

State Labor Poster and Notice Requirements

This document provides direct links to the workplace posters employers are required to display under federal law. These posters, including official translated versions, are created and updated by government agencies. Employers must also comply with all applicable state posting requirements.

Employers must display required posters in a public place where employees can easily access them. While most posters apply to all employers, some may apply to specific industries or employers of a certain size. Employers can review each poster description to determine whether they are required to display that particular poster.

State law requires employers to provide digital versions of federal and state required workplace posters through their websites or via email.

NEW AND UPDATED POSTERS

New Minimum Wage Poster for 2024

ALL NEW YORK EMPLOYERS

The following posters are required for all New York employers:

Criminal conviction records notice

Employers must post a copy of Article 23-A of the correction law. This article relates to the employment of individuals with a criminal record.

[English](#)

Equal pay provision

[English](#)

● Minimum wage poster

This poster requirement applies to all employers, except for employers or nonprofit organizations that are covered by a specific wage order.

[English](#)

No smoking/vaping posters

Employers must prominently post “No Smoking” signs, “No Vaping” signs or a [sign](#) with the international “no smoking” symbol in all indoor work spaces.

Notice of time off and work hours

Employers must notify their employees of sick leave, vacation, personal leave, holiday and hours of work policies. The notice can be provided in writing or by publicly posting them. [Click here](#) for more information.

[English](#)

Nursing mothers rights notice

Employers must provide this notice to employees who are returning to work following the birth of a child and to all employees through a handbook or by posting it in a central location.

[English](#)

Paid family leave poster

Employers must obtain this posting from their insurance carrier. Self-insured employers can obtain this form by contacting the [Workers’ Compensation Board](#)

[English](#)

State Human Rights Law (Discrimination is prohibited)

[English/Spanish](#)

Notice of Employee Rights, Protections, and Obligations (prohibited retaliation)

Every employer shall inform employees of their protections, rights and obligations regarding retaliation, by posting a notice in a place customarily frequented by employees.

[English](#)

Notice of Pay

Every employer shall provide to its employees in writing, in English and in the primary language of the employee, a notice containing their rate of pay and pay day.

[English](#)

Sexual harassment prevention policy

Employers must provide,  HEFFERNAN  INSURANCE BROKERS. The policy must include annual sexual harassment training for all employees.

Article 7, Section 201-g *Because You're Different*

[English](#)

Time off to vote poster

Employers must post a notice informing employees of their right to take voting leave at least 10 days before an election day. The notice must remain posted until polls close on the election day.

[English](#)

Unemployment insurance (UI) poster

This poster is obtained by registering with the UI Division and calling 888-899-8810. Employers can also file [Form IA 133](#) to request this notice.

Veteran's benefits and services

Public and private employers with more than 50 full-time employees are required to display the Veterans' Benefits & Services poster in a conspicuous place accessible to employees in the workplace.

[English](#)

EMPLOYERS SUBJECT TO SPECIFIC LAWS

Employers must display the following posters only if they are affected by the laws, conditions or requirements specified below:

Workers' compensation notice

Required for employers subject to New York's workers' compensation laws.

Employers must obtain this poster from their insurance carrier.

Disability benefits poster

Required for employers subject to New York's workers' compensation laws.

Employers must obtain this poster from their insurance carrier.

Breastfeeding Mothers' Bill of Rights

Must be conspicuously posted in a public place in each maternal health care facility and each child day care facility.

[English](#) | [Spanish](#) | [Additional Languages](#)

Domestic worker minimum wage

[English](#) | [Spanish](#)

Agricultural minimum wage poster

Farm employers are required to post it where employees can see it. Print on legal size, 8.5 inch x 14 inch, paper.

[English](#)

Food and beverage industry

Employers in the food and beverage industry must display the following posters:

[Deductions from wages \(English\)](#) | [Tip Appropriation \(English\)](#)

Hospitality industry minimum wage poster

Employers in the hospitality industry must display the following poster. Click here for additional information and resources.

[English](#)

Nail salons - Workers' Bill of Rights

[English](#)

Mandatory overtime for nurses poster

Relates to mandatory nurse overtime work. Must be posted in a location accessible to all nursing staff.

[English](#) | [Spanish](#)

Posting of Hours for Minors

Employers subject to youth employment laws must display a schedule for all minors they employ indicating the start and end of work shifts and the time allowed for breaks.

[English](#) (sample schedule)

CONSTRUCTION INDUSTRY AND PUBLIC WORKS

The following posters are required for construction employers and for contractors engaged in public work projects:

Construction Industry Fair Play Act poster

[English](#)

Prevailing wage rate schedule

The current schedule must be posted on the site of the public work project where workers can see and access it, Encased in, or made of, weatherproof materials, and titled "PREVAILING RATE OF WAGES" in letters that are at least 2 x 2 inches.

Public work project poster

[English](#)

PUBLIC EMPLOYERS

Public employers are required to display the following poster:

Safety and Health Protections

[English](#)

"You have a right to know"

[English](#)