

**WE ARE YOUR DOL** Attention Miscellaneous Industry Employees

Minimum Wage hourly rates effective 1/1/2024 – 12/31/2024

New York City	
Large Employers (11 or more employees)	Small Employers (10 or less employees)
<b>Minimum Wage \$16.00</b>	<b>Minimum Wage \$16.00</b>
Overtime after 40 hours \$24.00	Overtime after 40 hours \$24.00
<b>Tipped workers \$16.00</b>	<b>Tipped workers \$16.00</b>
Overtime after 40 hours \$24.00	Overtime after 40 hours \$24.00

  

Long Island and Westchester County	Remainder of New York State
<b>Minimum Wage \$16.00</b>	<b>Minimum Wage \$15.00</b>
Overtime after 40 hours \$24.00	Overtime after 40 hours \$22.50
<b>Tipped workers \$16.00</b>	<b>Tipped workers \$15.00</b>
Overtime after 40 hours \$24.00	Overtime after 40 hours \$22.50

If you have questions, need more information or want to file a complaint, please visit [www.labor.ny.gov/minimumwage](http://www.labor.ny.gov/minimumwage) or call: **1-888-469-7365**.

**Credits and Allowances** that may reduce your pay below the minimum wage rates shown above:

- Tips** – Beginning December 31, 2020, your employer must pay the full applicable minimum wage rate, and cannot take any tip credit.
- Meals and lodging** – Your employer may claim a limited amount of your wages for meals and lodging that they provide to you, as long as they do not charge you anything else. The rates and requirements are set forth in wage orders and summaries, which are available online.

**Extra Pay** you may be owed in addition to the minimum wage rates shown above:

- Overtime** – You must be paid 1½ times your regular rate of pay (no less than amounts shown above) for weekly hours over 40 (or 44 for residential employees).  
*Exceptions:* Overtime is not required for salaried professionals, or for executives and administrative staff whose weekly salary is more than 75 times the minimum wage rate.
- Call-in pay** – If you go to work as scheduled and your employer sends you home early, you may be entitled to extra hours of pay at the minimum wage rate for that day.
- Spread of hours** – If your workday lasts longer than ten hours, you may be entitled to extra daily pay. The daily rate is equal to one hour of pay at the minimum wage rate.
- Uniform maintenance** – If you clean your own uniform, you may be entitled to additional weekly pay. The weekly rates are available online.

LS 207 (11/23) **Minimum Wage Poster** Post in Plain View

Division of Labor Standards  
Harriman State Office Campus  
Building 12, Albany, NY 12226

**WE ARE YOUR DOL** Department of Labor  
[www.labor.ny.gov](http://www.labor.ny.gov)

**Deductions from Wages**  
Section 193 of the New York State Labor Law

§ 193. Deductions from wages.

1. No employer shall make any deduction from the wages of an employee, except deductions which:

- are made in accordance with the provisions of any law or any rule or regulation issued by any governmental agency including regulations promulgated under paragraph c and paragraph d of this subdivision; or
- are expressly authorized in writing by the employee and are for the benefit of the employee, provided that such authorization is voluntary and only given following receipt by the employee of written notice of all terms and conditions of the payment and/or its benefits and the details of the manner in which deductions will be made. Whenever there is a substantial change in the terms or conditions of the payment, including but not limited to, any change in the amount of the deduction, or a substantial change in the benefits of the deduction or the details in the manner in which deductions shall be made, the employer shall, as soon as practicable, but in each case before any increased deduction is made on the employee's behalf, notify the employee prior to the implementation of the change. Such authorization shall be kept on file on the employer's premises for the period during which the employee is employed by the employer and for six years after such employment ends. Notwithstanding the foregoing, employee authorization for deductions under this section may also be provided to the employer pursuant to the terms of a collective bargaining agreement. Such authorized deductions shall be limited to payments for:
  - insurance premiums and prepaid legal plans;
  - rent or health and welfare benefits;
  - contributions to a bona fide charitable organization;
  - costs and vending machine purchases made at the employer's place of business and purchases made at gift shops operated by the employer, where the employer is a hospital, college, or university;
  - pharmacy purchases made at the employer's place of business;
  - tuition, room, board, and fees for pre-school, nursery, primary, secondary, and/or post-secondary educational institutions;
  - day care, before-school and after-school care expenses;
  - payments for housing provided at no more than market rates by non-profit hospitals or affiliates thereof; and
  - similar payments for the benefit of the employee.
- are related to recovery of an overpayment

2. Deductions made in conjunction with an employer sponsored pre-tax contribution plan approved by the IRS or other local taxing authority, including those falling within one or more of the categories set forth in paragraph b of subdivision one of this section, shall be considered to have been made in accordance with paragraph a of subdivision one of this section.

3. a. No employer shall make any charge against wages, or require an employee to make any payment by separate transaction unless such charge or payment is permitted as a deduction from wages under the provisions of subdivision one of this section or is permitted or required under any provision of a current collective bargaining agreement. b. Notwithstanding the existence of employee authorization to make deductions in accordance with a procedure and a requirement that notice of such deductions in accordance with subparagraph (xiv) of paragraph b of subdivision one of this section, the total aggregate amount of such deductions for each pay period shall be subject to the following limitations: (i) such aggregate amount shall not exceed a maximum aggregate limit established by the employer for each pay period; (ii) such aggregate amount shall not exceed a maximum aggregate limit established by the employee, which limit may be any amount (in ten dollar increments) up to the maximum amount established by the employer under subparagraph (i) of this paragraph; (iii) the employer shall not permit any purchases within these categories of deduction by the employee that exceed the aggregate limit established by the employer, or if no limit has been set by the employer, the limit set by the employer; (iv) the employee shall have access within the workplace to current account information detailing individual expenditures within these categories of deduction and a running total of the amount that will be deducted from the employee's pay during the next applicable pay period. Information shall be available in printed form or capable of being printed should the employee wish to obtain a listing. No employee may be charged any fee, directly or indirectly, for access to, or printing of, such account information.

4. Nothing in this section shall justify noncompliance with article three-A of the personal property law relating to assignment of earnings, with section two hundred twenty-one of this chapter relating to company stores or with any other law applicable to deductions from wages.

5. There is no exception to liability under this section for the unauthorized failure to pay wages, benefits or wage supplements.

For more information, call or write the nearest office of the Division of Labor Standards:

<b>Albany District</b> State Office Campus Building 12 Room 185A Albany, NY 12226 (518) 457-2730	<b>New York City District</b> 55 Hanson Place 11th Floor Brooklyn, NY 11217 (718) 775-3719	<b>Bronx District</b> 55 Hanson Place 11th Floor Brooklyn, NY 11217 (212) 775-3719	<b>Rochester District</b> 276 Waring Road Room 104 Rochester, NY 14609 (585) 258-4550	<b>Syracuse District</b> 333 East Washington Street Room 121 Syracuse, NY 13202 (315) 428-4057	<b>White Plains District</b> 120 Bloomingdale Road White Plains, NY 10605 (914) 997-9521
---	--	--	---	--	---

**Garden City District**  
400 Oak Street  
Suite 102  
Garden City, NY 11530  
(516) 794-8195

**Attention Employers**  
Re: *New York Digital Posters and Minors' Posting Provisions*

**Minors' Posting Provisions:**

Laws of New York, Article 4, Section 144 addresses "Posting of Hours" requirements. The employer shall make a schedule for all minors employed by the employer, setting forth the hours of beginning and stopping and the time allowed for meals, which shall be posted conspicuously posted in each establishment where such persons are employed.

A change in the schedule of hours worked by minors pursuant to the provisions of this chapter shall be allowed provided that the posted schedule reflects the change. The presence of any person subject to the article at any hours other than those stated in the above notice, or failure to post such notice, shall constitute prima facie evidence of a violation of the article.

**Digital Posters:**

Employers must furnish digital versions of all copies and abstracts required under Section 201 of New York's Labor Law and the New York State Department of Labor regulations to all employees through either the employer's website or by email. CPC provides a QR code on the state All-On-One that once scanned, will open to a link where the digital posters can be viewed.

**WE ARE YOUR DOL** Department of Labor  
[www.labor.ny.gov](http://www.labor.ny.gov)

**Tip Appropriation**  
Section 196-d of the New York State Labor Law

Section 196-d. Gratuities. No employer or his agent or agent of any corporation, or any other person shall demand or accept, directly or indirectly, any part of the gratuities, received by an employee, or retain any part of a gratuity or of any charge purported to be a gratuity for an employee. This provision shall not apply to the checking of hats, coats or other apparel. Nothing in this subdivision shall be construed as affecting the allowances from the minimum wage for gratuities in the amount determined in accordance with the provisions of article nineteen of this chapter nor as affecting practices in connection with banquets and other special functions where a fixed percentage of the patron's bill is added for gratuities which are distributed to employees, nor to the sharing of tips by a waiter with a busboy or similar employee.

For more information, call or write the nearest office of the Division of Labor Standards, of the New York State Department of Labor, listed below:

<b>Albany District</b> State Office Campus Building 12 Room 185A Albany, NY 12226 (518) 457-2730	<b>Garden City District</b> 400 Oak Street Suite 102 Garden City, NY 11530 (516) 794-8195	<b>Syracuse District</b> 333 East Washington Street Room 121 Syracuse, NY 13202 (315) 428-4057
<b>Bronx District</b> 55 Hanson Place 11th Floor Brooklyn, NY 11217 (212) 775-3719	<b>New York City District</b> 55 Hanson Place 11th Floor Brooklyn, NY 11217 (212) 775-3719	<b>White Plains District</b> 120 Bloomingdale Road White Plains, NY 10605 (914) 997-9521
<b>Buffalo District</b> 295 Main Street Suite 914 Buffalo, NY 14203 (716) 847-7141	<b>Rochester District</b> 276 Waring Road Room 104 Rochester, NY 14609 (585) 258-4550	

LS 204 (8/20) (1/16/24)

**Attention Employers**  
Re: *Workers' Compensation, Unemployment Insurance and Paid Family Leave posters*

New York employers are required to post the Workers' Compensation, Unemployment and Paid Family Leave posters. For your convenience, instructions for obtaining these required posters have been provided below. Our primary goal is to keep you, our business partner, informed of your state's mandatory posting requirements.

**Workers' Compensation:**  
Employers are required to post the "Notice of Compliance for Workers' Compensation" (C-105 or C-105-1) posting and the "Notice of Compliance for Disability Benefits" (DB-120) posting. These posters are only supplied by your Workers' Compensation carrier.

**Unemployment Insurance:**  
Employers registered with the New York State Unemployment Insurance Division are required to post the *Unemployment Insurance Notice to Employees* (LA 133) in an area visible to employees. Employers must call the New York Department of Labor, Unemployment Insurance Division at (518) 485-5582 to determine whether or not you are liable for unemployment insurance.

**Paid Family Leave:**  
Employers are required to display a Paid Family Leave notice where all employees and/or applicants can readily see it. Your insurance carrier will provide a Notice of Compliance stating that you have Paid Family Leave insurance. If you are self-insured, you can get this notice by contacting the Workers' Compensation Board at [certificates@wcb.ny.gov](mailto:certificates@wcb.ny.gov).

**NOTICE**  
New York Labor Law § 201-d

**Mandatory Workplace Communications**

Effective September 6, 2023, employers will no longer be able to require employees to attend employer-sponsored meetings, commonly known as "captive audience meetings." New York Labor Law § 201-d prohibits an employer from discriminating against an individual for refusing to attend an employer-sponsored meeting or listen to speech or view communication, which primary purpose is to communicate the employer's opinion concerning religious or political matters. Prohibited discrimination includes refusing to hire, employ, license, or discharge from employment or otherwise discriminating against an individual in compensation, promotion or terms, conditions or privileges of employment.

The law does not prohibit:

- an employer or its agent, representative or designee from communicating to its employees any information that the employer is required by law to communicate, but only to the extent of such legal requirement;
- an employer or its agent, representative or designee from communicating or listening to speech or view communication that is necessary for such employees to perform their job duties;
- an institution of higher education, or any agent, representative or designee of such institution, from meeting with or participating in any communications with its employees that are part of coursework, any symposia or an academic program at such institution;
- causal conversations between employees or between an employee and an agent, representative or designee of an employer, provided participation in such conversations is not required; or
- a requirement limited to the employer's managerial and supervisory employees.

This is a summary of the New York Labor Law § 201-d. This is not a complete text of the law.

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

Learn all you can about toxic substances on your job. For more information, contact:

Name: \_\_\_\_\_  
Location & Phone Number: \_\_\_\_\_  
Title: \_\_\_\_\_

**THE RIGHT TO KNOW LAW WORKS FOR YOU.**  
NEW YORK STATE DEPARTMENT OF HEALTH

**STATE LABOR LAW**

**VETERAN BENEFITS AND SERVICES**  
The following resources and benefits are available at no cost to help veterans understand their rights, protections, benefits, and accommodations:  
[doh.ny.gov/veteran-benefits-and-services](http://doh.ny.gov/veteran-benefits-and-services)

<b>MENTAL HEALTH AND SUBSTANCE ABUSE RESOURCES</b> All calls and texts are free and confidential! Veterans Treatment Courts (VTC): <a href="http://www2.nyctourts.gov/courts/practitioners_judging/veterans_courts.html">www2.nyctourts.gov/courts/practitioners_judging/veterans_courts.html</a> Email: <a href="mailto:Practitioner@veteranscourts.ny.us">Practitioner@veteranscourts.ny.us</a> Call: 888-988-1111 Fax: 838-2555 Suicide and Crisis Lifeline: <a href="http://www.veteranscrisisline.net">www.veteranscrisisline.net</a> Call: 988 Text: 988 Crisis Textline: Call: 747-4741 Chat: <a href="http://crisisline.org">crisisline.org</a> NYS Office of Mental Health (OMH): <a href="http://www.omh.ny.gov">www.omh.ny.gov</a> NYS Office of Addiction Services and Supports (OASAS): <a href="http://www.oasas.ny.gov/addiction">www.oasas.ny.gov/addiction</a> Call: 1-877-8-HOPE/NY (627-668) Text: HOPE/NY (467-366)	<b>TAX BENEFITS</b> NYS Department of Tax and Finance Information for military personnel and veterans: <a href="http://tax.ny.gov/military/military_page.htm">tax.ny.gov/military/military_page.htm</a> Property tax exemptions: <a href="http://tax.ny.gov/property/exemption/veteran/wvtm.htm">tax.ny.gov/property/exemption/veteran/wvtm.htm</a>
<b>LEGAL SERVICES</b> Veterans Treatment Courts (VTC): <a href="http://www2.nyctourts.gov/courts/practitioners_judging/veterans_courts.html">www2.nyctourts.gov/courts/practitioners_judging/veterans_courts.html</a> Email: <a href="mailto:Practitioner@veteranscourts.ny.us">Practitioner@veteranscourts.ny.us</a> Call: 888-988-1111 Fax: 838-2555 Suicide and Crisis Lifeline: <a href="http://www.veteranscrisisline.net">www.veteranscrisisline.net</a> Call: 988 Text: 988 Crisis Textline: Call: 747-4741 Chat: <a href="http://crisisline.org">crisisline.org</a> NYS Office of Mental Health (OMH): <a href="http://www.omh.ny.gov">www.omh.ny.gov</a> NYS Office of Addiction Services and Supports (OASAS): <a href="http://www.oasas.ny.gov/addiction">www.oasas.ny.gov/addiction</a> Call: 1-877-8-HOPE/NY (627-668) Text: HOPE/NY (467-366)	<b>EDUCATION, WORKFORCE, AND TRAINING RESOURCES</b> Veteran Readiness and Employment (VRME): <a href="http://www.veterans.gov/vrme">www.veterans.gov/vrme</a> New York State Civil Service Credits for Veterans Program: <a href="http://www.csl.ny.gov">www.csl.ny.gov</a>
<b>NEW YORK STATE DEPARTMENT OF VETERANS SERVICES</b> Website: <a href="http://www.veterans.ny.gov">www.veterans.ny.gov</a> Help Line: 1-888-838-7657 Email: <a href="mailto:DVSV@doh.veterans.ny.gov">DVSV@doh.veterans.ny.gov</a> Services: Legal, education, employment and volunteer training, financial care, and more.	<b>NEW YORK STATE DEPARTMENT OF LABOR VETERANS PROGRAM</b> Website: <a href="http://doh.ny.gov/veterans-services">doh.ny.gov/veterans-services</a> Help Line: 1-888-469-7365 Email: <a href="mailto:Ask.Vet@labor.ny.gov">Ask.Vet@labor.ny.gov</a> Services: Workforce and training resources, unemployment insurance, the Experience Counts program, and more.

WE ARE YOUR DOL Department of Labor  
[www.labor.ny.gov](http://www.labor.ny.gov)

**Attention Employers**  
Re: *Workers' Compensation, Unemployment Insurance and Paid Family Leave posters*

New York employers are required to post the Workers' Compensation, Unemployment and Paid Family Leave posters. For your convenience, instructions for obtaining these required posters have been provided below. Our primary goal is to keep you, our business partner, informed of your state's mandatory posting requirements.

**Workers' Compensation:**  
Employers are required to post the "Notice of Compliance for Workers' Compensation" (C-105 or C-105-1) posting and the "Notice of Compliance for Disability Benefits" (DB-120) posting. These posters are only supplied by your Workers' Compensation carrier.

**Unemployment Insurance:**  
Employers registered with the New York State Unemployment Insurance Division are required to post the *Unemployment Insurance Notice to Employees* (LA 133) in an area visible to employees. Employers must call the New York Department of Labor, Unemployment Insurance Division at (518) 485-5582 to determine whether or not you are liable for unemployment insurance.

**Paid Family Leave:**  
Employers are required to display a Paid Family Leave notice where all employees and/or applicants can readily see it. Your insurance carrier will provide a Notice of Compliance stating that you have Paid Family Leave insurance. If you are self-insured, you can get this notice by contacting the Workers' Compensation Board at [certificates@wcb.ny.gov](mailto:certificates@wcb.ny.gov).

**NOTICE**  
New York Labor Law § 201-d

**Mandatory Workplace Communications**

Effective September 6, 2023, employers will no longer be able to require employees to attend employer-sponsored meetings, commonly known as "captive audience meetings." New York Labor Law § 201-d prohibits an employer from discriminating against an individual for refusing to attend an employer-sponsored meeting or listen to speech or view communication, which primary purpose is to communicate the employer's opinion concerning religious or political matters. Prohibited discrimination includes refusing to hire, employ, license, or discharge from employment or otherwise discriminating against an individual in compensation, promotion or terms, conditions or privileges of employment.

The law does not prohibit:

- an employer or its agent, representative or designee from communicating to its employees any information that the employer is required by law to communicate, but only to the extent of such legal requirement;
- an employer or its agent, representative or designee from communicating or listening to speech or view communication that is necessary for such employees to perform their job duties;
- an institution of higher education, or any agent, representative or designee of such institution, from meeting with or participating in any communications with its employees that are part of coursework, any symposia or an academic program at such institution;
- causal conversations between employees or between an employee and an agent, representative or designee of an employer, provided participation in such conversations is not required; or
- a requirement limited to the employer's managerial and supervisory employees.

This is a summary of the New York Labor Law § 201-d. This is not a complete text of the law.

**WE ARE YOUR DOL** Department of Labor  
[www.labor.ny.gov](http://www.labor.ny.gov)

**Deductions from Wages**  
Section 193 of the New York State Labor Law

§ 193. Deductions from wages.

1. No employer shall make any deduction from the wages of an employee, except deductions which:

- are made in accordance with the provisions of any law or any rule or regulation issued by any governmental agency including regulations promulgated under paragraph c and paragraph d of this subdivision; or
- are expressly authorized in writing by the employee and are for the benefit of the employee, provided that such authorization is voluntary and only given following receipt by the employee of written notice of all terms and conditions of the payment and/or its benefits and the details of the manner in which deductions will be made. Whenever there is a substantial change in the terms or conditions of the payment, including but not limited to, any change in the amount of the deduction, or a substantial change in the benefits of the deduction or the details in the manner in which deductions shall be made, the employer shall, as soon as practicable, but in each case before any increased deduction is made on the employee's behalf, notify the employee prior to the implementation of the change. Such authorization shall be kept on file on the employer's premises for the period during which the employee is employed by the employer and for six years after such employment ends. Notwithstanding the foregoing, employee authorization for deductions under this section may also be provided to the employer pursuant to the terms of a collective bargaining agreement. Such authorized deductions shall be limited to payments for:
  - insurance premiums and prepaid legal plans;
  - rent or health and welfare benefits;
  - contributions to a bona fide charitable organization;
  - costs and vending machine purchases made at the employer's place of business and purchases made at gift shops operated by the employer, where the employer is a hospital, college, or university;
  - pharmacy purchases made at the employer's place of business;
  - tuition, room, board, and fees for pre-school, nursery, primary, secondary, and/or post-secondary educational institutions;
  - day care, before-school and after-school care expenses;
  - payments for housing provided at no more than market rates by non-profit hospitals or affiliates thereof; and
  - similar payments for the benefit of the employee.
- are related to recovery of an overpayment

2. Deductions made in conjunction with an employer sponsored pre-tax contribution plan approved by the IRS or other local taxing authority, including those falling within one or more of the categories set forth in paragraph b of subdivision one of this section, shall be considered to have been made in accordance with paragraph a of subdivision one of this section.

3. a. No employer shall make any charge against wages, or require an employee to make any payment by separate transaction unless such charge or payment is permitted as a deduction from wages under the provisions of subdivision one of this section or is permitted or required under any provision of a current collective bargaining agreement. b. Notwithstanding the existence of employee authorization to make deductions in accordance with a procedure and a requirement that notice of such deductions in accordance with subparagraph (xiv) of paragraph b of subdivision one of this section, the total aggregate amount of such deductions for each pay period shall be subject to the following limitations: (i) such aggregate amount shall not exceed a maximum aggregate limit established by the employer for each pay period; (ii) such aggregate amount shall not exceed a maximum aggregate limit established by the employee, which limit may be any amount (in ten dollar increments) up to the maximum amount established by the employer under subparagraph (i) of this paragraph; (iii) the employer shall not permit any purchases within these categories of deduction by the employee that exceed the aggregate limit established by the employer, or if no limit has been set by the employer, the limit set by the employer; (iv) the employee shall have access within the workplace to current account information detailing individual expenditures within these categories of deduction and a running total of the amount that will be deducted from the employee's pay during the next applicable pay period. Information shall be available in printed form or capable of being printed should the employee wish to obtain a listing. No employee may be charged any fee, directly or indirectly, for access to, or printing of, such account information.

4. Nothing in this section shall justify noncompliance with article three-A of the personal property law relating to assignment of earnings, with section two hundred twenty-one of this chapter relating to company stores or with any other law applicable to deductions from wages.

5. There is no exception to liability under this section for the unauthorized failure to pay wages, benefits or wage supplements.

For more information, call or write the nearest office of the Division of Labor Standards:

<b>Albany District</b> State Office Campus Building 12 Room 185A Albany, NY 12226 (518) 457-2730	<b>New York City District</b> 55 Hanson Place 11th Floor Brooklyn, NY 11217 (718) 775-3719	<b>Bronx District</b> 55 Hanson Place 11th Floor Brooklyn, NY 11217 (212) 775-3719	<b>Rochester District</b> 276 Waring Road Room 104 Rochester, NY 14609 (585) 258-4550	<b>Syracuse District</b> 333 East Washington Street Room 121 Syracuse, NY 13202 (315) 428-4057	<b>White Plains District</b> 120 Bloomingdale Road White Plains, NY 10605 (914) 997-9521
---	--	--	---	--	---

**Garden City District**  
400 Oak Street  
Suite 102  
Garden City, NY 11530  
(516) 794-8195

**Attention Employers**  
Re: *Workers' Compensation, Unemployment Insurance and Paid Family Leave posters*

New York employers are required to post the Workers' Compensation, Unemployment and Paid Family Leave posters. For your convenience, instructions for obtaining these required posters have been provided below. Our primary goal is to keep you, our business partner, informed of your state's mandatory posting requirements.

**Workers' Compensation:**  
Employers are required to post the "Notice of Compliance for Workers' Compensation" (C-105 or C-105-1) posting and the "Notice of Compliance for Disability Benefits" (DB-120) posting. These posters are only supplied by your Workers' Compensation carrier.

**Unemployment Insurance:**  
Employers registered with the New York State Unemployment Insurance Division are required to post the *Unemployment Insurance Notice to Employees* (LA 133) in an area visible to employees. Employers must call the New York Department of Labor, Unemployment Insurance Division at (518) 485-5582 to determine whether or not you are liable for unemployment insurance.

**Paid Family Leave:**  
Employers are required to display a Paid Family Leave notice where all employees and/or applicants can readily see it. Your insurance carrier will provide a Notice of Compliance stating that you have Paid Family Leave insurance. If you are self-insured, you can get this notice by contacting the Workers' Compensation Board at [certificates@wcb.ny.gov](mailto:certificates@wcb.ny.gov).

**NOTICE**  
New York Labor Law § 201-d

**Mandatory Workplace Communications**

Effective September 6, 2023, employers will no longer be able to require employees to attend employer-sponsored meetings, commonly known as "captive audience meetings." New York Labor Law § 201-d prohibits an employer from discriminating against an individual for refusing to attend an employer-sponsored meeting or listen to speech or view communication, which primary purpose is to communicate the employer's opinion concerning religious or political matters. Prohibited discrimination includes refusing to hire, employ, license, or discharge from employment or otherwise discriminating against an individual in compensation, promotion or terms, conditions or privileges of employment.

The law does not prohibit:

- an employer or its agent, representative or designee from communicating to its employees any information that the employer is required by law to communicate, but only to the extent of such legal requirement;
- an employer or its agent, representative or designee from communicating or listening to speech or view communication that is necessary for such employees to perform their job duties;
- an institution of higher education, or any agent, representative or designee of such institution, from meeting with or participating in any communications with its employees that are part of coursework, any symposia or an academic program at such institution;
- causal conversations between employees or between an employee and an agent, representative or designee of an employer, provided participation in such conversations is not required; or
- a requirement limited to the employer's managerial and supervisory employees.

This is a summary of the New York Labor Law § 201-d. This is not a complete text of the law.

**Attention Employers**  
Re: *Workers' Compensation, Unemployment Insurance and Paid Family Leave posters*

New York employers are required to post the Workers' Compensation, Unemployment and Paid Family Leave posters. For your convenience, instructions for obtaining these required posters have been provided below. Our primary goal is to keep you, our business partner, informed of your state's mandatory posting requirements.

**Workers' Compensation:**  
Employers are required to post the "Notice of Compliance for Workers' Compensation" (C-105 or C-105-1) posting and the "Notice of Compliance for Disability Benefits" (DB-120) posting. These posters are only supplied by your Workers' Compensation carrier.

**Unemployment Insurance:**  
Employers registered with the New York State Unemployment Insurance Division are required to post the *Unemployment Insurance Notice to Employees* (LA 133) in an area visible to employees. Employers must call the New York Department of Labor, Unemployment Insurance Division at (518) 485-5582 to determine whether or not you are liable for unemployment insurance.

**Paid Family Leave:**  
Employers are required to display a Paid Family Leave notice where all employees and/or applicants can readily see it. Your insurance carrier will provide a Notice of Compliance stating that you have Paid Family Leave insurance. If you are self-insured, you can get this notice by contacting the Workers' Compensation Board at [certificates@wcb.ny.gov](mailto:certificates@wcb.ny.gov).

**NOTICE**  
New York Labor Law § 201-d

**Mandatory Workplace Communications**

Effective September 6, 2023, employers will no longer be able to require employees to attend employer-sponsored meetings, commonly known as "captive audience meetings." New York Labor Law § 201-d prohibits an employer from discriminating against an individual for refusing to attend an employer-sponsored meeting or listen to speech or view communication, which primary purpose is to communicate the employer's opinion concerning religious or political matters. Prohibited discrimination includes refusing to hire, employ, license, or discharge from employment or otherwise discriminating against an individual in compensation, promotion or terms, conditions or privileges of employment.

The law does not prohibit:

- an employer or its agent, representative or designee from communicating to its employees any information that the employer is required by law to communicate, but only to the extent of such legal requirement;
- an employer or its agent, representative or designee from communicating or listening to speech or view communication that is necessary for such employees to perform their job duties;
- an institution of higher education, or any agent, representative or designee of such institution, from meeting with or participating in any communications with its employees that are part of coursework, any symposia or an academic program at such institution;
- causal conversations between employees or between an employee and an agent, representative or designee of an employer, provided participation in such conversations is not required; or
- a requirement limited to the employer's managerial and supervisory employees.

This is a summary of the New York Labor Law § 201-d. This is not a complete text of the law.

**Attention Employers**  
Re: *Workers' Compensation, Unemployment Insurance and Paid Family Leave posters*

New York employers are required to post the Workers' Compensation, Unemployment and Paid Family Leave posters. For your convenience, instructions for obtaining these required posters have been provided below. Our primary goal is to keep you, our business partner, informed of your state's mandatory posting requirements.

**Workers' Compensation:**  
Employers are required to post the "Notice of Compliance for Workers' Compensation" (C-105 or C-105-1) posting and the "Notice of Compliance for Disability Benefits" (DB-120) posting. These posters are only supplied by your Workers' Compensation carrier.

**Unemployment Insurance:**  
Employers registered with the New York State Unemployment Insurance Division are required to post the *Unemployment Insurance Notice to Employees* (LA 133) in an area visible to employees. Employers must call the New York Department of Labor, Unemployment Insurance Division at (518) 485-5582 to determine whether or not you are liable for unemployment insurance.

**Paid Family Leave:**  
Employers are required to display a Paid Family Leave notice where all employees and/or applicants can readily see it. Your insurance carrier will provide a Notice of Compliance stating that you have Paid Family Leave insurance. If you are self-insured, you can get this notice by contacting the Workers' Compensation Board at [certificates@wcb.ny.gov](mailto:certificates@wcb.ny.gov).

**NOTICE**  
New York Labor Law § 201-d

**Mandatory Workplace Communications**

Effective September 6, 2023, employers will no longer be able to require employees to attend employer-sponsored meetings, commonly known as "captive audience meetings." New York Labor Law § 201-d prohibits an employer from discriminating against an individual for refusing to attend an employer-sponsored meeting or listen to speech or view communication, which primary purpose is to communicate the employer's opinion concerning religious or political matters. Prohibited discrimination includes refusing to hire, employ, license, or discharge from employment or otherwise discriminating against an individual in compensation, promotion or terms, conditions or privileges of employment.

The law does not prohibit:

- an employer or its agent, representative or designee from communicating to its employees any information that the employer is required by law to communicate, but only to the extent of such legal requirement;
- an employer or its agent, representative or designee from communicating or listening to speech or view communication that is necessary for such employees to perform their job duties;
- an institution of higher education, or any agent, representative or designee of such institution, from meeting with or participating in any communications with its employees that are part of coursework, any symposia or an academic program at such institution;
- causal conversations between employees or between an employee and an agent, representative or designee of an employer, provided participation in such conversations is not required; or
- a requirement limited to the employer's managerial and supervisory employees.

This is a summary of the New York Labor Law § 201-d. This is not a complete text of the law.

**Attention Employers**  
Re: *Workers' Compensation, Unemployment Insurance and Paid Family Leave posters*

New York employers are required to post the Workers' Compensation, Unemployment and Paid Family Leave posters. For your convenience, instructions for obtaining these required posters have been provided below. Our primary goal is to keep you, our business partner, informed of your state's mandatory posting requirements.

**Workers' Compensation:**  
Employers are required to post the "Notice of Compliance for Workers' Compensation" (C-105 or C-105-1) posting and the "Notice of Compliance for Disability Benefits" (DB-120) posting. These posters are only supplied by your Workers' Compensation carrier.

**Unemployment Insurance:**  
Employers registered with the New York State Unemployment Insurance Division are required to post the *Unemployment Insurance Notice to Employees* (LA 133) in an area visible to employees. Employers must call the New York Department of Labor, Unemployment Insurance Division at (518) 485-5582 to determine whether or not you are liable for unemployment insurance.

**Paid Family Leave:**  
Employers are required to display a Paid Family Leave notice where all employees and/or applicants can readily see it. Your insurance carrier will provide a Notice of Compliance stating that you have Paid Family Leave insurance. If you are self-insured, you can get this notice by contacting the Workers' Compensation Board at [certificates@wcb.ny.gov](mailto:certificates@wcb.ny.gov).

**NOTICE**  
New York Labor Law § 201-d

**Mandatory Workplace Communications**

Effective September 6, 2023, employers will no longer be able to require employees to attend employer-sponsored meetings, commonly known as "captive audience meetings." New York Labor Law § 201-d prohibits an employer from discriminating against an individual for refusing to attend an employer-sponsored meeting or listen to speech or view communication, which primary purpose is to communicate the employer's opinion concerning religious or political matters. Prohibited discrimination includes refusing to hire, employ, license, or discharge from employment or otherwise discriminating against an individual in compensation, promotion or terms, conditions or privileges of employment.

The law does not prohibit:

- an employer or its agent, representative or designee from communicating to its employees any information that the employer is required by law to communicate, but only to the extent of such legal requirement;
- an employer or its agent, representative or designee from communicating or listening to speech or view communication that is necessary for such employees to perform their job duties;
- an institution of higher education, or any agent, representative or designee of such institution, from meeting with or participating in any communications with its employees that are part of coursework, any symposia or an academic program at such institution;
- causal conversations between employees or between an employee and an agent, representative or designee of an employer, provided participation in such conversations is not required; or
- a requirement limited to the employer's managerial and supervisory employees.

This is a summary of the New York Labor Law § 201-d. This is not a complete text of the law.

**Attention Employers**  
Re: *Workers' Compensation, Unemployment Insurance and Paid Family Leave posters*

New York employers are required to post the Workers' Compensation, Unemployment and Paid Family Leave posters. For your convenience, instructions for obtaining these required posters have been provided below. Our primary goal is to keep you, our business partner, informed of your state's mandatory posting requirements.

**Workers' Compensation:**  
Employers are required to post the "Notice of Compliance for Workers' Compensation" (C-105 or C-105-1) posting and the "Notice of Compliance for Disability Benefits" (DB-120) posting. These posters are only supplied by your Workers' Compensation carrier.

**Unemployment Insurance:**  
Employers registered with the New York State Unemployment Insurance Division are required to post the *Unemployment Insurance Notice to Employees* (LA 133) in an area visible to employees. Employers must call the New York Department of Labor, Unemployment Insurance Division at (518) 485-5582 to determine whether or not you are liable for unemployment insurance.

**Paid Family Leave:**  
Employers are required to display a Paid Family Leave notice where all employees and/or applicants can readily see it. Your insurance carrier will provide a Notice of Compliance stating that you have Paid Family Leave insurance. If you are self-insured, you can get this notice by contacting the Workers' Compensation Board at [certificates@wcb.ny.gov](mailto:certificates@wcb.ny.gov).

**NOTICE**  
New York Labor Law § 201-d

**Mandatory Workplace Communications**

Effective September 6, 2023, employers will no longer be able to require employees to attend employer-sponsored meetings, commonly known as "captive audience meetings." New York Labor Law § 201-d prohibits an employer from discriminating against an individual for refusing to attend an employer-sponsored meeting or listen to speech or view communication, which primary purpose is to communicate the employer's opinion concerning religious or political matters. Prohibited discrimination includes refusing to hire, employ, license, or discharge from employment or otherwise discriminating against an individual in compensation, promotion or terms, conditions or privileges of employment.

The law does not prohibit:

- an employer or its agent, representative or designee from communicating to its employees any information that the employer is required by law to communicate, but only to the extent of such legal requirement;
- an employer or its agent, representative or designee from communicating or listening to speech or view communication that is necessary for such employees to perform their job duties;
- an institution of higher education, or any agent, representative or designee of such institution, from meeting with or participating in any communications with its employees that are part of coursework, any symposia or an academic program at such institution;
- causal conversations between employees or between an employee and an agent, representative or designee of an employer, provided participation in such conversations is not required; or
- a requirement limited to the employer's managerial and supervisory employees.

This is a summary of the New York Labor Law § 201-d. This is not a complete text of the law.