

YOUTH WORKERS BILL OF RIGHTS

As you enter the world of work it is important that you know your rights under the law. All workers in New York State have rights no matter their age, immigration status, or work authorization. Workers who are younger than 18 have additional rights to protect their safety at work and their time to rest and learn outside of the workplace.

1. YOU HAVE THE RIGHT TO RECEIVE YOUR FULL PAYCHECK ON TIME

- Your employer must pay you on payday for all the hours you worked. Payday is a regularly scheduled day every week or every month when workers are paid for the hours they worked.

2. YOU HAVE THE RIGHT TO EARN THE MINIMUM WAGE

- Your employer must pay you at least the minimum wage for each hour you work. The minimum wage is the lowest amount of money your employer can legally pay you for each hour you work.
- The minimum wage is different depending on where in New York State you work and what job you are doing. To find the minimum wage for your job visit the Youth Worker Information Hub by using the information at the bottom of this page.

3. YOU HAVE THE RIGHT TO RECEIVE A PAYSTUB

- Your employer must give you a digital or paper paystub every time you are paid. A paystub is a document that details the amount you earned, the hours you worked, and any taxes taken out of your paycheck.

4. YOU HAVE THE RIGHT TO A SAFE WORKPLACE

- If your employer asks you to do something that poses a risk of serious injury or death, you have the right to say no.
- Workers under 18 years old cannot be hired or asked to do jobs the law says are too dangerous for young people. To see the list of jobs workers younger than 18 cannot do visit the Youth Worker Information Hub by using the information at the bottom of this page.

5. YOU HAVE THE RIGHT TO KEEP ANY TIPS YOU RECEIVE

- Your employer cannot take money from tips you receive. You have a right to keep any tips you receive either from customers or from tips pooled with your coworkers.

6. YOU HAVE THE RIGHT TO TAKE BREAKS

- If you work 6 hours or more in a row, you have the right to at least one 30-minute break.

7. YOU HAVE THE RIGHT TO A DISCRIMINATION-FREE WORKPLACE

- It is against the law to be treated unfairly or harassed at your job because of your race or ethnicity, your sex, gender identity or gender expression, your immigration status, or your religion.
- To learn more about discrimination in the workplace or to report discrimination or harassment at your job, visit the New York State Division of Human Rights Website: dhr.ny.gov/complaint

8. YOU HAVE THE RIGHT TO ATTEND SCHOOL

- As a worker who is under 18 years old, your employer can not ask you to work during school hours.

9. YOU HAVE THE RIGHT TO TIME TO STUDY AND REST

- As a worker who is under 18 years old, your employer can only ask you to work a limited number of hours, during certain times each week.
- Your employer must keep track of your hours and post a schedule that clearly shows what hours you and any other workers who are younger than 18 are working. You should keep track of your hours as well.

- To see the hours your employer can schedule you to work visit the Youth Worker Information Hub by using the information at the bottom of this page

10. YOU HAVE THE RIGHT TO SPEAK UP

- Your employer cannot fire or punish you for reporting a problem at your workplace.
- If you think your employer is violating your workplace rights you can inform the New York State Department of Labor. The Department of Labor will only cite your employer for violations, not you or your family.
- Visit the Youth Worker Information Hub to learn more about how to file a complaint by using the information at the bottom of this page.

To learn more about your rights as a youth worker visit: dol.ny.gov/youthworkers or scan this QR code

