

Employer Responsibilities to Protect Workers

- Provide a place of work that is free of recognized hazards
- Provide trainings to all worker about the hazards they face
 - Training must be in the language workers understand
- Provide Personal Protective Equipment (if required) and make sure there is enough for all workers
- Follow OSHA standards for your industry



Common Hazards in the Restaurant Industry:

Physical risks:

extreme heat, open flames, repetitive movements, standing for long periods of time.

Chemical risks:

includes working with cleaning chemicals and other toxic substances

Safety hazards:

working with sharp knives, operating hot cooking equipment

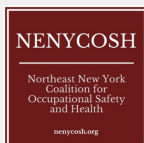
Psychosocial risks:

workplace stress, high-speed environment, angry customers



If you would like more information about these protections, you can contact NENYCOSH for assistance

www.nenycosh.org
nenycosh@gmail.com
(518) 595-9776



As a restaurant worker in NYS, you have rights:

Topic	Details
Minimum Wage	\$15/hour minimum, unless you are a regularly tipped employee
Overtime Pay	1.5x regular pay for hours worked over 40 per week
Tipped Employees	Front-of-house staff such as waiters, waitresses, bussers, and runners
Tip Credit (NYS)	Employers must pay at least \$10/hour; tips must cover the remaining \$5 to reach the \$15 minimum wage
Split/Spread Shifts	If work spans over 10 hours or includes a split shift, you are entitled to one additional hour of pay
30-Minute Meal Break	Required if working 6+ hours and between 11:00 AM–2:00 PM
20-Minute Meal Break	Required if shift starts before 11:00 AM and ends after 7:00 PM; must occur between 5:00–7:00 PM
45-Minute Meal Break	Allowed if shift starts between 1:00 PM and 6:00 AM
Rest Day Law	Must receive at least 24 consecutive hours off each week if working in a restaurant

If any of these rights are violated, you can file a Labor Standards complaint with the NYS Department of Labor:
www.dol.ny.gov
1 (888) 4NYS DOL