

WE ARE YOUR DOL Attention Miscellaneous Industry Employees
Minimum Wage hourly rates effective 1/1/2024 - 12/31/2024
New York City
Large Employers (11 or more employees) Small Employers (10 or less employees)
Minimum Wage \$16.00 Minimum Wage \$16.00

Long Island and Westchester County Remainder of New York State
Minimum Wage \$16.00 Minimum Wage \$15.00
Overtime after 40 hours \$24.00 Overtime after 40 hours \$22.50
Tipped workers \$16.00 Tipped workers \$15.00
Overtime after 40 hours \$24.00 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:
• 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 1 1/2 times your regular rate of pay (no less than amounts shown above) for weekly hours over 40 (or 44 for residential employees).
• 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

LS 207 (11/23)

WE ARE YOUR DOL Deductions from Wages Section 193 of the New York State Labor Law
§ 193. Deductions from wages.
1. No employer shall make any deduction from the wages of an employee, except deductions which:
a) are made in accordance with the provisions of any law or any rule or regulation issued by any governmental agency including regulations promulgated under paragraph c and paragraph d of this subdivision; or
b) are expressly authorized in writing by the employee and are for the benefit of the employee provided that such authorization is voluntary and only given following receipt by the employee of written notice of all terms and conditions of the payment and/or its benefits and the details of the manner in which deductions will be made.
Whenever there is a substantial change in the terms or conditions of the payment, including but not limited to, any change in the amount of the deduction, or a substantial change in the benefits of the deduction or the details in the manner in which deductions shall be made, the employer shall, as soon as practicable, but in each case before any increased deduction is made on the employee's behalf, notify the employee prior to the implementation of the change. Such authorization shall be kept on file on the employer's premises for the period during which the employee is employed by the employer and for six years after such employment ends. Notwithstanding the foregoing, employee authorization for deductions under this section may also be provided to the employer pursuant to the terms of a collective bargaining agreement. Such authorized deductions shall be limited to payments for:
(i) insurance premiums and prepaid legal plans;
(ii) pension or health and welfare benefits;
(iii) contributions to a bona fide charitable organization;
(iv) purchase 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 organization;
(v) United States bonds;
(vi) dues or assessments to a labor organization;
(vii) discounted parking or discounted passes, tickets, fare cards, vouchers, or other items that entitle the employee to use mass transit;
(viii) fitness center, health club, and/or gym membership dues;
(ix) catering and vending machine purchases made at the employer's place of business and purchases made at gift shops operated by the employer, where the employer is a hospital, college, or university;
(x) pharmacy purchases made at the employer's place of business;
(xi) tuition, room, board, and fees for pre-school, nursery, primary, secondary, and/or post-secondary educational institutions;
(xii) day care, before-school and after-school care expenses;
(xiii) payments for housing provided at no more than market rates by non-profit hospitals or affiliates thereof; and
(xiv) similar payments for the benefit of the employee.
c) are related to recovery of an overpayment

Albany District New York City District
Bronx District
Buffalo District
Garden City District
Syracuse District
White Plains District

Employers' Guide NEW YORK STATE'S CLEAN INDOOR AIR ACT

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 Clean Indoor Air Act.

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-C, Section 1399-q 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 activity; All indoor arenas; Zoos; and Bingo facilities.

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

STATE OF NEW YORK, Department of Health

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."

Written Information Regarding Fringe Benefits and Hours Are Located At
LOCATION(S)
SUPERVISOR(S)

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Attention Employers
Re: New York Digital Posters and Minors' Posting Provisions

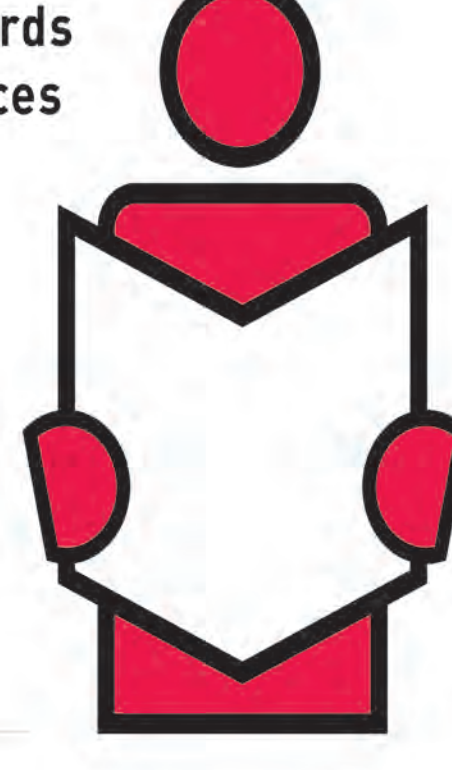
Minors' Posting Provisions:
Laws of New York, Article 4, Section 144 addresses "Posting of Hours" requirements. The employer shall make a schedule for all minors employed by the employer, setting forth the hours of beginning and stopping and the time allowed for meals, which shall be kept conspicuously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

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 worksite.

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



Name
Address
City and State
Zip
The RIGHT TO KNOW LAW WORKS FOR YOU. NEW YORK STATE DEPARTMENT OF HEALTH

STATE LABOR LAW

VETERAN BENEFITS AND SERVICES
Mental Health and Substance Abuse Resources
Tax Benefits
Legal Services
New York State Department of Veterans' Services

EMERGENCY NUMBERS CALL 911

PAY DAY NOTICE
PAY DAY IS ON: MONDAY, TUESDAY, WEDNESDAY, THURSDAY, FRIDAY, SATURDAY, SUNDAY
PAY SCHEDULE IS: WEEKLY, BIWEEKLY, SEMI-MONTHLY, MONTHLY
PAYCHECKS ARE ISSUED ON THE: AND OF THE MONTH
AT: TIME:

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

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.
Paid Family Leave:
Employers are required to display a Paid Family Leave notice where all employees and/or applicants can readily see it.

WE ARE YOUR DOL NOTICE

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.

Albany District Garden City District Syracuse District
Bronx District New York City District White Plains District
Buffalo District Rochester District

NEW YORK CORRECTION LAW ARTICLE 23-A

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

NEW YORK STATE Division of Human Rights

DISCRIMINATION BASED UPON AGE, RACE, CREED, COLOR, NATIONAL ORIGIN, SEXUAL ORIENTATION, MILITARY STATUS, SEX, PREGNANCY, GENDER IDENTITY OR EXPRESSION, DISABILITY OR MARITAL STATUS IS PROHIBITED BY THE NEW YORK STATE HUMAN RIGHTS LAW.
Reasonable accommodations for persons with disabilities and pregnancy-related conditions including lactation may be required.
Also prohibited: discrimination in employment on the basis of Sabbath observance or religious practices; hairstyles associated with race.

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 boombusting.

PLACES OF PUBLIC ACCOMMODATION SUCH AS RESTAURANTS, HOTELS, HOSPITALS AND MEDICAL OFFICES, CLUBS, PARKS AND GOVERNMENT OFFICES
EDUCATION INSTITUTIONS
ADVERTISING AND APPLICATIONS RELATING TO EMPLOYMENT, REAL ESTATE, PLACES OF PUBLIC ACCOMMODATION AND CREDIT TRANSACTIONS MAY NOT EXPRESS ANY DISCRIMINATION

TO REORDER CALL: 1-800-817-7678 WWW.COMPLIANCEPOSTER.COM

