This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the rights of employees to be free from discrimination and retaliation. This includes protections against discrimination based on race, color, religion, sex, sexual orientation, gender identity or expression, and more. Employers must post the Notice of Employee Rights, Protections, and Obligations Under Labor Law Section 740 of Labor in a conspicuous place where employees can read it. The law also prohibits retaliation against employees for exercising their rights under the Fair Labor Standards Act.

Permitted Working Hours for Minors Under 18 Years of Age

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Permitted Hours</th>
<th>Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agricultural Workers</td>
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<tr>
<td>Manufacturing Workers</td>
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<td>Food Workers</td>
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<tr>
<td>Construction Workers</td>
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<tr>
<td>Service Workers</td>
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<tr>
<td>Males</td>
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<tr>
<td>Females</td>
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<tr>
<td>Under 16 Years</td>
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<tr>
<td>Under 18 Years</td>
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</tbody>
</table>

**NOTICE:** The information provided in this document is intended for general guidance only. It is not legal advice and does not create an attorney-client relationship. For legal advice specific to your situation, consult an attorney.

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**Attention Miscellaneous Industry Employees**

**New York State Labor Law**

- Employees are entitled to a written statement of their rights under the New York Labor Law.
- Employers are required to post the New York Labor Law poster in a conspicuous location where employees can readily see it.
- The poster must be updated to reflect any changes in the law.

**New York State Wage Payment & Labor Laws**

- Employees are entitled to receive wages on time and in the agreed-upon manner.
- Employers must keep records of hours worked and wages paid to each employee.

**New York State Family and Medical Leave Act**

- Employees are entitled to take leave for family or medical reasons, such as caring for a family member or recovering from a serious health condition.
- Employers are required to provide leave to eligible employees.

**New York State Workers’ Compensation Law**

- Employees who are injured or become ill on the job are entitled to workers’ compensation benefits.
- Employers are required to maintain workers’ compensation insurance or self-insure.

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**OSHA Job Safety and Health**

- All workers have the right to:
  - A safe workplace.
  - Raise a safety or health concern with your employer.
  - Request a work-related injury or illness, without being retaliated against.
  - Receive information and training on job hazards, including hazards in determinations in your workplace.
  - Request a confidential OSHA inspection of your workplace if you believe there are inadequate safety conditions.
  - You have the right to file a complaint with OSHA and to speak up in the workplace.
  - Participate in your workplace’s health and safety programs.
  - You are entitled to OSHA’s workplace safety and health standards.
  - Request copies of your medical records, tests that measure hazards in your workplace, and the workplace’s injury and illness log.

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**Veteran Benefits and Services**

- **Veteran License Plate:**
  - Eligible veterans are entitled to a veteran license plate.

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**Property Tax Exemptions**

- Eligible veterans are entitled to property tax exemptions.

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**Mental Health and Substance Abuse Resources**

- **Veterans Crisis Line:**
  - The Department of Veterans Affairs operates a confidential hotline at 1-800-273-TALK.
  - Press 1 for a veteran crisis counselor.

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**Employment Discrimination**

- Employment discrimination is covered by Title VI if the primary objective of the financial assistance is to achieve a result in violation of Title VI.

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**Veteran Readjustment Assistance Act of 1974**

- Veterans are entitled to readjustment assistance.

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**Contact OSHA We can help.**

- For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-DOL.