

# NEW YORK Labor Laws



## Minimum Wage

NEW YORK STATE Department of Labor <b>WORKING FOR YOU</b>		Attention Miscellaneous Industry Employees	
Minimum Wage hourly rates effective 1/1/2026 - 12/31/2026			
New York City		Small Employers (10 or less employees)	
Large Employers (11 or more employees)		Minimum Wage	\$17.00
Minimum Wage	\$17.00	Overtime after 40 hours	\$25.50
Tipped workers	\$17.00	Overtime after 40 hours	\$25.50
Long Island and Westchester County		Minimum Wage	\$17.00
Minimum Wage	\$17.00	Overtime after 40 hours	\$25.50
Tipped workers	\$17.00	Overtime after 40 hours	\$25.50

If you have questions, need more information or want to file a complaint, please visit [www.labor.ny.gov/minimum-wage](http://www.labor.ny.gov/minimum-wage) or call **1-888-469-7365**

- Credits and Allowances** that may reduce your pay below the minimum wage rates shown above:
- Tips** - Beginning December 31, 2020, your employer must pay the full applicable 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 you anything else. The rates and requirements are set forth in wage orders and summaries, which are available online.

## Minimum Wage Poster

LS 207

**NOTE:** 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 federal minimum wage. When 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.**

## Conviction

### Department of Labor NEW YORK CORRECTION LAW ARTICLE 23-A

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

- Section 750. Definitions.**
- 751. Applicability.**
- 752. Unfair discrimination against persons previously convicted of one or more criminal offenses prohibited.**
- 753. Factors to be considered concerning a previous criminal conviction; presumption.**
- 754. Written statement upon denial of license or employment.**
- 755. Enforcement.**
- 750. Definitions.** For the purposes of this article, the following terms shall have the following meanings:
- "Public agency" means the state or any local subdivision thereof, or any state or local department, agency, board or commission.
  - "Private employer" means any person, company, corporation, labor organization or association which employs ten or more persons.
  - "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.
  - "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.
  - "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 a 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.

**NOTE:** Under the New York Health and Essential Rights Act, employers must post their airborne infectious disease exposure prevention plan. Because a plan is company-specific, it is not included on the New York Labor Law Poster but should be posted separately. Model plans are available from the state Department of Labor.

**THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THE HERO ACT POSTING REQUIREMENT.**

**NOTE:** Employers must contact their local unemployment office or the state agency responsible for unemployment compensation to receive the official Unemployment Insurance posting. Employers 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 REQUIREMENT.**

**NOTE:** 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 Workers' Compensation Board.

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

**NOTE:** The New York Department of Labor requires employers to provide employees with written notification of their rights under: Labor Law §202-b, Leave of absence for blood donation granted to employees; Labor Law §206-c, Right of nursing mothers to express breast milk. 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.

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

**NOTE:** This state requires an employer to display a Workers' Compensation posting furnished by the employer's insurance carrier or a state agency. Employers should contact their insurance carrier or the appropriate state agency to obtain a copy of this Workers' Compensation posting or notice of compliance/certificate of insurance. Employers 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' Compensation.

**THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S WORKERS' COMPENSATION POSTING REQUIREMENT.**

## Discrimination

**NEW YORK STATE** Division of Human Rights 844-497-3471 [dhr.ny.gov](http://dhr.ny.gov)

**THIS ESTABLISHMENT IS SUBJECT TO THE NEW YORK STATE HUMAN RIGHTS LAW (EXECUTIVE LAW, ARTICLE 15)**

**Discrimination based upon age, race, creed, color, national origin, sexual orientation, military status, sex, pregnancy, gender identity or expression, citizenship or immigration status, disability, domestic violence victim status, familial status, or marital status is prohibited by the New York State Human Rights Law. Sexual harassment or harassment based upon any of these protected classes also is prohibited.**

**ALL EMPLOYERS, 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; pregnancy-related conditions. 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; 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 intended 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; also for-profit colleges, universities, licensed private career schools or certified colleges or state colleges/universities. **ADVERTISING AND APPLICATIONS RELATING TO EMPLOYMENT, REAL ESTATE, PLACES OF PUBLIC ACCOMMODATION AND CREDIT TRANSACTIONS MAY NOT EXPRESS ANY DISCRIMINATION** A complaint must be filed with the Division within one year for alleged acts of discrimination that occurred on or before 2/14/2024. Complaints for acts of discrimination that occur on or after 2/15/2024 may be filed within one year of the alleged act. A complaint alleging sexual harassment in employment that occurred on or after 08/12/2020 may be filed with three years of the alleged act. 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 NEAREST OFFICE. HEADQUARTERS: ONE FORDHAM PLAZA, 4TH FLOOR, BROOKLYN, NY 10458

## Division of Human Rights

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, ciudadanía o estatus migratorio, discapacidad, estado como víctima de violencia doméstica, estado familiar, o estado civil. También está prohibida el acoso sexual o el acoso por rasgos físicos de estas clases protegidas.

**TODOS LOS EMPLEADORES, AGENCIAS DE EMPLEO, ORGANIZACIONES DE TRABAJO Y PROGRAMAS DE CAPACITACIÓN DE APRENDIZES** 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 todas las áreas enumeradas a continuación) arresto previo o antecedentes penales; rasgos físicos o características genéticas predisponentes; las condiciones relacionadas con el embarazo. Es posible que sea necesario hacer acomodaciones razonables para personas con discapacidades y condiciones relacionadas con el embarazo incluyendo lactación. El arrendajo 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; internos y no empleados cuales trabajaban en el lugar de trabajo (por ejemplo trabajadores temporarios o contratantes) en áreas protegidas de toda discriminación descrita arriba. **ALQUILER, ARRENDAMIENTO O VENTA DE HOUSING, TERRENO O ESPACIO COMERCIAL INCLUYENDO ACTIVIDADES DE AGENTE DE BIENES RAICES Y ENDEUDADOS** También está prohibida: 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 sealada; 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) 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 o el cónyuge de dichas personas **TODAS TRANSACCIONES CREDITICIAS INCLUYENDO FINANCIAMIENTO PARA LA COMPRA, MANTENIMIENTO Y REPARACION DE VIVIENDAS LUGARES DE ALOJAMIENTO PÚBLICO, COMO RESTAURANTES, HOTELS, HOSPITALES Y CONSULTORIOS MÉDICOS, CLUBS, PARQUES Y OFICINAS 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 públicas y escuelas privadas sin ánimo de lucro, en todos los niveles, excluyendo escuelas dirigidas por organizaciones religiosas; institutos privados; escuelas profesionales autorizadas o escuelas certificadas de inglés como segundo idioma. **PUBLICIDAD Y SOLICITUDES RELACIONADAS CON EL EMPLEO, LOS INMUEBLES, LOS LUGARES DE ALOJAMIENTO PÚBLICO Y LAS TRANSACCIONES CREDITICIAS NO DEBEN EXPRESAR NINGUN ACTO DISCRIMINATORIO** Para actos que ocurren en 14/02/2024 o antes, debe presentarse su queja en un plazo de un año a partir del acto más reciente de presunto discriminación. Para actos realizados a partir del 15/02/2024, debe presentarse su queja en un plazo de tres años posterior al acto más reciente de presunto discriminación. Una denuncia que alega acoso sexual o el empleo que ocurrió a partir del 12/08/2020 puede presentarse con tres años del presunto acto. Los servicios de la División se ofrecen sin cargo. Si desea presentar una demanda ante el Tribunal Estatal, puede hacerlo en los tres años desde que ocurriera la discriminación. No puede presentar una demanda ante la División 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.** FOR FURTHER INFORMATION, WRITE OR CALL THE DIVISION'S NEAREST OFFICE. HEADQUARTERS: ONE FORDHAM PLAZA, 4TH FLOOR, BROOKLYN, NY 10458

## Whistleblower Protection

**Division of Labor Standards**  
Human Resources Office  
Building 12, Albany, NY 12242

**WE ARE YOUR DOL**

**NEW YORK STATE** Department of Labor  
[www.labor.ny.gov](http://www.labor.ny.gov)

**Notice of Employee Rights, Protections, and Obligations Under Labor Law Section 740 Prohibited Retaliatory Personnel Action by Employer**  
Effective January 26, 2022

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 employer who makes such disclosure to a public body unless the employer has made a good faith effort to notify his or her employer by bringing the activity, policy or practice to the attention of a supervisor of the employer and afforded such employee a reasonable opportunity to correct such activity, policy or practice. Such employer notification shall not be required where:

- there is an imminent and serious danger to the public health or safety;
- the employee reasonably believes that reporting to the supervisor would result in a destruction of evidence or other concealment of the activity, policy or practice;
- such activity, policy or practice could reasonably be expected to lead to endangering the welfare of a minor;
- the employee reasonably believes that reporting to the supervisor would result in physical harm to the employee or any other person; or
- the employee reasonably believes that the supervisor is already aware of the activity, policy or practice and will not correct such activity, policy or practice.

4. Violation remedy:

- An employee who has been the subject of a retaliatory action in violation of this section may institute an action in court of competent jurisdiction for relief as set forth in subdivision five of this section within two years after the alleged retaliatory action was taken.
- Any action authorized by this section may be brought in the county in which the alleged retaliatory action occurred, in the county in which the complainant resides, or in the county in which the employer has its principal place of business. In any such county, the parties shall be entitled to a jury trial.
- 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.

5. Relief: In any action brought pursuant to subdivision four of this section, the court may order relief as follows:

- an injunction to restrain continuation of this section;
- the reinstatement of the employee to the same position held before the retaliatory action, or to an equivalent position, or front pay in lieu thereof;
- the reinstatement of full fringe benefits and seniority rights;
- the compensation for lost wages, benefits and other emoluments;
- the payment by the employer of reasonable costs, disbursements, and attorney's fees;
- a civil penalty of an amount not to exceed one thousand dollars; and/or
- the payment by the employer of punitive damages, if the violation was willful, malicious or wanton.

6. Employer relief: A court, in its discretion, may also order that reasonable attorney's fees and court costs and disbursements be awarded to an employer if the court determines that an action brought by an employee under this section was without basis in law or in fact.

7. 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.

8. Publication: Every employer shall inform employees of their protections, rights and obligations under this section, by posting a notice there. Such notices shall be posted conspicuously in easily accessible and well-lit places customarily frequented by employees and applicants for employment.

**To Be Posted Conspicuously in easily accessible and well-lit places customarily frequented by employees and applicants for employment.**

REV. 02/2022

## Discrimination Certain Activities

### Department of Labor Discrimination against the Engagement in Certain Activities New York Labor Law Section 201-D

- Definitions. As used in this section:
  - "Political activities" shall mean (i) running for public office, (ii) campaigning for a candidate for public office, or (iii) participating in fund-raising activities for the benefit of a candidate, political party or political advocacy group.
  - "Recreational activities" shall mean any lawful, leisure-time activity, which the employee receives compensation and which is generally engaged in for recreational purposes, including but not limited to sports, games, hobbies, exercise, reading and the viewing of television, movies and similar material.
  - "Work hours" shall mean, for purposes of this section, all time, including paid and unpaid breaks and meal periods, that the employee is suffered, permitted or expected to be engaged in work, and all time the employee is actually engaged in work. This definition shall not be restricted to determining hours worked for which an employee is entitled to compensation under any law including article nineteen of this chapter.
- "Political matters" shall mean matters relating to elections for political office, political parties, legislation, regulation and the decision to join or support any political party or political, civil, community, fraternal or labor organization.
- "Religious matters" shall mean matters relating to religious affiliation and practice and the decision to join or support any religious organization or association.
- Unless otherwise provided by law, it shall be unlawful for any employer or employment agency to refuse to hire, employ or license, or to discharge from employment or otherwise discriminate against an individual in compensation, promotion or terms, conditions or privileges of employment because of:
  - an individual's political activities outside of working hours, off of the employer's premises and without use of the employer's equipment or property, if such activities are legal, provided, however, that this paragraph shall not apply to persons whose employment is defined in paragraph six of subdivision (a) of section seventy-nine-h of the civil rights law, and provided further that this paragraph shall not apply to persons who would otherwise be prohibited from engaging in political activity pursuant to chapter 15 of title 5 and subchapter III of chapter 23 of title 5 of the USA;
  - an individual's legal use of consumable products, including cannabis in accordance with state law, prior to the beginning or after the conclusion of the employer's work hours, and off of the employer's premises and without use of the employer's equipment or other property;
  - an individual's legal recreational activities, including cannabis in accordance with state law, outside work hours, off of the employer's premises and without use of the employer's equipment or other property;
  - an individual's membership in a union or any exercise of rights granted under Title 29, USA, Chapter 7 or under article fourteen of the civil service law; or
  - an individual's refusal to: (i) attend an employer-sponsored meeting with the employer or its agent, representative or designee, the primary purpose of which is to communicate the employer's opinion concerning religious or political matters; or (ii) listen to speech or communications, the primary purpose of which is to communicate the employer's opinion concerning religious or political matters.
- The provisions of subdivision two of this section shall not be deemed to protect activity which:
  - creates a material conflict of interest related to the employer's trade secrets, proprietary information or other proprietary or business interest;
  - is with respect to employees of a state agency as defined in sections seventy-three and seventy-four of the public officers law respectively, or participating in any communications with the employer or its agent, representative or designee, any symposium or an academic program at such institutions; (iii) casual conversations between employees or between an employer and an agent, representative or designee of an employer, provided participation in such conversations is not required; or (iv) a requirement limited to the employer's managerial and supervisory employees.
- Where a violation of this section is alleged to have occurred, the attorney general may apply in the name of the people of the state of New York to an order enjoining or restraining the commission or continuance of the alleged unlawful acts. In any such proceeding, the court may impose a civil penalty in the amount of three hundred dollars for the first violation and five hundred dollars for each subsequent violation.
- In addition to any other penalties or actions otherwise applicable pursuant to this chapter, where a violation of this section is alleged to have occurred, an aggrieved individual may commence an action for equitable relief and damages.
- Nothing in this section shall prohibit: (i) an employer or its agent, representative or designee from communicating to its employees any information that the employer is required by law to communicate, or by the extent of such legal requirement; (ii) an employer or its agent, representative or designee from communicating to its employees any information that is necessary for such employees to perform their job duties; (iii) an institution of higher education, or any agent, representative or designee of such institution, from meeting with or participating in any communications with its employees or its agent, representative or designee, any symposium or an academic program at such institutions; (iv) casual conversations between employees or between an employer and an agent, representative or designee of an employer, provided participation in such conversations is not required; or (v) a requirement limited to the employer's managerial and supervisory employees.
- The provisions of this section shall not apply to a religious corporation, entity, association, educational institution or society that is exempt from the requirements of Title VII of the Civil Rights Act of 1964 pursuant to 42 USC 2000e-1(a) with respect to religion matters to employees who perform work connected with the activities undertaken by such religious corporation, entity, association, educational institution or society.
- Every employer shall post a sign in every workplace at the location or locations where notices to employees are normally posted, to inform employees of their rights pursuant to this section.

## Child Labor

### WE ARE YOUR DOL NEW YORK STATE Department of Labor 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	Maximum			Permitted Hours	
		Daily Hours	Weekly Hours	Days Per Week		
Attending School, When school is in session:	14 and 15	All occupations except farm work, newspaper carrier and street trades	3 hours on school days, 8 hours on other days.	18'	6	7 AM to 7 PM
	16 and 17	All occupations except farm work, newspaper carrier and street trades.	4 hours on days preceding school days: Monday, Tuesday, Wednesday, Thursday, 8 hours on Friday, Saturday, Sunday and Holidays*.	28'	6'	6 AM to 10 PM†
Attending School, When school is not in session (vacation):	14 and 15	All occupations except farm work, newspaper carrier and street trades.	8 hours	48'	6	7 AM to 9 PM June 21 to Labor Day
	16 and 17	All occupations except farm work, newspaper carrier and street trades.	8 hours*	48'	6'	6 AM to Midnight†
Not Attending School:	16 and 17	All occupations except farm work, newspaper carrier and street trades.	8 hours*	48'	6'	6 AM to Midnight†
	12 and 13	Hand harvest of berries, fruits and vegetables.	4 hours	-----	-----	June 21 to Labor Day, 7 AM to 7 PM, Day after Labor Day to June 29, 9 AM to 4 PM, -----
Farm Work:	14 to 18	Any farm work.	-----	-----	-----	-----
	11 to 18	Deliver, or sells and delivers newspapers, 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
Newspaper Carriers:	11 to 18	Deliver, or sells and delivers newspapers, 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
	14 to 18	Self-employed work in public places selling newspapers or work as a bookstand.	4 hours on school days, 5 hours on other days.	-----	-----	6 AM to 7 PM

\* Students 14 and 15 enrolled in an approved work/study program may work 3 hours on a school day, 23 hours in any one-week when school is in session.

† Students 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.

#### Additional Child Labor Law Information

- The Employer must post a schedule of work hours for minors under 18 years old in the establishment.
- An Employment Certificate (Working Paper) is required for all employed minors under 18 years old.
- Penalties for Child Labor Law Violations:
- First violation: maximum \$1,000\*
  - Second violation: maximum \$2,000\*
  - Third or more violations: maximum \$3,000\*

\* If a minor is seriously injured or dies while illegally employed, the penalty is three times the maximum penalty. Also, Section 144 of the Workers' Compensation Law provides double compensation and death benefits for minors illegally employed. Note: There are many prohibited occupations for minors in New York State. 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 questions, please send them to one of the offices listed below: New York State Department of Labor, Division of Labor Standards:

<b>Albany District</b> 1220 Westmonte Ave. Box 1220 Albany, NY 12226 (518) 457-2730	<b>Berkshire District</b> 295 Main Street Suite 914 Burlington, NY 12023 (716) 847-7141	<b>New York City District</b> 55 Broad St. 11th Floor Brooklyn, NY 11217 (718) 275-3880	<b>Saratoga District</b> 333 East Westmonte Street Room 121 Saratoga, NY 12137 (518) 428-4657
<b>Bronx District</b> 55 Mazon Place 11th Floor Bronx, NY 11217 (212) 775-3719	<b>Cattaraugus District</b> 400 Oak Street Suite 102 Getzville, NY 11750 (516) 394-8195	<b>Rochester District</b> 276 Warren Road Room 104 Rochester, NY 14609 (585) 258-4550	<b>Westchester District</b> 120 Bowness Road West Point, NY 10605 (914) 997-9521

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## Vote

### New York State Election Law (As amended by Chapter 55 of the Laws of 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 that he or she may vote, at any election, he or she may, without loss of pay for no more than 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 vote.
  - If an employer has four consecutive hours without 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 a much working time as will, when added to his or her working 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 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 employer requires working time off to vote the employer shall notify his or her employee 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 provisions of this section.
  - Not less than two 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 notice shall be kept posted until the close of the polls on election day.

#### ATTENTION ALL EMPLOYEES TIME ALLOWED EMPLOYEES TO VOTE ON ELECTION DAY N.Y. ELECTION LAW SECTION 3-110\* STATES THAT:

**IF YOU DO NOT HAVE A 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 UP TO 2 HOURS, WITHOUT LOSS OF PAY, TO ALLOW YOU TIME TO VOTE IF YOU ARE A REGISTERED VOTER.**

**YOU MAY TAKE TIME OFF AT THE BEGINNING OR END OF YOUR WORKING SHIFT, AS YOUR EMPLOYER MAY DESIGNATE, UNLESS 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: Not less than two working days before every 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 shall be kept posted until the close of the polls on election day.

REV. 06/23/2025

## Veteran Benefits and Services

### Department of Labor, Division of Veterans' Services

**VETERAN BENEFITS AND SERVICES**

The following resources and hotlines are available at no-cost to help veterans understand their rights, protections, benefits, and accommodations: [dol.ny.gov/veteran-benefits-and-services](http://dol.ny.gov/veteran-benefits-and-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](http://www.veteranscrisisline.net)  
Call: 988, press 1 Text: 838255

**Suicide and Crisis Lifeline:** [www.veteranscrisisline.net](http://www.veteranscrisisline.net)  
Call: 988 Text: 988 Chat: [crisisline.org](http://crisisline.org)

**Crisis Text Line:** 741741  
**NYS Office of Mental Health (OMH):** [www.omh.ny.gov](http://www.omh.ny.gov)  
**NYS Office of Addiction Services and Supports (OASAS):** [www.oasas.ny.gov/hotline](http://www.oasas.ny.gov/hotline)  
Call: 1-877-8-HOPENY (647469)  
Text: HOPENY (467349)

**Veterans Treatment Courts (VTC):** [www.vtc.courts.gov/courts/problem\\_solving/vet/courts.shtml](http://www.vtc.courts.gov/courts/problem_solving/vet/courts.shtml)

**NYS Defender Association of New York State:** <https://www.nysda.org/page/VDP>

**NEW YORK STATE DEPARTMENT OF VETERANS' SERVICES**  
Website: [veterans.ny.gov](http://veterans.ny.gov)  
Help Line: 1-888-838-7697  
Email: [DVSV@veterans.ny.gov](mailto:DVSV@veterans.ny.gov)  
Services: Legal, education, employment and volunteer, financial, health care, and more.

**LEGAL SERVICES**

**NEW YORK STATE DEPARTMENT OF LABOR VETERANS' PROGRAM**  
Website: [dol.ny.gov/services-veterans](http://dol.ny.gov/services-veterans)  
Help Line: 1-888-469-7365  
Email: [ASK\\_Vet@labor.ny.gov](mailto:ASK_Vet@labor.ny.gov)  
Services: Welfare and training resources, unemployment insurance, the Experience Counts program, and more.

**WE ARE YOUR DOL**

**NEW YORK STATE** Department of Labor  
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