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FOUR SEASONS
Nursing & Rehabilitation Center

Memo

To: All Four Seasons Staff

From: Caroline Rich 
C.O.O./Administrator


CC: Karen Harvey, Human Resources Manager 

Date: July 11, 2024

Subject: **N.Y. ELECTRONIC POSTING REQUIREMENTS**

Posted in the staff lounge bulletin is the NYS & Federal Labor Law Posters. Effective immediately, NY employers must make electronic copies of mandatory workplace postings available to all employees (whether remote or not) and notify employees that these documents are available electronically.

Located on the Four Seasons Website under the 'About' tab, you will find the following NYS Workplace Posters link to all the labor laws below:

<ul style="list-style-type: none">• Veterans Benefits & Services Poster• Construction Industry Fair Play Act• Criminal Convictions Records• NY State Division of Human Rights Law• NY State Labor Law• Deduction from Wages• Tip Appropriation• NYS Clean Indoor Air Act• Mandatory Nurse Overtime• Fringe Benefits and Hours• Expression of Breastmilk of Nursing Mothers• Equal Pay Provision	<ul style="list-style-type: none">• Sexual Harassment<ul style="list-style-type: none">• Sexual Harassment Prevention Notice• Sexual Harassment policy• Sexual Harassment Complaint Form• Sexual Harassment Annual Training• Notice of Pay• Wage Theft Prevention• Wage Acknowledgment Forms• Know Your Rights At Work• Workers Bill of Rights – English• Workers Bill of Rights – Spanish• Workers Bill of Rights – Creole• Family & Medical Leave Act Employee (FMLA) Rights
<ul style="list-style-type: none">• NY State Department of Labor, Division of Labor Standards<ul style="list-style-type: none">◦ Minimum Wage Poster◦ NYS Department of Labor Division of Safety & Health<ul style="list-style-type: none">▪ Job Safety & Health▪ You Have A Right To Know (Safety Officer Contact)• Worker's Compensation & Disability Benefits<ul style="list-style-type: none">◦ Notice of Compliance for Workers' Compensation◦ Notice of Compliance for Disability Benefits◦ Paid Family Leave (PFL) – Notice to Employees	 <p>PLEASE SCAN QR CODE TO VIEW INFORMATION ON EACH LABOR LAW ON THE FOUR SEASONS WEBSITE</p>