The federal minimum wage is $15.00 per hour. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage.

If an employee has four consecutive hours either between the opening of the day of the election and the closing of the polls, he or she may take off so much working time as may be necessary to vote. The employer is required to pay compensation for the time taken for voting, and such assessments may be doubled when the violations are determined to be willful.

Tips plus wages add up to at least the minimum wage. Employers and employees are protected from harassment and retaliation; interns must still be paid at least the minimum wage.

CLASSES ALSO IS PROHIBITED.

NY Minimum Wage

<table>
<thead>
<tr>
<th>Employment Status</th>
<th>Minimum Wage 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employees under 18</td>
<td>$15.00</td>
</tr>
<tr>
<td>Employees 18 and over</td>
<td>$15.00</td>
</tr>
</tbody>
</table>

Minimum Wages in New York State

Tips

- Employees must keep tips.
- Tips plus wages add up to at least the minimum wage.
- Employers cannot require employees to turn over tips to the employer.

NEW YORK CONSTRUCTION LAW

New York Labor Law Article 21-A

The rights listed here may vary depending on the circumstances. The text of this article is reproduced in a summary form only. For full text, contact the New York Labor Law Information Center at 1-800-232-2246, or go to www.labor.ny.gov.

Minimum Wage Factor

- Full-time, regular employees: $15.00
- Part-time, regular employees: $13.00
- Temporary, regular employees: $11.80

New York State Labor Law

The following chart is a summary of the permitted working hours provisions of the New York State Labor Law relating to minors less than 18 years of age:

<table>
<thead>
<tr>
<th>Age</th>
<th>Hours per Day</th>
<th>Hours per Week</th>
</tr>
</thead>
<tbody>
<tr>
<td>14 to 15</td>
<td>8</td>
<td>30</td>
</tr>
<tr>
<td>16 to 17</td>
<td>8</td>
<td>40</td>
</tr>
</tbody>
</table>

NEW YORK CONSTRUCTION LAW

ARTICLE 21-A

1. It shall be unlawful for any person for a license or employment at any public or private employer, who employs ten or more persons, to require any person previously convicted of one or more criminal offenses to request a copy of this state's Workers' Compensation posting or notice of compliance/certificate of insurance. Employees should refer to the Workers' Compensation posting or notice of compliance/certificate of insurance furnished to them by the employer.

2. All workers have the right to:
   a. A safe workplace.
   b. Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
   c. Receive information and training on job hazards.
   d. Request a federal OSHA inspection of your workplace if you believe there are violations of applicable laws.
   e. Have the right to have a representative contact OSHA on your behalf.
   f. Participate in any OSHA inspection and speak in private to the inspector.
   g. File a complaint with OSHA within 30 days of being notified of the inspection.
   h. Request copies of your medical records, tests, and exposure reports.
   i. Seek assistance in an OSHA proceeding, or otherwise oppose an unlawful action.

3. Employers must:
   a. 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 making a health and safety concern with OSHA, or reporting a work-related injury or illness.
   b. Comply with all applicable OSHA standards.
   c. Notify employees if leave will be designated as FMLA leave, and if so, how much leave.
   d. Provide required training to all workers in a language and vocabulary they can understand.
   e. Promptly display the poster in the workplace.
   f. Post OSHA citations at or near the place of the alleged violation.

OSHA Consultation services are available to small and hard-hit small employers, without cost. To obtain consultation services, contact your OSHA office.

Job Safety and Health
IT'S THE LAW!

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Contact OSHA. We can help.
1-800-313-OSHA (6742) • 1-877-889-5827 • www.osha.gov

To update your employment law content contact J. J. Keller & Associates, Inc., 3650 West Freeway, Fort Worth, TX 76109. 800-321-4518.