

FED

EMPLOYEE RIGHTS

UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

\$7.25 PER HOUR

BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it.

OVERTIME

At least 1 1/2 times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 years old in most farm jobs.

TIP CREDIT

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on the received tips.

PUMP & ROLL

The employer requires its female employees to provide reasonable break time for a nursing employee to express milk for her nursing child.

WHD

WAGE AND HOUR DIVISION

UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243

www.dol.gov/agencies/whd

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EMPLOYEE RIGHTS

EMPLOYEE POLYGRAPH PROTECTION ACT

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

PROHIBITIONS

Employers are generally prohibited from requiring or requiring any employee to be subjected to a lie detector test.

EXEMPTIONS

Federal, State and local governments are not affected by this law.

ADDITIONAL INFORMATION

Certain occupations and employers are exempt from the minimum wage, and/or overtime pay provisions.

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NY

NEW YORK STATE

Department of Labor

Attention Miscellaneous Industry Employers

Minimum Wage hourly rates effective 1/1/2026 – 12/31/2026

Large Employers (11 or more employees)

Minimum Wage \$17.00

Minimum Wage \$17.00

Minimum Wage \$17.00

Small Employers (10 or less employees)

Minimum Wage \$17.00

Minimum Wage \$17.00

Minimum Wage \$17.00

Long Island and Westchester County

Minimum Wage \$17.00

Minimum Wage \$17.00

Minimum Wage \$17.00

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Minimum Wage Poster

Post in Plain View

NY

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Division of Human Rights

844-697-3471

www.dhr.ny.gov

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NY

NEW YORK STATE

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Division of Labor Standards

Summary of New York State Child Labor Law, Permitted Working Hours for Minors Under 18 Years of Age

Age of Minor	Industry or Occupation	Daily Hours	Weekly Hours	Days Per Week	Permitted Hours
14 and 15	All occupations except farm work, newspaper carrier and street trades.	3 hours on school days, 8 hours on other days.	18 ¹	6 ¹	7 AM to 7 PM
16 and 17	All occupations except farm work, newspaper carrier and street trades.	4 hours on days preceding school days, Monday-Thursday, Wednesday, Friday, Saturday, Sunday and Holidays.	28 ²	6 ¹	6 AM to 10 PM ¹
14 and 15	All occupations except farm work, newspaper carrier and street trades.	8 hours	40	6	7 AM to 7 PM until 21 to Labor Day
16 and 17	All occupations except farm work, newspaper carrier and street trades.	8 hours ²	48 ²	6 ¹	6 AM to Midnight ¹
16 and 17	All occupations except farm work, newspaper carrier and street trades.	8 hours ²	48 ²	6 ¹	6 AM to Midnight ¹
12 and 13	Hand harvest of berries, fruits and vegetables.	4 hours	-----	-----	Day after Labor Day to June 26, 5 AM to 4 PM.
14 to 18	Any farm work.	-----	-----	-----	-----
11 to 18	Deliveries, and sales and deliveries, shipping papers or pamphlets or handcarriers or peddlers.	4 hours on school days, 5 hours on other days.	-----	-----	5 AM to 7 PM or 10 minutes prior to sunset, whichever is later
14 to 18	Self-employed work in public places selling newspapers or work at a bookstand.	4 hours on school days, 5 hours on other days.	-----	-----	6 AM to 7 PM

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Additional Child Labor Law Information

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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.

Who is eligible for FMLA leave?

You must be an eligible employee and work for a covered employer.

What does FMLA leave cover?

FMLA leave covers 12 weeks of unpaid leave in a 12-month period for:

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YOUR RIGHTS UNDER USERRA

THE 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 or certain types of service in the National Disaster Medical System.

REEMPLOYMENT RIGHTS

If you have the right to be reemployed after your military service, you have the right to be reemployed in the uniformed service.

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NEW YORK STATE ELECTION LAW

(As amended by Chapter 55 of the Laws of 2020)

5-3-110. Time allowed employees to vote.

If a registered voter does not have sufficient time outside of his or her scheduled working hours, within which to vote on any day which is a legal election day, the employer shall, at the request of the voter, provide a reasonable amount of time for the voter to vote.

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