

NEW YORK & FEDERAL LABOR LAW POSTER

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

Know Your Rights: Workplace Discrimination is Illegal. The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you who are discriminated in employment. If you believe you've been discriminated against in your job, the EEOC may be able to help.

- Who is Protected? All individuals who are employed by an employer. This includes full-time and part-time employees, temporary employees, and independent contractors.
What Organizations are Covered? Federal, state, and local governments; private employers with 15 or more employees; state and local governments; educational institutions; labor unions; and employers of federal contractors.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

Protected Veterans Status: The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRA) requires federal contractors and subcontractors to take affirmative action to recruit, employ, and advance in employment, or to take affirmative action to recruit, employ, and advance in employment, or to take affirmative action to recruit, employ, and advance in employment.

BLOOD DONATION LEAVE

Section 202 of the Labor Law mandates that employees provide leave to employees for the purpose of donating blood. The two types of blood donation leave are Off-Premises Blood Donation Leave and On-Premises Blood Donation Leave.

COMPANY NAME: _____ PHONE: _____

PAYDAY NOTICE Regular Paydays for Employees of _____

By: _____ Title: _____ Please indicate administrator. _____

YOU MAY NEED TO CHECK YOUR WITHHOLDING

See your employer for a copy of Form W-4 or call the IRS at 1-800-829-5676. Now use the Withholding Calculator at www.irs.gov/individuals on the IRS web site.

NO SMOKING NO SMOKING

Effective July 24, 2013, the amended New York State Indoor Air Quality Act (Public Health Law, Article 13-C) prohibits smoking in virtually all workplaces, including restaurants and bars.

RIGHT TO VOTE ATTENTION ALL EMPLOYEES

IF YOU DO NOT HAVE 4 CONSECUTIVE HOURS TO VOTE, EITHER FROM THE OPENING OF THE POLLS TO THE BEGINNING OF YOUR WORKING HOURS OR FROM THE CLOSING OF THE POLLS, YOU MAY TAKE OFF UP TO 2 HOURS WITHOUT LOSS OF PAY, TO ALLOW YOU TIME TO VOTE IF YOU ARE A REGISTERED VOTER.

PAID FAMILY LEAVE NOTICE ANTI-DISCRIMINATION 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 employees (Notice of Compliance) stating that you have Paid Family Leave insurance.

WHISTLEBLOWER PROTECTION

Division of Labor Standards Bureau. Notice of Employer Rights, Protections, and Obligations Under Labor Law Section 740.

EMPLOYMENT INSURANCE ATTENTION EMPLOYERS NOTICE REGARDING UNEMPLOYMENT INSURANCE

Upon registration, employers (except household employers) will receive a poster, "Notice to Employers," IA 133, which informs their workers that their jobs are covered by unemployment insurance.

EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits employers from using lie detector tests either for pre-employment screening or during the course of employment.

DISCRIMINATION

THIS ESTABLISHMENT IS SUBJECT TO THE NEW YORK STATE HUMAN RIGHTS LAW (EXECUTIVE LAW, ARTICLE 15).

ALL EMPLOYERS, EMPLOYMENT AGENCIES, LABOR ORGANIZATIONS AND APPRENTICESHIP TRAINING PROGRAMS

Discrimination based upon age, race, creed, color, national origin, sexual orientation, military status, sex, pregnancy, gender identity or expression, citizenship or immigration status, disability, domestic violence victim status, marital status, or any other characteristic prohibited by the New York State Human Rights Law.

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

YOUR RIGHTS UNDER USERRA. THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (USERRA) prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

NEW YORK CORRECTION LAW ARTICLE 23-A

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VETERAN BENEFITS AND 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.

MENTAL HEALTH AND SUBSTANCE ABUSE SERVICES TAX BENEFITS

MENTAL HEALTH AND SUBSTANCE ABUSE SERVICES. All calls and texts are free and confidential. U.S. Department of Veterans Affairs Veterans Crisis Line: 1-800-273-8255

EDUCATION, WORKFORCE, AND TRAINING RESOURCES

EDUCATION, WORKFORCE, AND TRAINING RESOURCES. Veterans Readiness and Employment (VRE) Program: www.vre.va.gov

NEW YORK STATE DIVISION OF VETERANS' SERVICES

NEW YORK STATE DIVISION OF VETERANS' SERVICES. Help Line: 1-888-969-7677. Email: AskVets@vets.ny.gov

DISABILITY BENEFITS LAW

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

FEDERAL MINIMUM WAGE

FEDERAL MINIMUM WAGE. The Fair Labor Standards Act (FLSA) sets the minimum wage for most workers in the United States.

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

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WORKERS' COMPENSATION

WORKERS' COMPENSATION. Employers must obtain and keep in force workers' compensation coverage for all employees.

FMLA - FAMILY AND MEDICAL LEAVE ACT

Your Employee Rights Under the Family and Medical Leave Act. FMLA is a federal law that provides for unpaid, job-protected leave for qualified family and medical reasons.

DISCRIMINATION AGAINST CERTAIN ACTIVITIES

Discrimination Against Certain Activities. The National Labor Relations Act (NLRA) prohibits employers from discriminating against employees for engaging in certain activities.

FRINGE BENEFITS AND HOURS

FRINGE BENEFITS AND HOURS. The National Labor Relations Act (NLRA) requires employers to bargain with unions over fringe benefits and hours.

EQUAL PAY NOTICE

EQUAL PAY NOTICE. The Equal Pay Act of 1963 requires employers to pay men and women the same wage for equal work.

RIGHT TO KNOW

RIGHT TO KNOW. The Right to Know Act requires employers to disclose information about hazardous chemicals in the workplace.

YOU HAVE A RIGHT TO KNOW!

YOU HAVE A RIGHT TO KNOW! Your employer must inform you of the health effects and hazards of toxic substances at your workplace.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

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