



U.S. Department of Labor  
Occupational Safety and Health Administration

# New York & Federal Employment Notices

NOTE: OSHA REQUIRES THAT REPRODUCTIONS OR FACSIMILES OF THE POSTER BE AT LEAST 8" X 14" INCHES WITH 10 POINT TYPE.

## Job Safety and Health IT'S THE LAW!

- ### All workers have the right to:

  - A safe workplace.
  - Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
  - Receive information and training on job hazards, including all hazardous substances in your workplace.
  - Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.
  - Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
  - File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
  - See any OSHA citations issued to your employer.
  - Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.
- ### Employers must:

  - Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
  - Comply with all applicable OSHA standards.
  - Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.
  - Provide required training to all workers in a language and vocabulary they can understand.
  - Prominently display this poster in the workplace.
  - Post OSHA citations at or near the place of the alleged violations.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

This poster is available free from OSHA.

**Contact OSHA. We can help.**

1-800-321-OSHA (6742) **TTY 1-877-889-5627** • [www.osha.gov](http://www.osha.gov)



## Federal Minimum Wage

The new required minimum wage for 2025 PER HOUR BEGINNING JULY 24, 2025

At least 15 cents the regular rate of pay for each workweek over 40 in a workweek.

**CHILD LABOR:** Employees must be at least 16 years old to work in most non-hazardous jobs and at least 18 years old in non-hazardous jobs. No one under 18 may work in hazardous occupations as defined by the Secretary of Labor. Youth 14 and 15 years old may work outside school hours in non-manufacturing, non-mining, non-hazardous jobs.

**EMPLOYERS SUBJECT TO THE STATE MINIMUM WAGE ARE OBLIGATED TO PAY THE HIGHER RATE.**

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## Pregnancy and Employment Rights

It is illegal for an employer to refuse to provide a reasonable accommodation for you because of your pregnancy, having a child, or related medical conditions.

Prohibit women from those receiving from children are protected from discrimination under the NYC Human Rights Law.

- Bathroom breaks
- Breaks to facilitate increased water intake
- Periodic rest if you stand for long periods of time
- Assistance with manual labor
- Changes to your work environment
- Updated medical information

**For more information contact: NYC Commission on Human Rights**

## Workers' Compensation

If you are injured on the job, you may be entitled to these simple steps:

1. Get medical attention as soon as possible.
2. Report the injury to your employer as soon as possible.
3. Get a copy of the workers' compensation claim form from your employer.
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**For more information contact: NYC Workers' Compensation Board**

## Paid Family Leave

Employees are entitled to 12 weeks of paid family leave for the care of a family member who is unable to perform his or her job because of a serious health condition.

**For more information contact: NYC Paid Family Leave Board**

## Time Off To Vote

Employees are entitled to time off to vote in a primary or general election.

**For more information contact: NYC Board of Elections**

## Family Medical Leave Act

Employees are entitled to 12 weeks of unpaid family leave for the care of a family member who is unable to perform his or her job because of a serious health condition.

**For more information contact: NYC Family Medical Leave Board**

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Employees are entitled to 12 weeks of unpaid family leave for the care of a family member who is unable to perform his or her job because of a serious health condition.

**For more information contact: NYC Family Medical Leave Board**

## Unemployment Insurance

Employees are entitled to unemployment benefits if they are laid off or their work is discontinued.

**For more information contact: NYC Department of Social Services**

## Discrimination

Employees are entitled to a workplace free from discrimination on the basis of race, sex, age, and other characteristics.

**For more information contact: NYC Commission on Human Rights**

## IRS Withholding

Employees are entitled to a workplace free from discrimination on the basis of race, sex, age, and other characteristics.

**For more information contact: NYC Department of Social Services**

## Payday Notice

Employees are entitled to a workplace free from discrimination on the basis of race, sex, age, and other characteristics.

**For more information contact: NYC Department of Social Services**

## Emergency Notice

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## State Minimum Wage

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**For more information contact: NYC Department of Social Services**

## Fast Food Minimum Wage

Employees are entitled to a workplace free from discrimination on the basis of race, sex, age, and other characteristics.

**For more information contact: NYC Department of Social Services**

## Whistleblower Protections

Employees are entitled to a workplace free from discrimination on the basis of race, sex, age, and other characteristics.

**For more information contact: NYC Department of Social Services**

## Blood Donation Leave

Employees are entitled to a workplace free from discrimination on the basis of race, sex, age, and other characteristics.

**For more information contact: NYC Department of Social Services**

## Equal Employment Opportunity

Employees are entitled to a workplace free from discrimination on the basis of race, sex, age, and other characteristics.

**For more information contact: NYC Department of Social Services**

## Right To Express Breast Milk

Employees are entitled to a workplace free from discrimination on the basis of race, sex, age, and other characteristics.

**For more information contact: NYC Department of Social Services**

## Child Labor

Employees are entitled to a workplace free from discrimination on the basis of race, sex, age, and other characteristics.

**For more information contact: NYC Department of Social Services**

## Correction Law

Employees are entitled to a workplace free from discrimination on the basis of race, sex, age, and other characteristics.

**For more information contact: NYC Department of Social Services**

## USERRA

Employees are entitled to a workplace free from discrimination on the basis of race, sex, age, and other characteristics.

**For more information contact: NYC Department of Social Services**

## Polygraph Protection

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## Clean Air Indoor Act

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## Fringe Benefit & Hours

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