CORRECTION LAW

FRINGE BENEFITS AND HOURS

New York State Education Law Section §3-110 states that:

§3-110 Time allowed employees to vote

1. If registered voter does not have sufficient time to vote within the time provided for in this section, the employer shall permit employee to vote in the election or at the time at which the employee is required to work,

2. If more than one election is to be held on the same day, the employer shall permit employee to vote at the earlier of the following times:

a. The time at which the employee is required to work,

b. The time that the employee would have been required to work but for the employer's violation of this section.

An employee who votes on the day of an election and is required to work on election day shall be paid an extra daily rate of $22.50 for work over 40 hours.

Additional pay for a weekly uniform cleaning employee: $10.00 per week.

Tips

The above rates include all tips earned by the employee.

Call-in pay

Tips earned by tipped workers: $12.50 per hour.

Tipped workers: $15.00 per hour.

Overtime after 40 hours: $22.50 per hour.

Minimum Wage

Minimum wage hours effective: 12/31/2020 – 12/31/2021

New York City

Large Employers (11 or more employees)

Minimum Wage: $15.00 per hour

Small Employers (10 or less employees)

Minimum Wage: $15.00 per hour

Long Island and Westchester County

Minimum Wage: $14.00 per hour

Remainder of New York State

Minimum Wage: $12.50 per hour

If you have questions, need more information or want to file a complaint, please visit www.labor.ny.gov/minwage or call 1-888-469-7365.

Credit and Allowances that may reduce your pay below the minimum wage rates above:

Tips – Beginning December 31, 2020, your employer must pay $22.50 per 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. You do not count these wages as income from any other employment. The rates and limits are set forth in wage order 22, which is available online.

Minimum Wage

New York Labor Law Postings

This establishment is subject to the New York State Labor Law and employees are entitled to the minimum wages and earned hours as provided by the laws of the State of New York. This establishment is also subject to the prevailing wage requirements under the New York City Uniformed Services Employment and Protection Act. The wages and hours of work to which this establishment is subject are posted in a conspicuous location.

The Fair Labor Standards Act requires that all employees be paid at least the federal minimum wage of $15.00 per hour. For information on the Fair Labor Standards Act, contact the U.S. Department of Labor. Your wages violate the Federal Fair Labor Standards Act. You are entitled to a wage of $15.00 per hour for all hours worked.

You Have a Right to Know!

Your employer must inform you of the health effects and hazards of toxic substances at your workstation.

Learn all you can about toxic substances.

For more, please visit the nearest office.

NYC Environmental Control Board

71-73 West 34th Street, New York, NY 10001

(212) 266-3130

E-Z NY 1L E-Z NY 1P

Revision Date: 01/21

Minimum Wage Poster

Post in Plain View

LS 207 (12/20)