# **Attention Miscellaneous Industry Employees**

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

Long Island and

**Westchester County** 

Minimum Wage \$16.00

\$24.00

\$16.00

\$24.00

**Tipped workers** \$16.00 Overtime after 40 hours \$24.00

Minimum Wage \$16.00

Small Employers (10 or less employees)

Overtime after 40 hours **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 \$15.00 Tipped workers Overtime after 40 hours

\$22.50

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.

**Credits and Allowances** that may reduce your pay below the minimum wage rates shown above:

Overtime after 40 hours

Overtime after 40 hours

**Tipped workers** 

- **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

**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 and administrative staff whose weekly salary is more than 75 times the minimum wage rate.
- 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 that day. • 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 rate. • Uniform maintenance – If you clean your own uniform, you
- may be entitled to additional weekly pay. The weekly rates are available online.

Minimum Wage Poster Post in Plain View

Division of Labor Standards

Harriman State Office Campus

Building 12, Albany, NY 12226

§ 193. Deductions from wages.

not limited to, any change in the amount of the

deduction, or a substantial change in the benefits

(ii) pension or health and welfare benefits;

(iii) contributions to a bona fide charitable

(iv) purchases made at events sponsored by a

bona fide charitable organization affiliated

with the employer where at least twenty

percent of the profits from such event are

being contributed to a bona fide charitable

tokens, fare cards, vouchers, or other items

(vii) discounted parking or discounted passes.

(viii) fitness center, health club, and/or gym

hospital, college, or university;

(ix) cafeteria and vending machine purchases

made at the employer's place of business

by the employer, where the employer is a

(x) pharmacy purchases made at the employer's

(xi) tuition, room, board, and fees for pre-school,

nursery, primary, secondary, and/or post-

(xii) day care, before-school and after-school care

than market rates by non-profit hospitals or

The New York State CLEAN INDOOR AIR ACT (PUBLIC

**HEALTH LAW, ARTICLE 13-E)** prohibits smoking and vaping in

virtually all workplaces, including restaurants and bars. The Act reflects

the state's commitment to ensuring that all workers are protected

from secondhand tobacco smoke and vaping aerosols. Localities

may continue to adopt and enforce local laws regulating smoking and

vaping. However, these regulations must be at least as strict as the

Where are smoking and vaping prohibited? Smoking and

vaping are not permitted in the following indoor areas: Places of

employment; Bars; Restaurants, except as stated in Article 13-E, Section

1399-a of the NYS Public Health Law; Enclosed indoor swimming areas;

Public transportation including all ticketing, boarding and waiting areas,

buses, vans, taxicabs and limousines; All places of employment where

services are offered to children; All schools, including school grounds;

All public and private colleges, universities and other educational and

vocational institutions; General hospitals; Residential health-care

facilities, except separately designated smoking and vaping rooms for

adult patients; Commercial establishments used for the purpose of

carrying on or exercising any trade, profession, vocation or charitable

Where are smoking and vaping permitted? Smoking and

vaping are permitted in: Private homes and private residences when

not used for day care; Private automobiles; Hotel or motel rooms rented

activity; All indoor arenas; Zoos; and Bingo facilities.

(xiii) payments for housing provided at no more

secondary educational institutions:

(xiv) similar payments for the benefit of the

c) are related to recovery of an overpayment

and purchases made at gift shops operated

organization:

organization;

(v) United States bonds;

membership dues:

place of business;

affiliates thereof; and

expenses:

Clean Indoor Air Act.

LS 207 (11/23)

**WE ARE YOUR DOL** 

New YORK Department — of Labor www.labor.ny.gov

### **Deductions from Wages** Section 193 of the New York State Labor Law

of wages where such overpayment is due

a procedure and a requirement that notice of

the procedure for disputing the overpayment

No employer shall make any deduction from the to a mathematical or other clerical error by wages of an employee, except deductions which: the employer. In making such recoveries, a) are made in accordance with the provisions the employer shall comply with regulations promulgated by the commissioner for this of any law or any rule or regulation issued by any governmental agency including regulations purpose, which regulations shall include, but promulgated under paragraph c and paragraph d not be limited to, provisions governing: the size of overpayments that may be covered by this of this subdivision; or b) are expressly authorized in writing by the section; the timing, frequency, duration, and employee and are for the benefit of the employee, method of such recovery; limitations on the provided that such authorization is voluntary and periodic amount of such recovery; a requirement only given following receipt by the employee of that notice be provided to the employee prior written notice of all terms and conditions of the to the commencement of such recovery; a payment and/or its benefits and the details of requirement that the employer implement a the manner in which deductions will be made. procedure for disputing the amount of such Whenever there is a substantial change in the overpayment or seeking to delay commencement terms or conditions of the payment, including but of such recovery; the terms and content of such

of the deduction or the details in the manner in or seeking to delay commencement of such which deductions shall be made, the employer recovery be provided to the employee prior to the shall, as soon as practicable, but in each case commencement of such recovery. before any increased deduction is made on the d) repayment of advances of salary or wages made employee's behalf, notify the employee prior to the by the employer to the employee. Deductions implementation of the change. Such authorization to cover such repayments shall be made in shall be kept on file on the employer's premises accordance with regulations promulgated by the commissioner for this purpose, which regulations for the period during which the employee is employed by the employer and for six years after shall include, but not be limited to, provisions such employment ends. Notwithstanding the governing: the timing, frequency, duration, and foregoing, employee authorization for deductions method of such repayment; limitations on the under this section may also be provided to the periodic amount of such repayment; a requirement employer pursuant to the terms of a collective that notice be provided to the employee prior bargaining agreement. Such authorized to the commencement of such repayment; a deductions shall be limited to payments for: requirement that the employer implement a (i) insurance premiums and prepaid legal plans;

procedure for disputing the amount of such repayment or seeking to delay commencement of such repayment; the terms and content of such a procedure and a requirement that notice of the procedure for disputing the repayment or seeking to delay commencement of such repayment be provided to the employee at the time the loan is

Deductions made in conjunction with an employer sponsored pre-tax contribution plan approved by (vi) dues or assessments to a labor organization; the IRS or other local taxing authority, including those falling within one or more of the categories set forth in paragraph b of subdivision one of this section, shall be considered to have been made in that entitle the employee to use mass transit: accordance with paragraph a of subdivision one of

3.a. No employer shall make any charge against wages, or require an employee to make any payment by separate transaction unless such charge or payment is permitted as a deduction from wages under the provisions of subdivision one of this section or is permitted or required under any provision of a current collective bargaining agreement b. Notwithstanding the existence of employee

authorization to make deductions in accordance with subparagraphs (iv), (ix), and (x) of paragraph b of subdivision one of this section and deductions Buffalo, NY 14203 determined by the commissioner to be similar to such deductions in accordance with subparagraph (xiv) of paragraph b of subdivision one of this section, the total aggregate amount of such deductions for each pay period shall be subject to the following limitations: (i) such aggregate

**Employers' Guide** 

**NEW YORK STATE'S CLEAN INDOOR AIR ACT** 

smoking areas.

amount shall not exceed a maximum aggregate limit established by the employer for each pay period; (ii) such aggregate amount shall not exceed a maximum aggregate limit established by the employee, which limit may be any amount (in ten dollar increments) up to the maximum amount established by the employer under subparagraph (i) of this paragraph; (iii) the employer shall not permit any purchases within these categories of deduction by the employee that exceed the aggregate limit established by the employee or, if no limit has been set by the employee, the limit set by the employer; (iv) the employee shall have access within the workplace to current account information detailing individual expenditures within these categories of deduction and a running total of the amount that will be deducted from the employee's pay during the next applicable pay period. Information shall be available in printed form or capable of being printed should the employee wish to obtain a listing. No employee may be charged any fee, directly or indirectly, for access to, or printing of, such account information.

c. With the exception of wage deductions required or authorized in a current existing collective bargaining agreement, an employee's authorization for any and all wage deductions may be revoked in writing at any time. The employer must cease the wage deduction for which the employee has revoked authorization as soon as practicable, and, in no event more than four pay periods or eight weeks after the authorization has been withdrawn, whichever is sooner.

4. Nothing in this section shall justify noncompliance with article three-A of the personal property law relating to assignment of earnings, with section two hundred twenty-one of this chapter relating to company stores or with any other law applicable to deductions from wages.

There is no exception to liability under this section for the unauthorized failure to pay wages, benefits or wage supplements.

For more information, call or write the nearest office of the Division of Labor Standards:

**Albany District** New York City District 55 Hanson Place

**Rochester District** 

333 East Washington Street

Syracuse, NY 13202

White Plains District

120 Bloomingdale Road

White Plains, NY 10605

(315) 428-4057

(914) 997-9521

Room 104

Room 121

State Office Campus Building 12 11th Floor Room 185A Brooklyn, NY 11217 Albany, NY 12226 (212) 775-3880

(518) 457-2730 **Bronx District** 55 Hanson Place 276 Waring Road 11th Floor Brooklyn, NY 11217 Rochester, NY 14609 (212) 775-3719 (585) 258-4550 **Syracuse District** 

**Buffalo District** 295 Main Street Suite 914 **Garden City District** 

400 Oak Street Suite 102

the retail sale of tobacco products and accessories, and the sale of

other products is merely incidental); Retail electronic cigarette stores

(vaping only); Membership associations where all duties related to the

operation of the association are performed by volunteers who are not

compensated in any manner; Cigar bars in existence prior to January

1, 2003 (where 10% or more of total annual gross income is from the

sale of tobacco products); and up to 25% of seating in outdoor areas

of restaurants with no roof or ceiling enclosure may be designated

How can I file a complaint? Employers, employees and the public

may report, confidentially, violations of the Act to their local health

departments, county board of health or their district health office. For

Should signs be posted? Yes. "No Smoking" or "Smoking" signs,

or "Vaping" or "No Vaping" signs, or a sign with the international

"no smoking" symbol on it must be prominently posted and properly

maintained where smoking and vaping are prohibited or permitted.

# dol.ny.gov/veteran-benefits-and-services

MENTAL HEALTH AND SUBSTANCE All calls and texts are free and confidential Call: 988, press 1 Text: 838255

Call: 988 Text: 988 Crisis Textline: NYS Office of Mental Health (OMH): NYS Office of Addiction Services and Supports (OASAS): www.oasas.ny.gov/hopelin-

Call: 1-877-8-HOPENY (467469)

courts/problem\_solving/vet/courts.shtml Email: ProblemSolving@courts.state.nv.us ww.nysda.org/page/AboutVDP

NEW YORK STATE DEPARTMENT OF VETERANS' SERVICES Help Line: 1-888-838-7697 Email: DVSInfo@veterans.ny.gov Services: Legal, education, employment and volunteer, financial, health care, and more.

Department of **Veterans' Services** 

What are the penalties? The enforcement officer for a city or county health department or State Health Department can assess a fine of up to \$2.000 for each violation.

For more information about the Act, call (518) 402-7600

more information visit www.health.state.ny.us.

STATE OF NEW YORK, Department of Health

to one or more guests; Retail tobacco businesses (primary activity is

# NOTICE REQUIREMENTS FOR FRINGE BENEFITS AND HOURS

Section 195.5 of the New York State Labor Law effective December 12, 1981 provides as follows: "Every employer shall notify his employees in writing or by publicly posting the employer's policy on sick leave, vacation, personal leave, holidays and hours."

	LS 606 (09-07)
Written Information Regarding Fringe Benefits and Hours Are Located At	
LOCATION(S)	
SUPERVISOR(S)	

# **Attention Employers** Re: New York Digital Posters

and Minors' Posting Provisions

**Minors' Posting Provisions:** 

Laws of New York, Article 4, Section 144 addresses "Posting of Hours" requirements. The employer shall make a schedule for all minors employed by the employer, setting forth the hours of beginning and stopping and the time allowed for meals, which shall be kept conspicuously posted in each establishment where such persons are employed.

A change in the schedule of hours worked by minors pursuant to the provisions of this chapter shall be allowed provided that the posted schedule reflects the change. The presence of any person subject to the article at any hours other than those stated in the above notice, or failure to post such notice, shall constitute prima facie evidence of a violation of the article.

### **Digital Posters:**

Employers must furnish digital versions of all copies and abstracts required under Section 201 of New York's Labor Law or the New York State Department of Labor regulations to all employees through either the employer's website or by email. CPC provides a QR code on the state All-On-One that once scanned, will open to a link where the digital posters can be viewed.



# YOU HAVE A **RIGHT TO KNOW!**

Your employer must inform you of the health effects and hazards of toxic substances at your

Learn all you can about toxic substances on your job. For more information, contact:

worksite.

THE RIGHT TO KNOW LAW WORKS FOR YOU.



# **VETERAN BENEFITS AND SERVICES** The following resources and hotlines are available at no-cost to help veterans understand their rights, protections, benefits, and accommodations:

TAX BENEFITS NYS Department of Tax and Finance Information for military personnel and veterans tax.nv.gov/pit/file/military\_page.htm U.S. Department of Veterans Affairs Veterans Crisis Property tax exemptions: tax.ny.gov/pit/property/exemption/vetexempt.htm Suicide and Crisis Lifeline: www.veteranscrisisline.net EDUCATION, WORKFORCE, Veteran Readiness and Employment (VR&E) Program: www.benefits.va.gov/vocrehab New York State Civil Service Credits

Veterans Treatment Courts (VTC): ww2.nycourts.gov/

NYS Defenders Association Veteran Defense Program:

dmv.ny.gov/plates/military-and-veterans NEW YORK STATE DEPARTMENT OF LABOR VETERANS' PROGRAM

Veteran Status Designation Photo Document

dmv.ny.gov/more-info/veteran-status

for Veterans Program: www.cs.ny.gov

NYS Domestic and Sexual Violence Hotline

NYS Workplace Sexual Harassment Hotline

Call: 800-942-6906 Text: 844-997-2121

NYS Department of Motor Vehicles:

designation-photo-document

Veteran License Plate:

Call: 1-800-HARASS-3

ADDITIONAL RESOURCES

Website: dol.ny.gov/services-veterans Help Line: 1-888-469-7365 Email: Ask.Vets@labor.nv.gov

Services: Workforce and training resources unemployment insurance, the Experience Counts program, and more.

**WE ARE YOUR DOL** 

## **EMERGENCY NUMBERS CALL 911** POLICE:

AMBULANCE: PHYSICIAN: **HOSPITAL**:

FIRE DEPARTMENT: POISON CONTROL: OSHA:

# **PAY DAY NOTICE**

**PAY DAY IS ON:** ☐ MONDAY

☐ TUESDAY

☐ THURSDAY

■ WEDNESDAY

■ SATURDAY ■ SUNDAY

☐ FRIDAY

OF THE MONTH

**PAY SCHEDULE IS:** □ WEEKLY □ BIWEEKLY

■ SEMI MONTHLY ☐ MONTHLY

**PAYCHECKS ARE ISSUED ON THE:** 

TIME:

# **Attention Employers**

Re: Workers' Compensation, Unemployment Insurance and Paid Family Leave posters

New York employers are required to post the Workers' Compensation, Unemployment and Paid Family Leave posters. For your convenience, instructions for obtaining these required posters have been provided below. Our primary goal is to keep you, our business partner, informed of your state's mandatory posting requirements.

### Workers' Compensation:

Employers are required to post the "Notice of Compliance for Workers' Compensation" (C-105 or C-105.1) posting and the "Notice of Compliance for Disability Benefits" (DB-120) posting. These posters are only supplied by your Workers' Compensation carrier.

**Unemployment Insurance:** Employers registered with the New York State Unemployment Insurance Division are required to post the *Unemployment Insurance Notice* to Employees (IA 133) in an area visible to employees. Employers must call the New York Department of Labor, Unemployment Insurance Division at (518) 485-8589 to determine whether or not you are liable for unemployment insurance.

# Paid Family Leave:

Employers are required to display a Paid Family Leave notice where all employees and/or applicants can readily see it. Your insurance carrier will provide a Notice of Compliance stating that you have Paid Family Leave insurance. If you are self-insured, you can get this notice by contacting the Workers' Compensation Board at <a href="mailto:certificates@wcb.ny.gov">certificates@wcb.ny.gov</a>.

Division of Labor Standards Harriman State Office Campus Albany, NY 12226

**WE ARE YOUR DOL** New YORK Department of Labor

www.labor.ny.gov

## **Tip Appropriation**

### Section 196-d of the New York State Labor Law

Section 196-d. Gratuities. No employer or his agent or an officer or agent of any corporation, or any other person shall demand or accept, directly or indirectly, any part of the gratuities, received by an employee, or retain any part of a gratuity or of any charge purported to be a gratuity for an employee. This provision shall not apply to the checking of hats, coats or other apparel. Nothing in this subdivision shall be construed as affecting the allowances from the minimum wage for gratuities in the amount determined in accordance with the provisions of article nineteen of this chapter nor as affecting practices in connection with banquets and other special functions where a fixed percentage of the patron's bill is added for gratuities which are distributed to employees, nor to the sharing of tips by a waiter with a busboy or similar employee.

For more information, call or write the nearest office of the Division of Labor Standards, of the New York State Department of Labor, listed below:

400 Oak Street

**Garden City District** 

**Albany District** State Office Campus Building 12 Room 185A Albany, NY 12226 (518) 457-2730

**Bronx District** 

(212) 775-3719

295 Main Street

Buffalo, NY 14203

Suite 914

11th Floor

55 Hanson Place

Brooklyn, NY 11217

Suite 102 Garden City, NY 11530 (516) 794-8195 **New York City District** 55 Hanson Place

11th Floor

(212) 775-3880 276 Waring Road Room 104 Rochester, NY 14609 (585) 258-4550

Brooklyn, NY 11217

(716) 847-7141 LS 204 (8/20) [1/16/24] **NOTICE** 

Effective September 6, 2023, employers will no longer be able to require employees to attend employer-sponsored meetings, commonly known as "captive audience meetings." New York Labor Law § 201-d prohibits an employer from discriminating against an individual for refusing to attend an employersponsored meeting or listen to speech or view communications, discharge from employment or otherwise discriminating against

an employer or its agent, representative or designee from communicating to its employees any information that the employer is required by law to communicate,

iob duties:

an employee and an agent, representative or designee of an employer, provided participation in such conversations is not required; or

supervisory employees.

This is a summary of the New York Labor Law § 201-d. This is not a complete text of the law.

### **NEW YORK CORRECTION LAW ARTICLE 23-A**

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

(1) "Public agency" means the state or any local subdivision thereof, or any state or local department, agency, board or commission. (2) "Private employer" means any person, company, corporation, labor organization or association which employs ten or more persons.

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 (4) "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

(3) "Direct relationship" means that the nature of criminal conduct for which the

handgun, rifle, shotgun, or other firearm. (5) "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 any 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

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, unless: (1) There is a direct relationship between one or more of the previous criminal offenses and the specific license or employment sought or held by the individual; or

§752. Unfair discrimination against persons previously convicted of one or

more criminal offenses prohibited. No application for any license or employment.

the employment would involve an unreasonable risk to property or to the safety or welfare of specific individuals or the general public.

presumption. 1. In making a determination pursuant to section seven hundred fiftytwo of this chapter, the public agency or private employer shall consider the following (a) The public policy of this state, as expressed in this act, to encourage the licensure

(c) The bearing, if any, the criminal offense or offenses for which the person was previously convicted will have on his fitness or ability to perform one or more such duties or responsibilities. (d) The time which has elapsed since the occurrence of the criminal offense or

offenses. (e) The age of the person at the time of occurrence of the criminal offense or offenses. (f) The seriousness of the offense or offenses.

### of the civil practice law and rules enforceable by the Division of Human Rights pursuant to the powers and procedures set forth in article fifteen of the Executive Law, and, concurrently, by the New York City Commission on Human Rights.

# NEW YORK

## **Division of Human Rights**

THIS ESTABLISHMENT IS SUBJECT TO THE NEW YORK

STATE HUMAN RIGHTS LAW (EXECUTIVE LAW, ARTICLE 15) DISCRIMINATION BASED UPON AGE, RACE, CREED, COLOR, NATIONAL ORIGIN, SEXUAL ORIENTATION, MILITARY STATUS, SEX, PREGNANCY, GENDER IDENTITY OR EXPRESSION, YORK STATE HUMAN RIGHTS LAW. SEXUAL HARASSMENT

ALL EMPLOYERS (until February 8, 2020, only employers with 4 or more employees are covered), 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; familial status; pregnancy-related conditions; domestic violence victim status.

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 are protected from harassment and

retaliation; interns and nonemployees working in the workplace (for example temp or contract workers) are protected from all discrimination described above.

Reasonable accommodations for persons with disabilities and

**ESTATE BROKERS AND SALES PEOPLE** 

income (for example housing vouchers, disability benefits, child support); familial status (families with children or being pregnant);

Reasonable accommodations and modifications for persons with disabilities may also be required. Does not apply to:

(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

**CLUBS, PARKS AND GOVERNMENT OFFICES** Age is not a covered classification relative to public accommodations. Reasonable accommodations for persons with disabilities may also be

**EDUCATION INSTITUTIONS** All public schools and private nonprofit schools, at all education levels, excluding those run by religious organizations.

ADVERTISING AND APPLICATIONS RELATING TO EMPLOYMENT, **CREDIT TRANSACTIONS MAY NOT EXPRESS ANY** DISCRIMINATION

you must do so within one year after the discrimination occurred. The Division's services are provided free of charge.

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, BRONX, NY 10458

### **Mandatory Workplace Communications**

New York Labor Law § 201-d

which primary purpose is to communicate the employer's opinion concerning religious or political matters. Prohibited discrimination includes refusing to hire, employ, license, or an individual in compensation, promotion or terms, conditions or privileges of employment.

an employer or its agent, representative or designee from communicating to its employees any information that is necessary for such employees to perform their an institution of higher education, or any agent, representative or designee of such institution, from

a requirement limited to the employer's managerial and

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

(b) The specific duties and responsibilities necessarily related to the license or

(g) Any information produced by the person, or produced on his behalf, in regard to his rehabilitation and good conduct. (h) The legitimate interest of the public agency or private employer in protecting

§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 article shall be enforceable by a proceeding brought pursuant to article seventy-eight 2. In relation to actions by private employers, the provisions of this article shall be

# CLASSES ALSO IS PROHIBITED.

pregnancy-related conditions including lactation may be required. A

## RENTAL, LEASE OR SALE OF HOUSING, LAND AND COMMERCIAL SPACE, INCLUDING ACTIVITIES OF REAL

Also prohibited: discrimination on the basis of lawful source of prior arrest or sealed conviction; commercial boycotts or

(1) rental of an apartment in an owner-occupied two-family house

PURCHASE, MAINTENANCE AND REPAIR OF HOUSING PLACES OF PUBLIC ACCOMMODATION SUCH AS RESTAURANTS, HOTELS, HOSPITALS AND MEDICAL OFFICES,

required.

REAL ESTATE, PLACES OF PUBLIC ACCOMMODATION AND If you wish to file a formal complaint with the Division of Human Rights,

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

# 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, DISABILITY OR MARITAL STATUS IS PROHIBITED BY THE NEW EMBARAZO, IDENTIDAD O EXPRESIÓN DE GÉNERO, DISCAPACIDAD O ESTADO CIVIL. TAMBIÉN ESTÁ PROHIBIDO EL ACOSO SEXUAL O EL

> TODOS LOS EMPLEADORES (hasta el 8 de febrero de 2020, solo los empleadores 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

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 razonable.

civil; las condiciones relacionadas con el embarazo.

**BIENES RAÍCES Y VENDEDORES** 

Excepciones:

razonables para personas con discapacidades.

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 trabajadores temporarios o contratantes) están protegidos de toda discriminación descrita arriba. ALQUILER, ARRENDAMIENTO O VENTA DE VIVIENDA, TERRENO O

También esta prohibido: 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 sellada; boicot comercial o acoso inmobiliario. También es posible que sea necesario realizar modificaciones y arreglos

ESPACIO COMERCIAL INCLUYENDO ACTIVIDADES DE AGENTE DE

(1) alguiler de un apartamento en una casa para dos familias ocupada por el (2) restricciones de todas las habitaciones en una vivienda para individuos del (3) alquiler de una habitación por parte del ocupante de una casa o

(4) venta, alguiler o arrendamiento de alojamiento en una casa

También se prohíbe: discriminación en vivienda sobre la base del estado civil (por ejemplo, familias con hijos). TODAS TRANSACCIONES CREDITICIAS INCLUYENDO FINANCIAMENTO PARA LA COMPRA, MANTENIMIENTO Y REPARACION DE VIVIENDAS

exclusivamente a personas mayores de 55 años y al cónyuge de dichas

LUGARES DE ALOJAMIENTO PÚBLICO. COMO RESTAURANTES. HOTELES, HOSPITALES Y CONSULTORIOS MÉDICOS, CLUBS. PARQUES Y OFFICINAS 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

**INSTITUCIONES EDUCATIVAS** Todas las escuelas publicas y escuelas privadas sin ánimo de lucro, en todos

Los servicios de la División se ofrecen sin cargo.

discapacidades.

los niveles, excluyendo escuelas dirigidas por organizaciones religiosas. PUBLICIDAD Y SOLICITUDES RELACIONADAS CON EL EMPLEO, LOS INMUEBLES. LOS LUGARES DE ALOJAMIENTO PÚBLICO Y LAS TRANSACCIONES CREDITICIAS NO DEBEN EXPRESAR NINGUN ACTO DISCRIMINATORIO Si desea presentar una demanda formal ante la División de Derechos

Humanos, debe hacerlo dentro de un año desde que ocurra la discriminación.

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 ante la División y 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. 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

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- but only to the extent of such legal requirement;
- meeting with or participating in any communications with its employees that are part of coursework, any symposia or an academic program at such institution; causal conversations between employees or between

**§750. Definitions.** For the purposes of this article, the following terms shall have the (2) The issuance or continuation of the license or the granting or continuation of

and employment of persons previously convicted of one or more criminal offenses. employment sought or held by the person 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,

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White Plains, NY 10605

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property, and the safety and welfare of specific individuals or the general public. 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 offense or offenses specified therein.