

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL
Who is Protected? Most employers who employ more than 15 employees are covered.
What Types of Employment Discrimination are illegal?
Employers Holding Federal Contracts or Subcontracts
Anti-Discrimination Programs

BLOOD DONATION LEAVE
Section 201.2 of the Labor Law mandates that employers provide leave time to employees for the purpose of donating blood.
PAYDAY NOTICE
Regulate Paydays for Employees of
Withholding Status
NO SMOKING
Effective July 24, 2003, the amended New York State Local Indoor Air Act prohibits smoking in work areas.

FMLA - FAMILY AND MEDICAL LEAVE ACT
Your Employee Rights Under the Family and Medical Leave Act
What is FMLA leave?
Fringe Benefits and Hours
Notice Requirements for Fringe Benefits and Hours

NEW YORK MINIMUM WAGE
Attention Miscellaneous Industry Employees
Minimum Wage hourly rates effective 12/31/2022 - 12/30/2023
Large Employers (11 or more employees)
Small Employers (10 or less employees)

RIGHT TO VOTE
ATTENTION EMPLOYEES TO VOTE ON ELECTION DAY
PAID FAMILY LEAVE NOTICE
Whistleblower Protection
Notice of Employee Rights, Protections, and Obligations Under Labor Law Section 740

SCHEDULE OF HOURS OF WORK FOR MINORS
Following are the HOURS OF WORK FOR MINORS UNDER EIGHTEEN employed at
EQUAL PAY NOTICE
New York State Labor Law
Division of Labor Standards

NEW YORK STATE Division of Human Rights
1-888-392-3644 WWW.DHR.NY.GOV
THIS ESTABLISHMENT IS SUBJECT TO THE NEW YORK STATE HUMAN RIGHTS LAW (EXECUTIVE LAW, ARTICLE 15)
DISCRIMINATION BASED ON AGE, RACE, CREED, COLOR, NATIONAL ORIGIN, SEXUAL ORIENTATION, MILITARY STATUS, SEX PREGNANCY, GENDER IDENTITY OR EXPRESSION, RELIGION, SEXUAL HARASSMENT OR SEXUAL INTERCOURSE, NEW YORK STATE HUMAN RIGHTS LAW, SEXUAL HARASSMENT OR SEXUAL INTERCOURSE BASED UPON ANY OF THESE PROTECTED CLASSES ALSO IS PROHIBITED.

NEW YORK CORRECTION LAW ARTICLE 23-A
LICENSE 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.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT
Job Safety and Health IT'S THE LAW!
All workers have the right to:
Employers must:

FEDERAL MINIMUM WAGE
EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT
FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

VETERAN BENEFITS AND SERVICES
MENTAL HEALTH AND SUBSTANCE ABUSE RESOURCES
TAX BENEFITS
EDUCATION, WORKFORCE AND TRAINING RESOURCES
LEGAL SERVICES

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT
Job Safety and Health IT'S THE LAW!
All workers have the right to:
Employers must: