

Know Your Rights: Workplace Discrimination is Illegal. The Equal Employment Opportunity Act enforces Federal law that prohibits employers from discriminating in employment. You believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS. Protected Veterans: The Benjamin M. Veterans' Readjustment Assistance Act of 1974, amended, 38 U.S.C. 4212, prohibits employment discrimination against protected veterans.

NEW YORK MINIMUM WAGE. WE ARE YOUR DOL Attention Miscellaneous Industry Employees. Minimum Wage New York Effective 1/1/2026 - 12/31/2026.

Minimum Wage \$17.00. Tipped workers \$17.00. Long Island and Westchester County. Remainder of New York State. Minimum Wage \$16.00.

Credits and Allowances that may reduce your pay below the minimum wage rates shown above. Extra Pay may be owed in addition to the minimum wage rates shown above.

UNEMPLOYMENT INSURANCE. Notice to Employees. Unemployment Insurance Division.

EMPLOYEE POLYGRAPH PROTECTION ACT. EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT. The Employee Polygraph Protection Act (EPPA) prohibits employers from using lie detector tests either for pre-employment screening or during the course of employment.

DISCRIMINATION. Division of Human Rights. ESTE ESTABLECIMIENTO ESTÁ SUJETO A LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK (LEY EGYC/ENCLAVE SECTION 13).

ALL EMPLOYERS, EMPLOYMENT AGENCIES, LABOR ORGANIZATIONS AND APPRENTICESHIP TRAINING PROGRAMS. Also prohibited: discrimination in employment on the basis of Sabbath observance or religious practices associated with race (also applies to all areas listed below).

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).

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.

WORKERS' COMPENSATION. Employers must obtain and keep in effect workers' compensation coverage for their employees; there must be no lapse in coverage even when switching insurance carriers.

FEDERAL MINIMUM WAGE. FEDERAL RIGHTS UNDER THE FAIR LABOR STANDARDS ACT. The law requires employers to display this poster when employees can readily see it.

DISABILITY BENEFITS LAW. An employer who has had a New York State employee 1 or more employees on or after 30 days in any calendar year shall be a "covered employer" subject to the Disability Benefits Law.

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BLOOD DONATION LEAVE. Section 202 of the Labor Law mandates that employers provide leave time to employees for the purpose of donating blood.

PAYDAY NOTICE. Regular Paydays for Employees of (Company Name) Shall be as follows: Weekly, Bi-Weekly, Monthly, Other.

WITHHOLDING STATUS. Since you last filed form W-4 with your employer, you may... You may need to check your WITHHOLDING.

NO SMOKING NOTICE. No Smoking Indoors. No Smoking Indoors Act. Public Health Law, Article 13-1c prohibits smoking in virtually all workplaces, including restaurants and bars.

RIGHT TO VOTE. ATTENTION ALL EMPLOYEES. TIME ALLOWED EMPLOYEES TO VOTE ON ELECTION DAY. NY ELECTION LAW SECTION 3-119 STATES THAT:

PAID FAMILY LEAVE NOTICE. Most private employers with one or more employees are required to obtain Paid Family Leave Insurance. Your insurance carrier will provide you with a notice to enroll.

WHISTLEBLOWER PROTECTION. Notice of Employee Rights, Protections, and Obligations Under Labor Law Section 740. Prohibited Retaliatory Personal Action by Employers.

ANTI-DISCRIMINATION NOTICE. It is illegal to discriminate against work-authorized individuals. Employees are prohibited from discriminating against others.

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT. USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service.

NEW YORK CORRECTION LAW ARTICLE 23-A. LICENSURE AND EMPLOYMENT OF PERSONS PREVIOUSLY CONVICTED OF ONE OR MORE CRIMINAL OFFENSES.

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VETERAN BENEFITS AND SERVICES. VETERAN BENEFITS AND SERVICES. The following resources are available to help you understand your rights, protections, benefits, and accommodations.

TAX BENEFITS. NYS Department of Tax and Finance. Information for military and veterans regarding tax benefits.

LEGAL SERVICES. Veterans Treatment Courts (VTCs). Small Prothonotaries (Small Prothonotaries). NYS Defenders Association Veterans Defense Program.

WE ARE YOUR DOL. Division of Labor Standards. Division of Human Rights. Division of Workers' Compensation. Division of Retirement and Benefits.

FMLA - FAMILY AND MEDICAL LEAVE ACT. Your Employee Rights Under the Family and Medical Leave Act. What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons.

DISCRIMINATION AGAINST CERTAIN ACTIVITIES. Twenty-seven of this chapter, relating to a collective bargaining agreement or a certified or licensed professional's contractual obligation to devote his or her entire contracted working hours to a single employer, provided however that the provisions of this paragraph shall apply only to professional workers employed in a full-time position.

FRINGE BENEFITS AND HOURS. Guidelines for Employers: Requirements to Notify Employees About Time Off and Work Hours. Section 195-5 of the New York State Labor Law.

EQUAL PAY NOTICE. Article 6, Section 194. An employer may, in a written policy provided to all employees, establish reasonable standards for determining when overtime shall be paid at a rate less than the rate at which an employee works within the same protected class or across the same establishment or pay for the same work on a job performed by employees of the same establishment or pay for the same work on a job performed by employees of the same establishment.

RIGHT TO KNOW. YOU HAVE A RIGHT TO KNOW! Your employer must inform you of the health effects and hazards of toxic substances on your job. Learn all you can about toxic substances on your job.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT. Occupational Safety and Health Administration. Job Safe and Health. OSHA's mission is to ensure the safety and health of America's workers by setting and enforcing standards and by providing training, outreach, education and assistance.

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