

Minimum Wage

WE ARE YOUR DOL NEW YORK STATE Department of Labor

Attention Miscellaneous Industry Employees

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

Table with 2 columns: Employee Type (Large Employers 11 or more employees), Wage (Minimum Wage \$16.50, Overtime \$24.75, Tipped workers \$16.50/\$24.75)

Table with 2 columns: Employee Type (Small Employers 10 or less employees), Wage (Minimum Wage \$16.50, Overtime \$24.75, Tipped workers \$16.50/\$24.75)

Table for Long Island and Westchester County (Minimum Wage \$16.50, Overtime \$24.75, Tipped workers \$16.50/\$24.75)

Table for Remainder of New York State (Minimum Wage \$15.50, Overtime \$23.25, Tipped workers \$15.50/\$23.25)

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

- Extra Pay may be owed in addition to the minimum wage rates shown above: Overtime - You must be paid 1 1/2 times your regular rate of pay... Call-in pay - If you go to work scheduled and your employer sends you home early... Spread of hours - If your workday lasts longer than ten hours...

Minimum Wage Poster Post in Plain View REV. 12/2024

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 federal minimum wage.

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. Application. 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.

NOTICE: Under the New York Health and Essential Rights Act, employers must post their airborne infectious diseases exposure prevention plan. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THE HERO ACT POSTING REQUIREMENT.

NOTICE: Employees must contact their local unemployment office or the state agency responsible for unemployment compensation to receive the official Unemployment Insurance posting. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S PAID FAMILY LEAVE POSTING REQUIREMENT.

NOTICE: The New York Department of Labor requires employers to provide employees with written notification of their rights under Labor Law § 340. 3. 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.

NOTICE: This state requires an employer to display a Workers' Compensation posting furnished by the employer's insurance carrier or a state agency. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S WORKERS' COMPENSATION POSTING REQUIREMENT.

Discrimination Division of Human Rights 1-888-393-3644 dlhr.ny.gov

ESTE ESTABLECIMIENTO ESTA SUETO A LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK (LEGISLATIVA, SECCION 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 prohibido el acoso sexual o el acoso por cualquier otra de estas clases protegidas.

Whistleblower Protection Division of Labor Standards Harmonus State Office Campus Building 12, Albany, NY 12248

WE ARE YOUR DOL NEW YORK STATE Department of Labor www.labor.ny.gov

Notice of Employee Rights, Protections, and Obligations Under Labor Law Section 740 Prohibited Retaliation by Employers Effective January 26, 2022

Application: The provision against retaliatory action provided by paragraph (b) of subsection 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 employer by bringing the activity, policy or practice to the attention of a supervisor of the employee and has afforded such employer a reasonable opportunity to correct such activity, policy or practice.

To Be Posted Conspicuously in easily accessible and well-lighted places customarily frequented by employees and applicants for employment. REV. 02/2022

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

Discrimination Division of Human Rights

Este establecimiento está sujeta a la Ley de Derechos Humanos del Estado de Nueva York (Legislativa, 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 prohibido el acoso sexual o el acoso por cualquier otra de estas clases protegidas.

Child Labor Department of 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 Hours	Weekly Hours	Days Per Week	Permitted Hours	
Attending School, When school is in session:	14 and 15 16 and 17	All occupations except farm work, newspaper carrier and street trades. All occupations except farm work, newspaper carrier and street trades.	3 hours on school days. 8 hours on other days.	18 28*	6 6*	7 AM to 7 PM 6 AM to 10 PM*
Attending School, When School is not in session (vacation):	14 and 15 16 and 17	All occupations except farm work, newspaper carrier and street trades. All occupations except farm work, newspaper carrier and street trades.	8 hours 8 hours*	40 48*	6 6*	7 AM to 9 PM June 2 to Labor Day 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*
Farm Work:	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 20, 9 AM to 4 PM.
Newspaper Carriers:	11 to 18	Delivers, 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 sunrise; whichever is later
Street Trades:	14 to 18	Self-employed work in public places selling newspapers or work as a bootblack.	4 hours on school days. 5 hours on other days.	----	----	6 AM to 7 PM

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 Papers) is required for all employed minors under 18 years old.

Penalties for Child Labor 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 14A 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.

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

§ 3-110. Time allowed employees to vote.

ATTENTION ALL EMPLOYEES TIME ALLOWED EMPLOYEES TO VOTE ON ELECTION DAY. NEW YORK LABOR SECTION 3-110 STATES THAT:

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

U.S. Department of Veterans Affairs Veterans Crisis Line: www.veteranscrisisline.net

Suicide and Crisis Lifeline: www.veteranscrisisline.net

U.S. Office of Mental Health (OMH): www.ombh.va.gov

NYS Office of Addiction Services and Supports (OASAS): www.oasas.ny.gov/hotline

NEW YORK STATE DEPARTMENT OF VETERANS SERVICES

LEGAL SERVICES

Veterans Treatment Courts (VTC): www.vtc.ny.gov/courts/problem_solving/vtc/court.htm

NYS Office of Veterans' Services and Supports (OVSS): www.ovss.ny.gov

NEW YORK STATE DEPARTMENT OF LABOR VETERANS PROGRAM

WE ARE YOUR DOL NEW YORK STATE Department of Labor

TWO ways to verify poster compliance! QR CODE OR ONLINE Go to: JKeller.com/LLPVerify Enter this code: 69448-012025

To update your labor law posters contact J.J. Keller & Associates, Inc. JKeller.com/laborkaw 800-327-6868