

# Workers in New York State Carnivals, Fairs and Concessions



## New York State has labor laws that cover you.

### Our rules assure:

- Proper wages
- Safe working and living conditions
- Freedom from discrimination, abuse and retaliation at work

### These rules apply to all workers:

- Foreign
- Domestic
- Regardless of immigration status

We are here to protect your rights as an employee

### Help us to help you.

### It is against the law for anyone to obtain labor or other services by:

- Force
- Fraud
- Coercion
- Threats
- Withholding documents

## Some rules to keep in mind:

**Pay Rate:** You must receive at least the minimum wage for every hour you work.

1/1/24 - 12/31/24	
New York City	\$16.00/hour
Long Island and Westchester County	\$16.00/hour
Remainder of New York State	\$15.00/hour

**Written notice:** When you are hired, the employer must give you a sheet with your rates of pay, payday, credits and their name, address, phone number.

**Overtime rate:** Most workers must receive an overtime rate for every hour worked over 40 hours in a workweek. The overtime rate is 1½ times the regular hourly rate. For example, if your regular rate is \$15.00 per hour, the overtime rate is \$22.50 per hour.

**Frequency of Pay:** In general, manual workers must be paid weekly, and must receive a pay stub with their wages.

**Meal period:** In general, you must have a half-hour meal break -- uninterrupted, without any duties -- if you work more than 6 hours in a row.

**Employer Meals and Lodging:** Any food or housing that an employer gives you must meet and comply with all health and safety standards.

**Child Labor:** If you are under 18 years old (a minor), you can work if you have the right permits and certificates.

[www.labor.ny.gov](http://www.labor.ny.gov) 1-888-469-7365

**No retaliation:** The law protects you against retaliation, punishment or poor treatment for exercising your rights under the labor laws.

## Contact List

### Call for help about:

Labor laws, unpaid wages, overtime rates, illegal deductions, child labor, meal periods, ride safety

### NYS Department of Labor

1-888-469-7365 (Choose "0" for Operator 9am-5pm)  
1-877-466-9757

Enforcement of visa worker laws (H-2A/H-2B)

### U.S. Department of Labor (Wage & Hour)

1-866-487-9243

Safety on the job or temporary housing concerns

### Occupational Safety and Health Administration

1-800-321-6742 (OSHA Emergency line)

For public health emergencies

### NYS Department of Health

1-866-881-2809

If you have become injured or sick due to work

### NYS Workers' Compensation Board

1-800-580-6665

For more information call:

### The Division of Immigrant Policies and Affairs

1-877-466-9757

### National Human Trafficking Resource Center

1-888-373-7888

**Emergencies:** Dial 911

**WE ARE YOUR DOL**



纽约州的劳动者

# 嘉年华、招聘会和 特许经营



## 纽约州劳动法可以为您提供保护。

### 我们的规定可以确保：

- 合理发放工资
- 安全的工作和生活环境
- 免遭职场歧视、虐待和打击报复

### 这些规定适用于所有劳动者：

- 外籍劳工
- 家庭佣工
- 无论移民身份如何

我们可以保护您作为雇员所享受的权利

请帮助我们，我们就可以为您提供帮助。

法律禁止任何人通过这些手段让他人劳动或提供其他服务：

- 强迫
- 欺诈
- 胁迫
- 威胁
- 扣留文件

## 请记住这些规定：

**工资标准：**您工作的每一个小时都至少应获得最低工资。

2024年1月1日至2024年12月31日	
纽约市	\$16.00/小时
Long Island和 Westchester郡	\$16.00/小时
纽约州其余地区	\$15.00/小时

**书面通知：**当您被雇佣时，雇主必须为您提供一份文件，告知您的工资标准、发薪日、税收抵免以及他们的姓名、地址、电话号码。

**加班工资：**大部分劳动者在一个工作周的工作满40小时后，超过的每一个小时都应获得加班工资。加班工资为正常工资的1.5倍。例如，如果您的正常工资为每小时\$15.00，那么加班工资为每小时\$22.50。

**发薪频率：**通常来说，体力劳动者每周应当获得一次工资支付，且应当收到自己的工资存根。

**用餐时间：**通常来说，如果您连续工作超过6小时，就应当获得一次半小时不间断的用餐休息时间，在此期间无需履行任何工作职责。

**雇主提供的食宿：**雇主为您提供的任何食宿都必须符合并遵守所有的健康和标准。

**童工：**即使您不满18岁（未成年人），您也可以工作，前提是您持有相应的许可和认证。

**不得打击报复：**法律禁止因为您根据劳动法行使权利而对您打击报复、惩罚或不公正对待。

## 联系清单

### 致电寻求关于这些内容的帮助：

劳动法、拖欠薪资、加班工资、非法扣款、童工、用餐时间、乘车安全

### 纽约州劳工部

1-888-469-7365（上午9点至下午5点请按“0”  
联系接线员）  
1-877-466-9757

签证劳工相关法律法规的执行(H-2A/H-2B)

### 美国劳工部（工资和工时处）

1-866-487-9243

工作安全或临时住房问题

### 职业安全健康管理局

1-800-321-6742（OSHA紧急热线）

针对公共健康紧急事件

### 纽约州卫生部

1-866-881-2809

如果您因为工作而受伤或生病

### 纽约州工伤赔偿委员会

1-800-580-6665

要了解更多信息，请致电：

### 移民政策和事务处

1-877-466-9757

### 国家打击人口贩运资源中心

1-888-373-7888

**紧急状况：**请拨打911

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