

**ONC BOCES**  
**Required Labor Law Postings**  
**Federal & State**  
**May 2023**

Title	Notes	Link
Veterans Benefits and Services	Effective 1/1/23 - More than 50 employees	<a href="https://dol.ny.gov/veterans-benefits-and-services-p37">https://dol.ny.gov/veterans-benefits-and-services-p37</a>
Retaliatory Actions		<a href="https://dol.ny.gov/notice-employee-rights-protections-and-obligations-under-labor-law-section-740-ls-740">https://dol.ny.gov/notice-employee-rights-protections-and-obligations-under-labor-law-section-740-ls-740</a>
Criminal Records		<a href="https://dol.ny.gov/correction-law-article-23">https://dol.ny.gov/correction-law-article-23</a>
Discrimination		<a href="https://dhr.ny.gov/system/files/documents/2022/05/poster.pdf">https://dhr.ny.gov/system/files/documents/2022/05/poster.pdf</a>
Minimum Wage		<a href="https://dol.ny.gov/miscellaneous-industries-minimum-wage-poster-ls-207">https://dol.ny.gov/miscellaneous-industries-minimum-wage-poster-ls-207</a>
Safety & Health		<a href="https://dol.ny.gov/p208-public-employees-job-safety-health-protection">https://dol.ny.gov/p208-public-employees-job-safety-health-protection</a>  <a href="https://www.health.ny.gov/environmental/workplace/right_to_know/docs/rtk.pdf">https://www.health.ny.gov/environmental/workplace/right_to_know/docs/rtk.pdf</a>
Unemployment	To request posters please use this form: <a href="https://dol.ny.gov/system/files/documents/2021/02/ia132.pdf">https://dol.ny.gov/system/files/documents/2021/02/ia132.pdf</a>	Sample: <a href="https://dol.ny.gov/system/files/documents/2023/03/ia133_watermark.pdf">https://dol.ny.gov/system/files/documents/2023/03/ia133_watermark.pdf</a>
Workers Comp	Supplied by the employer's insurance carrier.	Notice of Compliance (White) for Workers' Compensation
Disability	If Applicable - Supplied by employer's insurance carrier.	Notice of Compliance (Blue) For Disability Benefits

Smoking	Employers must post "No Smoking" signs or the international "No Smoking" symbol in every place where the act prohibits or restricts smoking.	<a href="https://www.health.ny.gov/prevention/tobacco_control/clean_indoor_air_act/">https://www.health.ny.gov/prevention/tobacco_control/clean_indoor_air_act/</a>
Fringe Benefits/Hours	Every employer shall notify its employees in writing or by publicly posting the employer's policy on sick leave, vacation, personal leave, holidays and hours.	<a href="https://dol.ny.gov/ls606-guidelines-employers-requirements-notify-employees-about-time-and-work-hours">https://dol.ny.gov/ls606-guidelines-employers-requirements-notify-employees-about-time-and-work-hours</a>
Breastmilk		<a href="https://dol.ny.gov/ls702-guidelines-regarding-rights-nursing-mothers-express-breast-milk-work-place">https://dol.ny.gov/ls702-guidelines-regarding-rights-nursing-mothers-express-breast-milk-work-place</a>
Equal Pay		<a href="https://dol.ny.gov/equal-pay-provision-new-york-state-labor-law-ls603-english">https://dol.ny.gov/equal-pay-provision-new-york-state-labor-law-ls603-english</a>
Sexual Harassment		<a href="https://www.nysenate.gov/legislation/laws/LAB/201-G">https://www.nysenate.gov/legislation/laws/LAB/201-G</a>
Pay		<a href="https://dol.ny.gov/p715-wage-theft-prevention-act">https://dol.ny.gov/p715-wage-theft-prevention-act</a>
Child Labor		<a href="https://dol.ny.gov/summary-new-york-state-child-labor-law-permitted-working-hours-minors-under-18-years-age-ls171">https://dol.ny.gov/summary-new-york-state-child-labor-law-permitted-working-hours-minors-under-18-years-age-ls171</a>
Log and Summary of Occupational Injuries and Illnesses.	OSHA Required February 1 to be posted for 3 months - BLS Report/Workers Comp Report.	
FLSA		<a href="https://www.dol.gov/agencies/whd/posters/flsa">https://www.dol.gov/agencies/whd/posters/flsa</a>
Job Safety and Health It's the Law		<a href="https://webapps.dol.gov/elaws/firststep/poster_direct.htm?p_osh=1&amp;_ga=2.122851339.187539536.1683251997-218132880.1664371868">https://webapps.dol.gov/elaws/firststep/poster_direct.htm?p_osh=1&amp;_ga=2.122851339.187539536.1683251997-218132880.1664371868</a>
FMLA		<a href="https://webapps.dol.gov/elaws/firststep/poster_direct.htm?p_fmla=1&amp;_ga=2.15300790.1875">https://webapps.dol.gov/elaws/firststep/poster_direct.htm?p_fmla=1&amp;_ga=2.15300790.1875</a>

		<a href="https://www.dol.gov/sites/dolgov/files/OFCCP/regs/compliance/posters/pdf/22-088_EEOC_KnowYourRights.pdf">39536.1683251997-218132880.1664371868</a>
USERRA		<a href="https://webapps.dol.gov/elaws/firststep/poster_direct.htm?pu_serra=1&amp;ga=2.219378713.187539536.1683251997-218132880.1664371868">https://webapps.dol.gov/elaws/firststep/poster_direct.htm?pu_serra=1&amp;ga=2.219378713.187539536.1683251997-218132880.1664371868</a>
Know your rights	Covers Civil Rights 1964/ADA	<a href="https://www.dol.gov/sites/dolgov/files/OFCCP/regs/compliance/posters/pdf/22-088_EEOC_KnowYourRights.pdf">https://www.dol.gov/sites/dolgov/files/OFCCP/regs/compliance/posters/pdf/22-088_EEOC_KnowYourRights.pdf</a>