

Long Island and

Westchester County

LS 207

EXPRESS ANY DISCRIMINATION

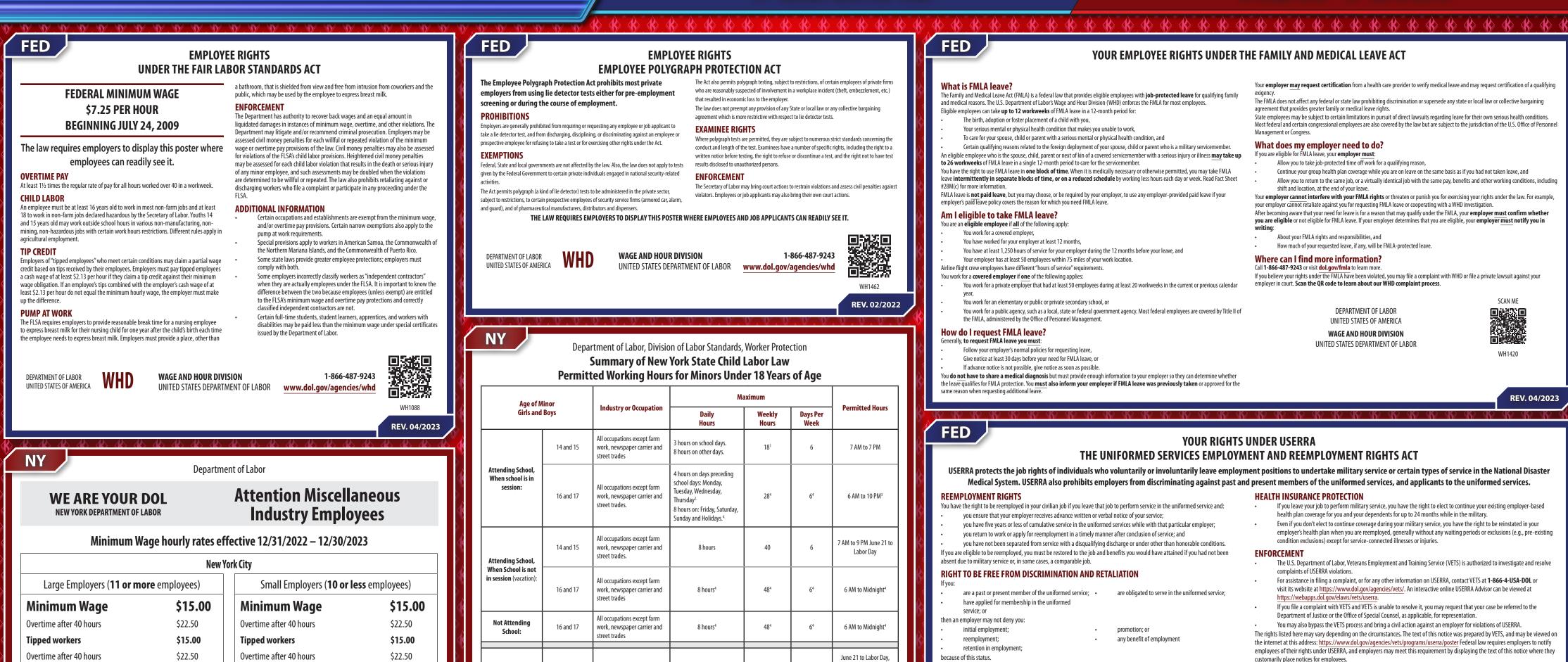
LABOR

LAWS

Since 1953

FEDERAL

NEW YORK



7 AM to 7 PM.

Day after Labor Day to

June 20, 9 AM to 4 PM.

5 AM to 7 PM or 30

ninutes prior to sunset

whichever is later

6 AM to 7 PM

REV. 12/2022

FED

Race

Colo

NY

provisions of this section

Not less than ten working days before every election, every employer shall post conspicuously in the place of work where

it can be seen as employees come or go to their place of work, a notice setting forth the provisions of this section. Such

notice shall be kept posted until the close of the polls on election day.

In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or

making a statement in connection with a proceeding under USERRA, even if that person has no service connection

REV. 05/2022

Minimum Wage \$15.00 Minimum Wage **\$14.20** vspaper Carriers **Overtime after 40 hours** \$22.50 **Overtime after 40 hours** \$21.30 \$15.00 **Tipped workers** Tipped workers \$14.20 \$22.50 **Overtime after 40 hours Overtime after 40 hours** \$21.30 Street Trades: If you have questions, need more information or want to file a complaint, please visit www.labor.ny.gov/minimumwage or call: 1-888-469-7365. Credits and Allowances that may reduce your pay below the minimum wage rates Extra Pay you may be owed in addition to the minimum wage rates shown above: shown above Overtime – You must be paid 1½ times your regular rate of pay (no less than Tips – Beginning December 31, 2020, your employer must pay the full applicable amounts shown above) for weekly hours over 40 (or 44 for residential employees num wage rate, and cannot take any tip credit. Exceptions: Overtime is not required for salaried professionals, or for executives Meals and lodging – Your employer may claim a limited amount of your wages and administrative staff whose weekly salary is more than 75 times the minimum for meals and lodging that they provide to you, as long as they do not charge wage rate. you anything else. The rates and requirements are set forth in wage orders and **Call-in pay** – If you go to work as scheduled and your employer sends you home summaries, which are available online. 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 Minimum Wage Poster Post in Plain View **ALBANY DISTRICT** REV. 11/2022 STATE OFFICE CAMPUS BLDG. 12 ROOM 185A ALBANY, NY 12240 (518) 457-2730 NOTICE: This state has its own minimum waae law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the ral minimum wage. 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 rate ROCHESTER THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. SUB-DISTRICT 276 WARING ROAD ROOM 104 NY ROCHESTER, NY 14609 (585) 258-4550 1-888-392-3644 New York State Human Right WWW.DHR.NY.GOV THIS ESTABLISHMENT IS SUBJECT TO THE NEW YORK STATE HUMAN RIGHTS LAW ESTE ESTABLECIMIENTO ESTÁ SUJETO A LA LEY DE DERECHOS HUMANOS DEL ESTADO DE EXECUTIVE LAW, ARTICLE 15 NUEVA YORK (LEY EJECUTIVA, SECCIÓN 15) NY DISCRIMINATION BASED UPON AGE, RACE, CREED, COLOR, NATIONAL ORIGIN, SEXUA LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK PROHÍBE LA DISCRIMINACIÓN POR EDAD, RAZA, CREDO, COLOR, ORIGEN NACIONAL, ORIENTACIÓN ORIENTATION, MILITARY STATUS, SEX, PREGNANCY, GENDER IDENTITY OR EXPRESSION, DISABILITY OR MARITAL STATUS IS PROHIBITED BY THE NEW YORK STATE HUMAN RIGHTS SEXUAL, ESTATUS MILITAR, SEXO, EMBARAZO, IDENTIDAD O EXPRESIÓN DE GÉNERO. DISCAPACIDAD O ESTADO CIVIL. TAMBIÉN ESTÁ PROHIBIDO EL ACOSO SEXUAL O EL ACOSO LAW. SEXUAL HARASSMENT OR HARASSMENT BASED UPON ANY OF THESE PROTECTED LASSES ALSO IS PROHIBITED POR CUALQUIERA DE ESTAS CLASES PROTEGIDAS. TODOS LOS EMPLEADORES (hasta el 8 de febrero de 2020, solo los empleadore ALL EMPLOYERS (until February 8, 2020, only employers with 4 or more Section 750. Definitions de cuatro o más personas). AGENCIAS DE EMPLEO ORGANIZACIONES DE TRABAJO employees are covered), EMPLOYMENT AGENCIES, LABOR ORGANIZATIONS AND Y PROGRAMAS DE CAPACITACIÓN DE APRENDICES 751. Applicability. APPRENTICESHIP TRAINING PROGRAMS Also prohibited: discrimination in employment on the basis of Sabbath observance or Asimismo, está prohibida la discriminación en el empleo sobre la base de la observancia religious practices; hairstyles associated with race (also applies to all areas listed below); del Shabat o prácticas religiosas; peinados asociados con la raza (también se aplica prior arrest or conviction record; predisposing genetic characteristics; familial status; a las áreas enumeradas a continuación) arresto previo o antecedentes penales; las características genéticas predisponentes; el estado civil; las condiciones relacionadas con pregnancy-related conditions; domestic violence victim status el embarazo. Reasonable accommodations for persons with disabilities and pregnancy-related conditions including lactation may be required. A reasonable accommodation is an Es posible que sea necesario hacer acomodos razonables para personas con 755. Enforcement. adjustment to a job or work environment that enables a person with a disability to discapacidades y condiciones relacionadas con el embarazo incluvendo lactación. Un erform the essential functions of a job in a reasonable mann arreglo razonable es una adaptación a un trabajo o entorno laboral que permita que una persona con discapacidad realice las tareas esenciales de un trabajo de manera Also covered: domestic workers are protected from harassment and retaliation; interns following meanings and nonemployees working in the workplace (for example temp or contract workers) are razonable protected from all discrimination described above También están cubiertos: trabajadores domésticos están protegidos en casos acoso y represalias; internos y no empleados cuales trabajan en el lugar de trabajo (por ejemplo RENTAL, LEASE OR SALE OF HOUSING, LAND AND COMMERCIAL SPACE, INCLUDING ACTIVITIES OF REAL ESTATE BROKERS AND SALES PEOPLE rabajadores temporarios o contratantes) están protegidos de toda discriminación descrita arriba. Also prohibited: discrimination on the basis of lawful source of income (for example ALOUILER, ARRENDAMIENTO O VENTA DE VIVIENDA, TERRENO O ESPACIO ousing vouchers, disability benefits, child support); familial status (families with COMERCIAL INCLUYENDO ACTIVIDADES DE AGENTE DE BIENES RAÍCES Y children or being pregnant); prior arrest or sealed conviction; commercial boycotts or VENDEDORES blockbustina También esta prohibido: la discriminación a base de fuente de ingreso legal (por ejemplo Reasonable accommodations and modifications for persons with disabilities may also vales, beneficios de discapacidad, manutención de niños); estado familiar (familias cor be required. niños o en estado de embarazo); arresto previo o condena sellada; boicot comercial o Does not apply to: acoso inmobiliario (1) rental of an apartment in an owner-occupied two-family house También es posible que sea necesario realizar modificaciones y arreglos razonables para (2) restrictions of all rooms in a housing accommodation to individuals of the same sex personas con discapacidades. (3) rental of a room by the occupant of a house or apartment Exceptiones (4) sale, rental, or lease of accommodations of housing exclusively to persons 55 years of (1) alquiler de un apartamento en una casa para dos familias ocupada por el dueño age or older, and the spouse of such persons (2) restricciones de todas las habitaciones en una vivienda para individuos del mismo ALL CREDIT TRANSACTIONS INCLUDING FINANCING FOR PURCHASE, MAINTENANCE AND REPAIR OF HOUSING (3) alquiler de una habitación por parte del ocupante de una casa o apartamento PLACES OF PUBLIC ACCOMMODATION SUCH AS RESTAURANTS, HOTELS (4) venta, alguiler o arrendamiento de algiamiento en una casa exclusivamente a HOSPITALS AND MEDICAL OFFICES, CLUBS, PARKS AND GOVERNMENT OFFICES personas mayores de 55 años y al cónyuge de dichas personas También se prohíbe: discriminación en vivienda sobre la base del estado civil (por Age is not a covered classification relative to public accommodations eiemplo, familias con hijos) Reasonable accommodations for persons with disabilities may also be required TODAS TRANSACCIONES CREDITICIAS INCLUYENDO FINANCIAMENTO PARA LA EDUCATION INSTITUTIONS COMPRA, MANTENIMIENTO Y REPARACION DE VIVIENDAS All public schools and private nonprofit schools, at all education levels, excluding those LUGARES DE ALOJAMIENTO PÚBLICO, COMO RESTAURANTES, HOTELES, run by religious organizations HOSPITALES Y CONSULTORIOS MÉDICOS, CLUBS, PAROUES Y OFFICINAS DEL ADVERTISING AND APPLICATIONS RELATING TO EMPLOYMENT, REAL ESTATE. GOBIERNO. PLACES OF PUBLIC ACCOMMODATION AND CREDIT TRANSACTIONS MAY NOT

Excepción:

Remainder of

New York State

Self-employed work in public 4 hours on school day 14 to 18 places selling newspapers or 5 hours on other days. work as a bootblack ¹Students 14 and 15 enrolled in an approved work/study program may work 3 hours on a ³6 AM to 10 PM or until midnight with written parental and educational authorities consent on day preceding a school day and until midnight on day preceding a nonschool day, 23 hours in any one-week when school is in session. ²Students 16 and 17 enrolled in an approved Cooperative Education Program may work school day with written parental consent up to 6 hours on a day preceding a school day other than a Sunday or Holiday when ⁴This provision does not apply to minors employed in resort hotels or restaurants in school is in session, as long as the hours are in conjunction with the Program. resort areas Additional Child Labor Law Information The Employer must post a schedule of work hours for minors under 18 years old in the establishment An Employment Certificate (Working Paper) is required for all employed minors under 18 years old. Penalties for Child Labor Laws violations: First violation: maximum \$1.000 Second violation: maximum \$2,000* Third or more violations: maximum \$3,000* * If a minor is seriously injured or dies while illegally employed, the penalty is three times the maximum penalty Also, Section 14A of the Workers' Compensation Law provides double compensation and death benefits for minors illegally employed. Note: There are many prohibited occupations for minors in New York State. For more information about New York State Child Labor Laws and provisions please visit the Department of Labor's website at http://www.labor.ny.gov. If you have questions inlease send them to one of the offices listed below at-New York State Department of Labor, Division of Labor Standards GARDEN CITY DISTRICT **BUFFALO DISTRICT** New York City District 290 MAINE STREET 400 Oak Street 75 VARICK STREET ROOM 226 Suite 101 7th Floor GARDEN CITY, NY 11530 NEW YORK, NY 10013 BUFFALO, NY 14202 (716) 847-7141 (516) 794-8195 (212) 775-3880 SYRACUSE DISTRICT White Plains District 333 EAST WASHINGTON STREET 120 BLOOMINGDALE ROAD WHITE PLAINS, NY 10605 ROOM 121 SYRACUSE, NY 13202 (914) 997-9521 (315) 428-4057 NEW YORK CORRECTION LAW **ARTICLE 23-A** LICENSURE AND EMPLOYMENT OF PERSONS PREVIOUSLY CONVICTED OF ONE OR MORE CRIMINAL OFFENSES There is a direct relationship between one or more of the previous criminal (1) offenses and the specific license or employment sought or held by the individual: or 752. Unfair discrimination against persons previously convicted of one or the issuance or continuation of the license or the granting or continuation more criminal offenses prohibited of the employment would involve an unreasonable risk to property or to the 753. Factors to be considered concerning a previous criminal conviction safety or welfare of specific individuals or the general public §753. Factors to be considered concerning a previous criminal conviction; 754. Written statement upon denial of license or employment. presumption. 1. In making a determination pursuant to section seven hundred fifty two of this chapter, the public agency or private employer shall consider the following **§750. Definitions.** For the purposes of this article, the following terms shall have the The public policy of this state, as expressed in this act, to encourage the licensure and employment of persons previously convicted of one or more "Public agency" means the state or any local subdivision thereof, or any state criminal offenses or local department, agency, board or commission. The specific duties and responsibilities necessarily related to the license or (b) "Private employer" means any person, company, corporation, labor mployment sought or held by the person organization or association which employs ten or more persons. The bearing, if any, the criminal offense or offenses for which the person was "Direct relationship" means that the nature of criminal conduct for which the previously convicted will have on his fitness or ability to perform one or more person was convicted has a direct bearing on his fitness or ability to perform such duties or responsibilities one or more of the duties or responsibilities necessarily related to the license, The time which has elapsed since the occurrence of the criminal offense or (d) opportunity, or job in question "License" means any certificate, license, permit or grant of permission required The age of the person at the time of occurrence of the criminal offense or by the laws of this state, its political subdivisions or instrumentalities as offenses. a condition for the lawful practice of any occupation, employment, trade, The seriousness of the offense or offenses. vocation, business, or profession. Provided, however, that "license" shall not. Any information produced by the person, or produced on his behalf, in regard for the purposes of this article, include any license or permit to own, possess, to his rehabilitation and good conduct carry, or fire any explosive, pistol, handgun, rifle, shotgun, or other firearm. The legitimate interest of the public agency or private employer in protecting "Employment" means any occupation, vocation or employment, or any form property, and the safety and welfare of specific individuals or the general of vocational or educational training. Provided, however, that "employment" shall not, for the purposes of this article, include membership in any law 2. In making a determination pursuant to section seven hundred fifty-two of this enforcement agency. chapter, the public agency or private employer shall also give consideration to a §751. Applicability. The provisions of this article shall apply to any application by certificate of relief from disabilities or a certificate of good conduct issued to the any person for a license or employment at any public or private employer, who has applicant, which certificate shall create a presumption of rehabilitation in regard to the previously been convicted of one or more criminal offenses in this state or in any other offense or offenses specified therein jurisdiction, and to any license or employment held by any person whose conviction **§754. Written statement upon denial of license or employment.** At the request of one or more criminal offenses in this state or in any other jurisdiction preceded such of any person previously convicted of one or more criminal offenses who has been employment or granting of a license, except where a mandatory forfeiture, disability denied a license or employment, a public agency or private employer shall provide, or har to employment is imposed by law, and has not been removed by an executive within thirty days of a request, a written statement setting forth the reasons for such pardon, certificate of relief from disabilities or certificate of good conduct. Nothing in this article shall be construed to affect any right an employer may have with respect to an §755. Enforcement. 1. In relation to actions by public agencies, the provisions of this intentional misrepresentation in connection with an application for employment made article shall be enforceable by a proceeding brought pursuant to article seventy-eight of by a prospective employee or previously made by a current employee the civil practice law and rules §752. Unfair discrimination against persons previously convicted of one or

land harvest of berries, fruits

elivers, or sells and delive

or periodicals to homes or

newspapers, shopping papers

and vegetables

Any farm work

business places.

4 hours

4 hours on school days

5 hours on other days.

12 and 13

14 to 18

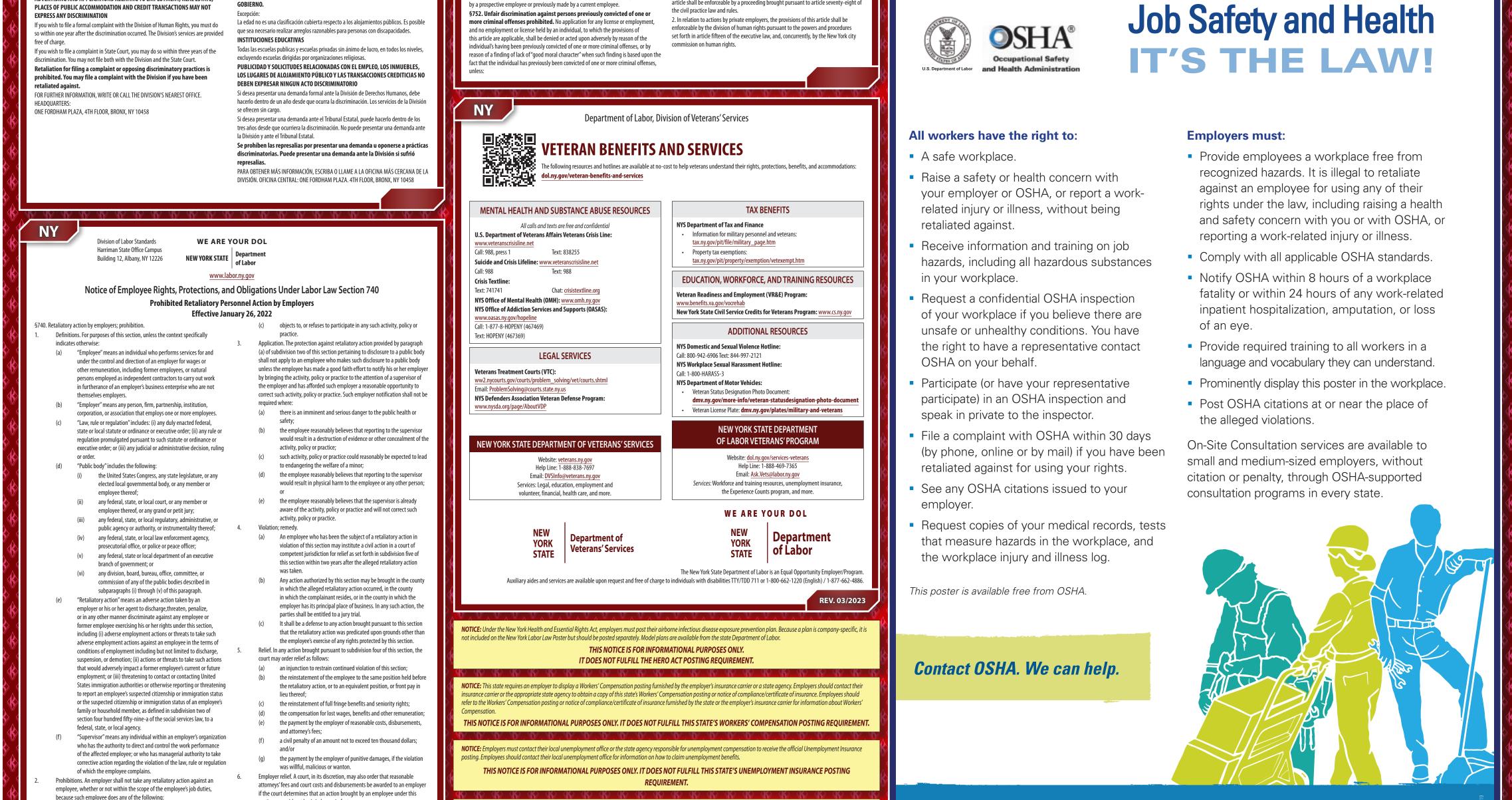
11 to 18

Farm Work

U.S. Equal Employment Opportunity Commission Know Your Rights: Workplace Discrimination is Illegal The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help. who is an applicant or employee, barring undue hardship to the employer. Section 503 Conduct that coerces, intimidates, threatens, or interferes with someone Who is Protected? also requires that Federal contractors take affirmative action to employ and advance in exercising their rights, or someone assisting or encouraging someone else to Employees (current and former), including managers and temporary employees exercise rights, regarding disability discrimination (including accommodation) or employment qualified individuals with disabilities at all levels of employment, including Job applicants he executive level Union members and applicants for membership in a union What can You Do if You Believe Discrimination has Occurred? Protected Veteran Status What Types of Employment Discrimination are Illegal? The Vietnam Era Veterans' Readiustment Assistance Act of 1974, as amended, 38 U.S.C. Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are Under the EEOC's laws, an employer may not discriminate against you, regardless of your strict time limits for filing a charge of discrimination (180 or 300 days, depending on where 4212, prohibits employment discrimination against, and requires affirmative action to immigration status, on the bases of: you live/work). You can reach the EEOC in any of the following ways: recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active duty), active duty wartime or Submit an inquiry through the EEOC's public portal: campaign badge veterans, or Armed Forces service medal veterans https://publicportal.eeoc.gov/Portal/Login.aspx Religio 1-800-669-4000 (toll free) Retaliation National origin 1-800-669-6820 (TTY) Retaliation is prohibited against a person who files a complaint of discrimination, Sex (including pregnancy, childbirth, and related medical conditions, sexual 1-844-234-5122 (ASL video phone) participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal orientation, or gender identity) an FFOC field office (information at contractors under these Federal laws Visit Age (40 and older) www.eeoc.gov/field-office) Any person who believes a contractor has violated its nondiscrimination or affirmative Disability action obligations under OECCP's authorities should contact immediately. E-Mail info@eeoc.gov Genetic information (including employer requests for, or purchase, use, or The Office of Federal Contract Compliance Programs (OFCCP) disclosure of genetic tests, genetic services, or family medical history) U.S. Department of Labor Retaliation for filing a charge, reasonably opposing discrimination, or 200 Constitution Avenue, N.W. Additional information about the EEOC, including participating in a discrimination lawsuit, investigation, or proceeding Washington, D.C. 20210 nformation about filing a charge of discrimination, is Interference, coercion, or threats related to exercising rights regarding disability 1-800-397-6251 (toll-free) available at www.eeoc.gov discrimination or pregnancy accommodation If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 to access telecommunications relay services. OFCCP may also be contacted by submitting What Organizations are Covered? question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by Most private employers calling an OFCCP regional or district office, listed in most telephone directories under **EMPLOYERS HOLDING FEDERAL CONTRACTS OR** State and local governments (as employers) U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at Educational institutions (as employers) SUBCONTRACTS https://www.dol.gov/agencies/ofccp/conta The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforce **PROGRAMS OR ACTIVITIES RECEIVING FEDERAL** Staffing agencies the nondiscrimination and affirmative action commitments of companies doing business FINANCIAL ASSISTANCE What Employment Practices can be Challenged as with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from **Discriminatory**? Race, Color, National Origin, Sex discrimination on the following bases All aspects of employment, including n addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title Race, Color, Religion, Sex, Sexual Orientation, Gender Discharge, firing, or lay-off VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, Harassment (including unwelcome verbal or physical conduct) Identity, National Origin color or national origin in programs or activities receiving Federal financial assistance. Hiring or promotion Executive Order 11246, as amended, prohibits employment discrimination by Federal Employment discrimination is covered by Title VI if the primary objective of the financial Assignment contractors based on race, color, religion, sex, sexual orientation, gender identity, or assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the national origin, and requires affirmative action to ensure equality of opportunity in all Pay (unequal wages or compensation) Education Amendments of 1972 prohibits employment discrimination on the basis of sex in Failure to provide reasonable accommodation for a disability; pregnancy, aspects of employment educational programs or activities which receive Federal financial assistance. childbirth, or related medical condition; or a sincerely-held religious belief, Asking About, Disclosing, or Discussing Pay observance or practice **Individuals with Disabilities** Executive Order 11246, as amended, protects applicants and employees of Federal Benefits Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment contractors from discrimination based on inquiring about, disclosing, or discussing their Job training discrimination on the basis of disability in any program or activity which receives Federal compensation or the compensation of other applicants or employees Classification financial assistance. Discrimination is prohibited in all aspects of employment against Disability persons with disabilities who, with or without reasonable accommodation, can perform the Referral Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals essential functions of the job. Obtaining or disclosing genetic information of employee with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, If you believe you have been discriminated against in a program of any institution which Requesting or disclosing medical information of employees iob training, classification, referral, and other aspects of employment by Federal contractors receives Federal financial assistance, you should immediately contact the Federal agency Conduct that might reasonably discourage someone from opposing Disability discrimination includes not making reasonable accommodation to the known providing such assistance discrimination, filing a charge, or participating in an investigation or proceeding physical or mental limitations of an otherwise gualified individual with a disability REV. 06/27/2023 **New York State Election Law** (As amended by Chapter 56 of the Laws of 2020) § 3-110. Time allowed employees to vote. ATTENTION ALL EMPLOYEES If a registered voter does not have sufficient time outside of his or her scheduled working hours, within which to vote on TIME ALLOWED EMPLOYEES TO VOTE ON ELECTION DAY N.Y. ELECTION LAW SECTION 3-110¹ STATES THAT: any day at which he or she may vote, at any election, he or she may, without loss of pay for up to two hours, take off so much working time as will, when added to his or her voting time outside his or her working hours, enable him or her to IF YOU DO NOT HAVE 4 CONSECUTIVE HOURS TO VOTE, EITHER FROM THE OPENING OF THE POLLS TO THE If an employee has four consecutive hours either between the opening of the polls and the beginning of his or her working BEGINNING OF YOUR WORKING SHIFT, OR BETWEEN THE END OF YOUR WORKING SHIFT AND THE CLOSING OF THE POLLS, YOU MAY TAKE OFF UP TO 2 HOURS, WITHOUT LOSS OF PAY, TO ALLOW YOU TIME TO VOTE IF YOU ARE shift, or between the end of his or her working shift and the closing of the polls, he or she shall be deemed to have sufficient time outside his or her working hours within which to vote. If he or she has less than four consecutive hours he **A REGISTERED VOTEI** YOU MAY TAKE TIME OFF AT THE BEGINNING OR END OF YOUR WORKING SHIFT, AS YOUR EMPLOYER MAY or she may take off so much working time as will, when added to his or her voting time outside his or her working hours DESIGNATE, UNI ESS OTHERWISE MUTUALLY AGREED. enable him or her to vote, but not more than two hours of which shall be without loss of pay, provided that he or she shall be allowed time off for voting only at the beginning or end of his or her working shift, as the employer may designate, YOU MUST NOTIFY YOUR EMPLOYER NOT LESS THAN 2 DAYS, BUT NOT MORE THAN 10 DAYS, BEFORE THE DAY OF unless otherwise mutually agreed. THE ELECTION THAT YOU WILL TAKE TIME OFF TO VOTE. If the employee requires working time off to vote the employee shall notify his or her employer not more than ten nor less than two working days before the day of the election that he or she requires time off to vote in accordance with the

¹Employers: Not less than ten working days before any Election Day, every employer shall post conspicuously in the place of work where it can be seen as employees come or go to their place of work, a notice setting forth the provisions of this law. Such notice shall be kept posted until the close of the polls on Election Day.

Rev. 04/14/2020



discloses, or threatens to disclose to a supervisor or to a public body an activity, policy or practice of the employer that the employee

Existing rights. Nothing in this section shall be deemed to diminish the rights,

section was without basis in law or in fact.

privileges, or remedies of any employee under any other law or regulation or

Workers' Compensation Board.

NOTICE: Employers must post the Paid Family Leave Notice of Compliance provided by their insurance carrier. An employer who is self-insured can obtain this notice from the

1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

