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Checklist of Required Notifications for Agricultural Employers

All required posters must be posted where they are clearly visible to all workers

***Disclaimer:** *This may not be a complete list for every business. Employers should contact the New York State Department of Labor and US Department of Labor for a complete list of required notifications. For more information, visit: <https://dol.ny.gov/posting-requirements-0>*

New York State Requirements

Criminal Convictions Records Poster - NYS Corrections Law Article 23-A:
<https://dol.ny.gov/system/files/documents/2021/02/correction-law-article-23a.pdf>

Discrimination Poster (English/Spanish) - NYS Human Rights Law
(Executive Law, Article 15): <https://dhr.ny.gov/sites/default/files/doc/poster.pdf>

Farm Minimum Wage Poster (English/Spanish):
<https://dol.ny.gov/system/files/documents/2021/12/ls110.pdf>

Minimum Wage Standards for Farm Workers (Article 19-A):
<https://dol.ny.gov/system/files/documents/2021/03/article-19-a-minimum-wage-standards-for-farm-workers-ls440.pdf>

Minimum Wage Order for Farm Workers (Part 190):
<https://dol.ny.gov/system/files/documents/2021/03/minimum-wage-order-for-farmworkers-cr190.pdf>

Schedule of Hours for Minors ages 14-17 years old (if applicable): Created by employer

Safety & Health Right to Know Poster:
https://www.health.ny.gov/environmental/workplace/right_to_know/docs/rtk.pdf

Unemployment Insurance Notice to Employees Poster IA 133:
To request the notice (IA133): <https://dol.ny.gov/system/files/documents/2021/02/ia132.pdf>
For more information on registering for Unemployment Insurance, visit:
<https://dol.ny.gov/system/files/documents/2021/02/p820.pdf>

Notice of Workers' Compensation Coverage: Regardless of annual payroll, employers are required to post the mandatory workers' compensation notice of compliance poster in both English and Spanish. Employers get these posters from their insurance carrier, or, if self-insured, from the Workers' Compensation Board by emailing: Certificates@wcb.ny.gov

Equal Pay Provision of the New York State Labor Law Article 6, Section 194:
<https://dol.ny.gov/equal-pay-provision-new-york-state-labor-law-ls603-english>

Prohibited Retaliatory Personnel Action by Employers:

https://dol.ny.gov/system/files/documents/2022/02/ls740_1.pdf

Notice of Compliance for Disability Benefits and Paid Family Leave (PFL) -

Visit: <https://paidfamilyleave.ny.gov>

Notice of Fringe Benefits and Hours Policy (if applicable):

<https://dol.ny.gov/system/files/documents/2021/03/ls606.pdf>

Pay Notice and Acknowledgment for Farmworkers (General):

<https://dol.ny.gov/system/files/documents/2021/03/pay-notice-and-acknowledgement-for-farm-workers-ls309-english.pdf> (English), and <https://dol.ny.gov/system/files/documents/2021/03/pay-notice-and-acknowledgement-for-farm-workers-ls309s-spanish.pdf> (Spanish).

No Smoking - Employers must post “No Smoking” signs or the international “No Smoking” symbol in all workplaces.

Notification on the Rights of Nursing Mothers to Express Breast Milk in the Work Place:

https://dol.ny.gov/system/files/documents/2021/02/ls702_guidelines_regarding_the_rights_of_nursing_mothers_to_express_breast_milk_in_the_work_place.pdf

Employers with Migrant Workers

Grower/Processor Registration - Every grower or processor who, without using a farm labor contractor, brings in five or more out-of-state *non-H-2A migrant farm or food processing workers* to NYS, must obtain a certificate of registration. For more information, visit:

<https://dol.ny.gov/system/files/documents/2021/03/grower-or-processor-instruction-letter-ls-114.pdf>

Commissary Permit (where applicable)

Commissary Price List (where applicable)

Migrant Labor Camp Permit (issued by New York State Department of Health or local Health Department). For more information, visit: https://www.health.ny.gov/regulations/nycrr/title_10/part_15/

Federal Requirements

Visit the U.S. Department of Labor website: <http://www.dol.gov/elaws/posters.htm>

Provided by the New York State Department of Labor, Division of Immigrant Policies and Affairs

• Phone: 1-877-466-9757 • E-mail: dipa@labor.ny.gov • Website: www.labor.ny.gov

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