMS

pregnancy-related conditions; domestic violence victim status

protected from all discrimination described above.

ACTIVITIES OF REAL ESTATE BROKERS AND SALES PEOPLE

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 Age is not a covered classification relative to public accommodations.

easonable accommodations for persons with disabilities may also be required **EDUCATION INSTITUTIONS** All public schools and private nonprofit schools, at all education levels, excluding those ADVERTISING AND APPLICATIONS RELATING TO EMPLOYMENT, REAL ESTATE.

PLACES OF PURILIC ACCOMMODATION AND CREDIT TRANSACTIONS MAY NOT **EXPRESS ANY DISCRIMINATION** 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

retaliated against. FOR FURTHER INFORMATION, WRITE OR CALL THE DIVISION'S NEAREST OFFICE.

prohibited. You may file a complaint with the Division if you have been

HEADOUARTERS ONE FORDHAM PLAZA, 4TH FLOOR, BRONX, NY 10458

Attention Miscellaneous

Industry Employees

| | | • |
|--------------------------------------|---------|-------------------------|
| oyers (11 or more employees) | | Small Employers |
| lage | \$16.00 | Minimum Wage |
| nours | \$24.00 | Overtime after 40 hours |
| | 444.00 | Time and accordance |

| | Tipped workers | \$16.00 |
|----------------|-------------------------|---------|
| | Overtime after 40 hours | \$24.00 |
| | Remainder of | |
| New York State | | |
| | Minimum Wage | \$15.00 |
| | Overtime after 40 hours | \$22.50 |

Small Employers (**10 or less** employees)

$\underline{www.labor.ny.gov/minimumwage} \ or \ call: \textbf{1-888-469-7365}.$

Tips – Beginning December 31, 2020, your employer must pay the full applicable

you anything else. The rates and requirements are set forth in wage orders and

and administrative staff whose weekly salary is more than 75 times the minimum

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

DISABILITY OR MARITAL STATUS IS PROHIBITED BY THE NEW YORK STATE HUMAN RIGHTS LAW. SEXUAL HARASSMENT OR HARASSMENT BASED UPON ANY OF THESE PROTECTED

employees are covered), EMPLOYMENT AGENCIES, LABOR ORGANIZATIONS AND 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; 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 erform the essential functions of a job in a reasonable mann

Also covered: domestic workers are protected from harassment and retaliation; interns and nonemployees working in the workplace (for example temp or contract workers) are RENTAL, LEASE OR SALE OF HOUSING, LAND AND COMMERCIAL SPACE, INCLUDING

Also prohibited: discrimination on the basis of lawful source of income (for example ousing vouchers, disability benefits, child support); familial status (families with children or being pregnant); prior arrest or sealed conviction; commercial boycotts or Reasonable accommodations and modifications for persons with disabilities may also

personas con discapacidades.

HOSPITALS AND MEDICAL OFFICES, CLUBS, PARKS AND GOVERNMENT OFFICES

GOBIERNO. Excepción:

que sea necesario realizar arreglos razonables para personas con discapacidades INSTITUCIONES EDUCATIVAS excluvendo escuelas dirigidas por organizaciones religiosa PUBLICIDAD Y SOLICITUDES RELACIONADAS CON EL EMPLEO, LOS INMUEBLES,

DEBEN EXPRESAR NINGUN ACTO DISCRIMINATORIO Si desea presentar una demanda formal ante la División de Derechos Humanos, debe se ofrecen sin cargo.

la División v 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 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

NY Division of Labor Standards **WE ARE YOUR DOL** Harriman State Office Campus

NEW YORK STATE Department of Labor 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 specifically indicates otherwise: "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 employers "Employer" means any person, firm, partnership, institution, corporation, or association that employs one or more employees.

"Law, rule or regulation" includes: (i) any duly enacted federal, state or local statute or ordinance or executive order; (ii) any rule o regulation promulgated pursuant to such statute or ordinance or executive order; or (iii) any judicial or administrative decision, ruling

"Public body" includes the following: the United States Congress, any state legislature, or any employee thereof: any federal, state, or local court, or any member or

any federal, state, or local regulatory, administrative, or public agency or authority, or instrumentality thereof; any federal, state, or local law enforcement agency.

prosecutorial office, or police or peace officer; any federal, state or local department of an executive branch of government; or any division, board, bureau, office, committee, or commission of any of the public bodies described in subparagraphs (i) through (v) of this paragraph. "Retaliatory action" means an adverse action taken by an

employer or his or her agent to discharge, threaten, penalize, former employee exercising his or her rights under this section, including (i) adverse employment actions or threats to take such adverse employment actions against an employee in the terms of conditions of employment including but not limited to discharge, suspension, or demotion; (ii) actions or threats to take such action that would adversely impact a former employee's current or future employment; or (iii) threatening to contact or contacting United States immigration authorities or otherwise reporting or threatening to report an employee's suspected citizenship or immigration status or the suspected citizenship or immigration status of an employee' family or household member, as defined in subdivision two of

section four hundred fifty-nine-a of the social services law, to a federal, state, or local agency "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

Prohibitions. An employer shall not take any retaliatory action against an employee, whether or not within the scope of the employee's job duties, because such employee does any of the following discloses, or threatens to disclose to a supervisor or to a public body an activity, policy or practice of the employer that the employee

> the employee reasonably believes poses a substantial and specific danger to the public health or safety; provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into any such activity, policy or practice by such employer; or To Be Posted Conspicuously in easily accessible and well-lighted places

> > customarily frequented by employees and applicants for employment.

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

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, EMBARAZO, IDENTIDAD O EXPRESIÓN DE GÉNERO. DISCAPACIDAD O 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 empleadore 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 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

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 rabajadores temporarios o contratantes) están protegidos de toda discriminación descrita arriba. ALOUILER, ARRENDAMIENTO O VENTA DE VIVIENDA, TERRENO O ESPACIO

COMERCIAL INCLUYENDO ACTIVIDADES DE AGENTE DE BIENES RAÍCES Y También esta prohibido: la discriminación a base de fuente de ingreso legal (por ejemplo vales, beneficios de discapacidad, manutención de niños); estado familiar (familias cor 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

(1) alguiler 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

(3) alquiler de una habitación por parte del ocupante de una casa o apartamento (4) venta, alquiler 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 (poi

eiemplo, familias con hijos) TODAS TRANSACCIONES CREDITICIAS INCLUVENDO FINANCIAMENTO PARA LA COMPRA, MANTENIMIENTO Y REPARACION DE VIVIENDAS LUGARES DE ALOJAMIENTO PÚBLICO, COMO RESTAURANTES, HOTELES, HOSPITALES Y CONSULTORIOS MÉDICOS, CLUBS, PAROLLES Y OFFICINAS DEL

La edad no es una clasificación cubierta respecto a los alojamientos públicos. Es posible Todas las escuelas publicas y escuelas privadas sin ánimo de lucro, en todos los niveles.

LOS LUGARES DE ALOJAMIENTO PÚBLICO Y LAS TRANSACCIONES CREDITICIAS NO

hacerlo dentro de un año desde que ocurra la discriminación. Los servicios de la División 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 anti-

objects to, or refuses to participate in any such activity, policy or

Application. The protection against retaliatory action provided by paragraph

(a) of subdivision two of this section pertaining to disclosure to a public body

shall not apply to an employee who makes such disclosure to a public body

unless the employee has made a good faith effort to notify his or her employe

by bringing the activity, policy or practice to the attention of a supervisor of

the employer and has afforded such employer a reasonable opportunity to

required where

correct such activity, policy or practice. Such employer notification shall not be

there is an imminent and serious danger to the public health or

the employee reasonably believes that reporting to the supervisor

would result in a destruction of evidence or other concealment of the

such activity, policy or practice could reasonably be expected to lead

the employee reasonably believes that reporting to the supervisor

the employee reasonably believes that the supervisor is already

aware of the activity, policy or practice and will not correct such

An employee who has been the subject of a retaliatory action in

violation of this section may institute a civil action in a court of

competent jurisdiction for relief as set forth in subdivision five of

this section within two years after the alleged retaliatory action

Any action authorized by this section may be brought in the county

employer has its principal place of business. In any such action, the

It shall be a defense to any action brought pursuant to this section

that the retaliatory action was predicated upon grounds other than

the employee's exercise of any rights protected by this section.

the retaliatory action, or to an equivalent position, or front pay in

the compensation for lost wages, benefits and other remuneration;

the payment by the employer of reasonable costs, disbursements

a civil penalty of an amount not to exceed ten thousand dollars:

the payment by the employer of punitive damages, if the violation

Employer relief. A court, in its discretion, may also order that reasonable

if the court determines that an action brought by an employee under this

attorneys' fees and court costs and disbursements be awarded to an employe

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 contract.

Publication. Every employer shall inform employees of their protections, rights

and obligations under this section, by posting a notice thereof. Such notices

shall be posted conspicuously in easily accessible and well-lighted places

customarily frequented by employees and applicants for employment.

was willful, malicious or wanton.

section was without basis in law or in fact.

the reinstatement of full fringe benefits and seniority rights;

Relief. In any action brought pursuant to subdivision four of this section, the

an injunction to restrain continued violation of this section: the reinstatement of the employee to the same position held before

in which the alleged retaliatory action occurred, in the county

in which the complainant resides, or in the county in which the

would result in physical harm to the employee or any other person

to endangering the welfare of a minor;

parties shall be entitled to a jury trial.

court may order relief as follows:

activity, policy or practice.

Text: HOPENY (467369)

NY

VETERAN BENEFITS AND SERVICES

The following resources and hotlines are available at no-cost to help veterans understand their rights, protections, benefits, and accommodations:

Department of Labor, Division of Veterans' Services

MENTAL HEALTH AND SUBSTANCE ABUSE RESOURCES

All calls and texts are free and confidential U.S. Department of Veterans Affairs Veterans Crisis Line: www.veteranscrisisline.net Call: 988, press 1 Text: 838255 Suicide and Crisis Lifeline: www.veteranscrisisline.net

Crisis Textline Chat: crisistextline.org NYS Office of Mental Health (OMH): www.omh.ny.gov NYS Office of Addiction Services and Supports (OASAS): www.oasas.ny.gov/hopeline Call: 1-877-8-HOPENY (467469)

LEGAL SERVICES Veterans Treatment Courts (VTC): ww2.nycourts.gov/courts/problem_solving/vet/courts.shtml Email: ProblemSolving@courts.state.nv.us NYS Defenders Association Veteran Defense Program:

NEW

YORK

STATE

www.nysda.org/page/AboutVDP

Website: veterans.ny.go Help Line: 1-888-838-7697 Email: DVSInfo@veterans.ny.gov Services: Legal, education, employment and

TAX BENEFITS **NYS Department of Tax and Finance**

Property tax exemptions tax.ny.gov/pit/property/exemption/vetexempt.htm

Veteran Readiness and Employment (VR&E) Program: New York State Civil Service Credits for Veterans Program: www.cs.ny.gov

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

NEW YORK STATE DEPARTMENT OF VETERANS' SERVICES

Department of

Veterans' Services

not included on the New York Labor Law Poster but should be posted separately. Model plans are available from the state Department of Labor.

volunteer, financial, health care, and more.

Information for military personnel and veterans tax.ny.gov/pit/file/military_page.htm

EDUCATION, WORKFORCE, AND TRAINING RESOURCES

NYS Department of Motor Vehicles Veteran Status Designation Photo Document:

NEW YORK STATE DEPARTMENT OF LABOR VETERANS' PROGRAM

Website: dol.ny.gov/services-veterans Help Line: 1-888-469-7365 Email: Ask.Vets@labor.ny.gov Services: Workforce and training resources, unemployment insurance the Experience Counts program, and more.

WE ARE YOUR DOL

The New York State Department of Labor is an Equal Opportunity Employer/Program.

dmv.ny.gov/more-info/veteran-statusdesignation-photo-docume

Veteran License Plate: dmv.ny.gov/plates/military-and-veterans

Department YORK of Labor STATE

Auxiliary aides and services are available upon request and free of charge to individuals with disabilities TTY/TDD 711 or 1-800-662-1220 (English) / 1-877-662-4886. REV. 03/2023

IT DOES NOT FULFILL THE HERO ACT POSTING REQUIREMENT. nsurance carrier or the appropriate state agency to obtain a copy of this state's Workers' Compensation posting or notice of compliance/certificate of insurance. Employees should

refer to the Workers' Compensation posting or notice of compliance/certificate of insurance furnished by the state or the employer's insurance carrier for information about Workers

NOTICE: Under the New York Health and Essential Rights Act, employers must post their girborne infectious disease exposure prevention plan. Because a plan is company-specific, it is

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S WORKERS' COMPENSATION POSTING REQUIREMENT. NOTICE: Employers must contact their local unemployment office or the state agency responsible for unemployment compensation to receive the official Unemployment Insurance posting. Employees should contact their local unemployment office for information on how to claim unemployment benefits.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S UNEMPLOYMENT INSURANCE POSTING NOTICE: Employers must post the Paid Family Leave Notice of Compliance provided by their insurance carrier. An employer who is self-insured can obtain this notice from the

> THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S PAID FAMILY LEAVE POSTING REQUIREMENT.

The notification may be published in an employee handbook or posted in a central location. More information is available from the New York Department of Labor.

NOTICE: The New York Department of Labor requires employers to provide employees with written notification of their rights under

Labor Law §202-j, Leave of absence for blood donation granted to employees

Labor Law §206-c, Right of nursing mothers to express breast milk

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THE NOTIFICATION REQUIREMENTS FOR BLOOD DONATION LEAVE OR THE RIGHTS OF NURSING MOTHERS.

FED

FEDERAL

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the

conduct and length of the test. Examinees have a number of specific rights, including the right to a

written notice before testing, the right to refuse or discontinue a test, and the right not to have test

1-866-487-9243

Days Per Week

REV. 02/2022

Permitted Hours

7 AM to 7 PM

6 AM to 10 PM³

' AM to 9 PM June 21

6 AM to Midnight⁴

6 AM to Midnight⁴

June 21 to Labor Day

7 AM to 7 PM.

Day after Labor Day to

June 20, 9 AM to 4 PM

ninutes prior to sunset

whichever is later

6 AM to 7 PM

www.dol.gov/agencies/whd

who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.)

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 lie detector tests.

violators. Employees or job applicants may also bring their own court actions

that resulted in economic loss to the employer.

EXAMINEE RIGHTS

ENFORCEMENT

YOUR EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

What is FMLA leave?

The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying famil and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees.

Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period for: The birth, adoption or foster placement of a child with you,

Your serious mental or physical health condition that makes you unable to work

To care for your spouse, child or parent with a serious mental or physical health condition, and Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember An eliqible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take up to 26 workweeks of FMLA leave in a single 12-month period to care for the servicemember.

You have the right to use FMLA leave in one block of time. When it is medically necessary or otherwise permitted, you may take FMLA leave intermittently in separate blocks of time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet FMLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any employer-provided paid leave if your

employer's paid leave policy covers the reason for which you need FMLA leave.

Am I eligible to take FMLA leave? You are an **eligible employee** if **all** of the following apply: You work for a covered employer.

You have worked for your employer at least 12 months

You have at least 1,250 hours of service for your employer during the 12 months before your leave, and Your employer has at least 50 employees within 75 miles of your work location. Airline flight crew employees have different "hours of service" requirements You work for a **covered employer** if **one** of the following applie.

You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendary

You work for an elementary or public or private secondary school, or You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of

How do I request FMLA leave?

same reason when requesting additional leave

reemployment;

FED

FED

/, to request FMLA leave you must: Follow your employer's normal policies for requesting leave, Give notice at least 30 days before your need for FMLA leave, or

If advance notice is not possible, give notice as soon as possible. You do not have to share a medical diagnosis but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You must also inform your employer if FMLA leave was previously taken or approved for the

Your employer may request certification from a health care provider to verify medical leave and may request certification of a qualifying The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights

What does my employer need to do?

About your FMLA rights and responsibilities, and

If you are eligible for FMLA leave, your **employer must** Allow you to take job-protected time off work for a qualifying reason, Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave Your employer cannot interfere with your FMLA rights or threaten or punish you for exercising your rights under the law. For example

After becoming aware that your need for leave is for a reason that may gualify under the FMLA, your employer must confirm whether

you are eligible or not eligible for FMLA leave. If your employer determines that you are eligible, your employer must notify you in

your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation.

State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions.

Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel

How much of your requested leave, if any, will be FMLA-protected leave. Where can I find more information? Call 1-866-487-9243 or visit dol.gov/fmla to learn mo If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your

If you leave your job to perform military service, you have the right to elect to continue your existing employer-based

Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your

employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing

The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve

For assistance in filing a complaint, or for any other information on USERRA, contact VETS at ${\bf 1-866-4-USA-DOL}$ or

If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on

the internet at this address: https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify

employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they

Protected Veteran Status

contractors under these Federal laws.

You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

visit its website at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be viewed at

health plan coverage for you and your dependents for up to 24 months while in the military.

Department of Justice or the Office of Special Counsel, as applicable, for representation

condition exclusions) except for service-connected illnesses or injuries.

employer in court. Scan the OR code to learn about our WHD complaint process. DEPARTMENT OF LABOR UNITED STATES OF AMERICA

SCAN ME

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

REV. 04/2023

REV. 05/2022

YOUR RIGHTS UNDER USERRA

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster

ENFORCEMENT

complaints of USERRA violations

customarily place notices for employees

https://webapps.dol.gov/elaws/vets/userra

Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

any benefit of employmen

you ensure that your employer receives advance written or verbal notice of your service; you have five years or less of cumulative service in the uniformed services while with that particular employer you return to work or apply for reemployment in a timely manner after conclusion of service: and you have not been separated from service with a disqualifying discharge or under other than honorable conditions

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and:

If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job. RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

are a past or present member of the uniformed service: • are obligated to serve in the uniformed service: have applied for membership in the uniformed then an employer may not deny you initial employment: promotion; or

retention in employment because of this status. In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection

> U.S. Department of Labor • 1-866-487-2365 U.S. Department of Justice Office of Special Counsel Employer Support of the Guard and Reserve • 1-800-336-4590

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 at work or in applying for a job, the EEOC may be able to help. Who is Protected Employees (current and former), including managers and temporary employees Job applicants Union members and applicants for membership in a union

What Types of Employment Discrimination are Illegal? Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of: National origin

Sex (including pregnancy, childbirth, and related medical conditions, sexual

Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history) Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation

State and local governments (as employers)

What Organizations are Covered?

Most private employers

orientation, or gender identity)

Age (40 and older)

Educational institutions (as employers) Staffing agencies What Employment Practices can be Challenged as

Discriminatory? All aspects of employment, including Discharge, firing, or lay-off Harassment (including unwelcome verbal or physical conduct) Hiring or promotion

Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical condition; or a sincerely-held religious belief, observance or practice Classification

Obtaining or disclosing genetic information of employee

Requesting or disclosing medical information of employees

Conduct that might reasonably discourage someone from opposing

discrimination, filing a charge, or participating in an investigation or proceeding

Pay (unequal wages or compensation)

Referral

Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights, or someone assisting or encouraging someone else to exercise rights, regarding disability discrimination (including accommodation) or

What can You Do if You Believe Discrimination has Occurred? Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways: an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx

U.S. Equal Employment Opportunity Commission

Know Your Rights: Workplace Discrimination is Illegal

1-800-669-4000 (toll free) 1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone) an FFOC field office (information at www.eeoc.gov/field-office) info@eeoc.gov

Additional information about the EEOC, including

aspects of employment

nformation about filing a charge of discrimination, is

access telecommunications relay services. OFCCP may also be contacted by submitting **EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS**

the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from discrimination on the following bases Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin

Executive Order 11246, as amended, prohibits employment discrimination by Federal

contractors based on race, color, religion, sex, sexual orientation, gender identity, or

national origin, and requires affirmative action to ensure equality of opportunity in all

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforce

Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees Disability Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits,

iob training, classification, referral, and other aspects of employment by Federal contractors

Disability discrimination includes not making reasonable accommodation to the known

physical or mental limitations of an otherwise qualified individual with a disability

Asking About, Disclosing, or Discussing Pay

who is an applicant or employee, barring undue hardship to the employer. 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, including

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C.

4212, prohibits employment discrimination against, and requires affirmative action to

participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal

Any person who believes a contractor has violated its nondiscrimination or affirmative

recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans Retaliation Retaliation is prohibited against a person who files a complaint of discrimination,

U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, D.C. 20210 1-800-397-6251 (toll-free) If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to

action obligations under OFCCP's authorities should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP)

question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at https://www.dol.gov/agencies/ofccp/contac

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL

FINANCIAL ASSISTANCE Race, Color, National Origin, Sex n addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes

Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance. **Individuals with Disabilities** Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal

receives Federal financial assistance, you should immediately contact the Federal agency

or may cause discrimination in providing services under such programs. Title IX of the

REV. 06/27/2023

Rev. 04/14/2020

§ 3-110. Time allowed employees to vote. If 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 off so much working time as will, when added to his or her voting time outside his or her working hours, enable him or her to If an employee has four consecutive hours either between the opening of the polls and the beginning of his or her working shift, or between the end of his or her working shift and the closing of the polls, he or she shall be deemed to have sufficient time outside his or her working hours within which to vote. If he or she has less than four consecutive hours he

or she may take off so much working time as will, when added to his or her voting time outside his or her working hours enable him or her to vote, but not more than two hours of which shall be without loss of pay, provided that he or she shall be allowed time off for voting only at the beginning or end of his or her working shift, as the employer may designate, unless otherwise mutually agreed. If the employee requires working time off to vote the employee shall notify his 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

Not less than ten working 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

ATTENTION ALL EMPLOYEES TIME ALLOWED EMPLOYEES TO VOTE ON ELECTION DAY N.Y. ELECTION LAW SECTION 3-110¹ STATES THAT:

DESIGNATE, LINI ESS OTHERWISE MUTUALLY AGREED. YOU MUST NOTIFY YOUR EMPLOYER NOT LESS THAN 2 DAYS, BUT NOT MORE THAN 10 DAYS, BEFORE THE DAY OF THE ELECTION THAT YOU WILL TAKE TIME OFF TO VOTE.



Employers must:

of an eye.

notice shall be kept posted until the close of the polls on election day.

- All workers have the right to: A safe workplace. Raise a safety or health concern with
- retaliated against. Receive information and training on job hazards, including all hazardous substances
- the right to have a representative contact OSHA on your behalf.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

ONLINE

financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job. If you believe you have been discriminated against in a program of any institution which

providing such assistance

New York State Election Law (As amended by Chapter 56 of the Laws of 2020)

shall be kept posted until the close of the polls on Election Day.

IF YOU DO NOT HAVE 4 CONSECUTIVE HOURS TO VOTE, EITHER FROM THE OPENING OF THE POLLS TO THE BEGINNING OF YOUR WORKING SHIFT. OR BETWEEN THE END OF YOUR WORKING SHIFT AND THE CLOSING OF THE POLLS, YOU MAY TAKE OFF UP TO 2 HOURS, WITHOUT LOSS OF PAY, TO ALLOW YOU TIME TO VOTE IF YOU ARE YOU MAY TAKE TIME OFF AT THE BEGINNING OR END OF YOUR WORKING SHIFT, AS YOUR EMPLOYER MAY

¹Employers: Not less than ten working days before any Election Day, 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 law. Such notice



- your employer or OSHA, or report a workrelated injury or illness, without being
- in your workplace. Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- retaliated against for using your rights. See any OSHA citations issued to your

This poster is available free from OSHA.

Contact OSHA. We can help.

IT'S THE LAW!

against an employee for using any of their rights under the law, including raising a health

reporting a work-related injury or illness.

Provide employees a workplace free from

recognized hazards. It is illegal to retaliate

and safety concern with you or with OSHA, or

 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

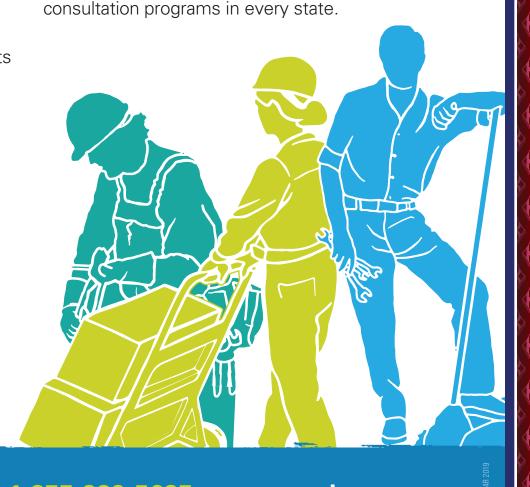
Provide required training to all workers in a

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



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

TWO ways to verify poster compliance! J. J. Keller & Associates, Inc. JJKeller.com/laborlaw **QR CODE** Scan with phone camera: 800-327-6868 Go to: JJKeller.com/LLPverify Enter this code: 69446-012024 FED-NY-ENG JAN2024 65838F

To update your labor law posters contact

62878

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REV. 02/2022