

2024

WORKERS' RESOURCE

G U I D E

A listing
of lawyers
and medical
providers for
workers of all
industries living
on Long Island,
and in New
York City and
Westchester
County.



WORKERS' RESOURCE GUIDE 2024

NYCOSH's Workers' Resource Guide for 2024 was created for workers throughout Long Island, New York City, and the Westchester County Region. In it you will find:

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BARASCH & MCGARRY, PC

“Lawyers for the 9/11 Community”

11 Park Place, 18th Floor
New York, NY 10007
212.385.8000

www.911victims.org | **info@barashmcgarry.com**

Our mission is to improve the lives of the 9/11 community and lead the way in protecting victims’ legal rights. As passionate advocates and legal representatives, we ensure victims have access to the health care and compensation they deserve through the World Trade Center Health Program and the 9/11 Victim Compensation Fund.

We take 9/11 personally. Many of our lawyers and staff worked at this firm on 9/11, which is located two blocks from where the World Trade Center towers once stood. As a result, we understand the impact of 9/11 in ways no other firm could. We have been helping the 9/11 community since 2001 and will be there for our clients and their families as long as they need us.

Practice Areas: 9/11 Victim Compensation Fund,
Personal Injury, Construction Injury

Region: New York City

Languages: English, Spanish, Chinese, Bulgarian, French,
German, Polish, Russian



GREY & GREY, LLP

"Representing Injured Workers Since 1967"

111 Broadway, Suite 809
New York, NY 10006
212.964.1342

118-35 Queens Blvd., Suite 1505
Forest Hills, NY 11375
718.268.5300

360 Main St.
Farmingdale, NY 11735
516.249.1342

69 State St., Suite 1304
Albany, NY 12207
518.515.1342

www.greyandgrey.com | info@greyandgrey.com

We represent injured and disabled workers in claims for Workers' Compensation, Social Security disability, and personal injury.

Practice Areas: Workers' Compensation, Personal Injury, Social Security

Regions: New York City, Long Island, Westchester

Languages: English, Spanish



THE KLEIN & CARDALI LAW GROUP, PLLC

*“Workplace Accident Lawyers: You Build New York,
We Rebuild Lives”*

39 Broadway, 35th Floor
New York, NY 10006
212.344.9022

www.kleinandcardalilaw.com | rcardali@kleinandcardalilaw.com

The Klein Law Group, P.C. fights for the rights of those who have been hurt at work or are unable to qualify for disability pay. We have helped thousands of people in the New York City area obtain the full benefits they are entitled to under state and federal laws.

Practice Areas: Workers’ Compensation, Personal Injury (construction, motor vehicle, medical malpractice, and slip & fall injuries), Social Security Disability, Lost Employment Wages, and General Law

Region: New York City Area

Languages: English, Spanish, Chinese, Russian, Italian



BEHAVIORAL MEDICINE ASSOCIATES

"Behavioral Care for Injured Workers"

310 East Shore Road
Great Neck, NY 11023
888.BMA.2322

www.behavemed.com

BMA provides psychological care to injured workers. We have the expertise and experience to enable injured workers to overcome the behavioral consequences of their injuries. We provide cognitive-behavioral treatment, supportive care, and specialized programs of therapy developed specifically for injured workers. We have offices throughout the New York area. Call us if you have questions.

Practice Areas: Psychological services, including evaluation, treatment, cognitive rehabilitation, and pain management to injured workers through the New York State Workers' Compensation program

Regions: New York Metropolitan Area

Languages: English, Spanish



MOUNT SINAI SELIKOFF CENTERS FOR OCCUPATIONAL HEALTH

“The Safety and Health of Workers Matters to Us”

1468 Madison Ave., Annenberg Building, 3rd Floor
New York, NY 10029
212.241.1554

www.mountsinai.org/selikoff | occmmed@mountsinai.org

Find “Selikoff” in the App Store or Google Play Store

Worker health and safety is the number one priority of the Selikoff Centers for Occupational Health. At our conveniently located clinical centers in New York City and the Mid-Hudson Valley, we offer care for the occupational health needs of workers in all industries. We offer preventive services, health and safety education, and expert diagnosis and treatment of work-related health problems. We work together with your unions, your community organizations, and your employers to protect your health.

Practice Areas: Confidential medical exams and treatment of work-related injuries and illnesses, including COVID-19; screenings for asbestos, lead, and other toxic substances; assistance with Workers’ Compensation, social services, and other benefits; World Trade Center Health Program for 9/11 workers and volunteers; health and safety workshops and worksite evaluations.

Regions: New York City: Manhattan and Staten Island; Mid-Hudson Valley: Yonkers (Westchester County), Suffern (Rockland County)

Languages: English, Spanish, Polish



OCCUPATIONAL AND ENVIRONMENTAL MEDICINE OF LONG ISLAND

“Keeping Workers Healthy and Safe”

225 Community Drive, Suite 150
Great Neck, NY 11021
516.492.3297

2950 Expressway Dr. South, Suite 108
Islandia, NY 11749
631.439.5300

www.northwell.edu/oemli | oemli@northwell.edu

As the NYS Department of Health’s designated Long Island center for prevention, diagnosis, treatment, and research of work-related illnesses and injuries, our physicians have unparalleled expertise in occupational and environmental medicine, Workers’ Compensation, asbestos and silica evaluation, musculoskeletal injuries, environmental exposures, and OSHA and Commercial Driver License (CDL) exams. We provide health and safety education to employers, unions, community-based organizations, and others.

Region: Long Island

Languages: English, Spanish



NON-PROFIT ORGANIZATIONS THAT ADDRESS ISSUES OF WORKERS' RIGHTS IN NEW YORK CITY, LONG ISLAND, & WESTCHESTER REGION

New York Committee for Occupational Safety & Health (NYCOSH), Manhattan	212.227.6440
La Colmena, Staten Island	718.442.7700
New Immigrant Community Empowerment (NICE), Queens	718.205.8796
Workers Justice Project (WJP), Brooklyn	718.600.0425
Make the Road NY, Brooklyn	718.418.7690
Mobilization for Justice, Manhattan	212.417.3700
Workplace Project, Hempstead	516.565.5377
Long Island Jobs with Justice Hauppauge	631.348.1170 x304
Community Resource Center Mamaroneck	914.630.7022
Empire Justice Center Yonkers Central Islip	914.595.0910 631.650.2306
Catholic Charities-Obreros Unidos Yonkers	914.476.2700
Neighbors Link, Mount Kisco	914.666.3410
Don Bosco Workers, Inc., Port Chester	914.433.6666



HEALTH & SAFETY ON THE JOB

New York County District Attorney 212.335.9000
Workers' rights, human trafficking, wage theft, health & safety

Occupational Safety & Health Administration (OSHA)
. 800.321.OSHA

OSHA allows workers to file anonymous complaints. Please call NYCOSH at 212.227.6440 for help with filing an anonymous complaint about hazards at your workplace.

Public Employee Safety and Health Office (PESH)
NYC Office 212.775.3554
File a safety or health hazard complaint with the New York State Department of Labor

OCCUPATIONAL HEALTH CLINICS

Selikoff Centers for Occupational Health
Yonkers/Monroe. 914.964.4737
Manhattan/Staten Island 212.241.1554
Affiliated with the Icahn School of Medicine at Mount Sinai

Bellevue/NYU Occupational & Environmental Medicine Clinic
Manhattan 212.562.4572
Affiliated with Health+Hospitals Corp.

Occupational & Environmental Medicine of Long Island
New Hyde Park. 516.492.3297
Islandia 631.439.5300
Affiliated with Northwell Health



WORKERS' COMPENSATION

New York State Workers' Compensation Board

..... 800.877.1373

WAGE THEFT

New York City Comptroller 212.669.8927
(for violations of prevailing wage laws)

New York State Department of Labor 888.4NYSDOL
(888.469.7365)

New York State Attorney General 518.776.2000

U.S. Department of Labor

Wage and Hour Division 866.4USWAGE
(866.487.9243)

ILLNESS CAUSED BY WORLD TRADE CENTER — 9/11

National Institute of Occupational Safety & Health (NIOSH) World Trade Center Health Program

..... 888.982.4748

NYCOSH's World Trade Center Health Program Coordinator

..... 212.227.6440 x21
llynch@nycosh.org



DISCRIMINATION

New York City Human Rights Commission . . . 212.306.7450

New York State Division of Human Rights . . . 888.392.3644

Equal Employment Opportunity Commission (EEOC)
..... 212.336.3620

UNEMPLOYMENT INSURANCE

New York State Unemployment Insurance Program
..... 888.209.8124

Legal Momentum 212.925.6635
(for help with unemployment benefits where victim has to leave due to domestic violence or violence at work)

VARIOUS

NYC Paid Sick Leave — NYC Office of Labor Policy & Standards
NYC ID (free, government-issued photo ID for everyone)
NYC Department of Health & Mental Hygiene (mental health)
..... 311

National Labor Relations Board (NLRB) 212.264.0300

Office of Crime Victims Services 800.247.8035



INFORMATION FOR WORKERS: YOUR RIGHTS AND HOW TO GET HELP

In the workplace, all workers have rights! It is important to know what they are so you can defend yourself and your co-workers, and organize to improve conditions on the job. NYCOSH and other pro-worker organizations help workers to ensure their rights are protected.

All workers have a right to:

1. Get Paid at Least the Minimum Wage

New York State General Minimum Wage Rate

Standard Minimum	Minimum Wage as of 12.31.2022	Minimum Wage as of 1.1.2024
NYC	\$15.00	\$16.00
Long Island & Westchester	\$15.00	\$16.00
Remainder of New York State	\$14.20	\$15.00



New York State Tipped Service Employees and Tipped Food Service Workers Minimum Wages — As of 1.1.2024*

Tipped Service Employees (NYC)	\$13.35 Cash \$2.65 Tip
Tipped Service Employees (Long Island & Westchester)	\$13.35 Cash \$2.65 Tip
Tipped Service Employees (Remainder of New York State)	\$12.50 Cash \$2.50 Tip
Tipped Food Service Workers (NYC)	\$10.65 Cash \$5.35 Tip
Tipped Food Service Workers (Long Island & Westchester)	\$10.65 Cash \$5.35 Tip
Tipped Food Service Workers (Remainder of New York State)	\$10.00 Cash \$5.00 Tip

*Tipped workers need to be paid enough in tips so their minimum wage meets the standard minimums (Cash Wage) listed above. Workers who are considered tipped employees can be paid a lower cash wage, but their wage and the amount of tips they receive must add up to at least the same amount or higher than the minimum wages listed above. For example, if a worker doesn't receive any tips for one week, then the employer has to pay the difference between the tipped wage and the standard minimum wage.



2. A Higher Wage on Public Works Projects

Workers on public work projects, such as roads or libraries, must be paid a higher wage rate called the Prevailing Wage. To find out more on recent prevailing wage rates, visit applications.labor.ny.gov/wpp/publicViewPWChanges.do. If you are not being paid at the correct rate, you may be able to file a claim to recover these wages.

3. Get Paid More For Overtime

If you are an hourly employee and you work more than 40 hours in a week, your employer is required to pay you 1.5 times (“time and one-half”) your hourly rate for all hours over 40 for the week.

EXAMPLE

You are paid \$15 per hour at a clothing store and you worked 50 hours in a week. How much should you be paid for the week?

For the first 40 hours:

$\$15/\text{hour} \times 40 \text{ hours} = \600

PLUS

For the extra 10 hours: ($\$15 \times 1.5$ times rate of pay)

$\$22.50/\text{hour} \times 10 \text{ hours} = \225

Total pay: $\$600 + \$225 = \$825$



4. A Safe Workplace

Every day on average, 13 workers die on the job and about 10 million are injured or get sick from work. Many workers don't receive training or the tools and equipment they need to make their jobs safer, and they are afraid to speak up for fear of being fired.

Under the OSHA law, employers must identify dangers in your workplace and fix them so workers don't get hurt or sick. Workers have the right to:

- **Receive training about the dangers on the job**, and if you need protective gear to do your job (like a harness, gloves, or respirator), your employer should pay for it.
- **Talk to your supervisor about dangers at work.** The law says you should not be fired or punished for this, and you can file a complaint (within 30 days) if that happens. Call NYCOSH or your worker organization if this happens to you.
- **Report unsafe work to OSHA.** OSHA will **not** tell the employer your name if you ask them not to. Get help from NYCOSH if you need it!
- **Refuse to do a job task if it is unsafe.** If you can be badly hurt or even killed, tell your employer you can do your job only when it's safe to do so, but don't walk off the job! Ask for other work until the other task is safe to do.

5. Organize With Your Co-Workers

You can join with other co-workers you trust to take action around workplace issues under the National Labor Relations Act (NLRA), but you must do it with others. You may not be protected under this law if you do it alone. Get help from a workers' rights organization if you want to file a complaint about working conditions or if you want to join a union.



6. Equality and Freedom From Discrimination

You have the right to equal treatment regardless of race, color, religion, sex (gender identity, sexual orientation, and pregnancy), national origin, age, disability, or genetic information. If you believe that you are being treated differently, such as being denied a promotion, given different wages or hours, or fired, because of any of those reasons, this can be discrimination.

7. A Workplace Free From Sexual Harassment

Sexual harassment is illegal and is a violation of your rights. Whether it is someone sexually harassing you physically or verbally, your co-workers creating a hostile environment for you at work, or a supervisor demanding a date, your employer is required to stop the abuse and provide you with a safe workplace.

All employers in New York are now required to conduct annual anti-sexual harassment training for their employees, to provide employees with a written policy on sexual harassment, and to provide additional information such as complaint forms.

8. File for Workers' Compensation

If you are hurt on the job, you have a right to file a claim for Workers' Compensation **even if you don't have immigration papers, or your employer doesn't have Workers' Compensation insurance.** All workers are covered from the first day on the job.

Note: Domestic workers are covered if they work 40 hours a week or more for the same employer.



Benefits include:

- 2/3 of **lost wages** (not taxed) if a worker misses at least one week of work, up to 2/3 of the average weekly wage.
- **Medical care**, including doctors' visits, medication, physical therapy, payment for other medical procedures, and travel costs; some **injury payments** for serious injuries that make you disabled.
- In some cases, **training** to learn new skills if you cannot return to your old job because of your injury or illness.

You must file a C-3 claim with the New York State Workers' Compensation Board **within two years of your injury, and you must inform your employer (in writing) right away (within 30 days)** of the day you were injured or became ill. Your employer will not do this for you; they file other paperwork. A doctor/hospital where you received treatment also must file another form with medical information, called a C-4, that is needed to keep your case moving through the system.

The Workers' Compensation system is difficult and can take some time, so it may be best to work with a Workers' Compensation lawyer to file and win your case. These lawyers are not allowed to charge money when they take your case; the court will pay them when your case is settled.

Sometimes employers want to just pay the employee privately and not go through the system. **Be careful!** Often the money given to the worker won't cover all the costs, including medical treatment, which may be needed many years after the worker has left the job. Don't sign any documents without consulting with a lawyer first.



9. Paid Sick Leave in New York City

In New York City, if there are five or more employees where you work, **your employer must allow you to take off from work (up to five days per year) and pay you for this time (up to 40 hours) if you are sick or if you need to take care of a close family member who is sick and cannot work.** Under NYC's Paid Safe and Sick Leave Law, covered employees have the right to use safe and sick leave for the care and treatment of themselves or a family member and to seek legal and social services assistance or take other safety measures if the employee or a family member may be the victim of any act or threat of domestic violence or unwanted sexual contact, stalking, or human trafficking.

Employers with 100 or more employees must provide up to 56 hours of paid leave each calendar year. Employers must provide up to 40 hours of paid safe and sick leave if they employ up to 100 employees.

If there are fewer than five employees, your employer must still allow you the time off but does not have to pay you. If you are a domestic worker, you are allowed up to two days of unpaid leave per year.

If you are fired or treated differently (for example, given fewer hours) because you were out sick or took off to care for a sick child or family member, your employer has likely violated the law and you may file a legal claim.

This law applies to employees who have worked at least 80 hours for the employer. This law only exists in New York City and does not apply in the rest of New York State.



10. Paid Family Leave in New York State

Paid Family Leave applies to workers in all of New York State and provides job-protected, paid time off so you can:

- **Bond** with a new born, adopted, or fostered child;
- **Care** for a close relative with a serious health condition;
or
- **Assist loved ones when a family member is abroad on active military service.**

New York State Paid Family Leave provides eligible employees with up to 12 weeks of job protection. This time can be taken all at once or in increments of full days. Employees taking Paid Family Leave receive 67% of their average weekly wage, up to a cap of 67% of the current New York State Average Weekly Wage (NYSAWW). For 2023, the NYSAWW is \$1,688.19, which means the maximum weekly benefit is \$1,131.08.

This law applies for both full-time and part-time workers, but they must have worked at least 26 weeks if full-time or 175 days if part-time.



Immigrant Workers Have Rights!

Most of the above rights apply to you regardless of immigration status. However, employers sometimes use the fear of Immigration Customs and Enforcement (ICE) to threaten workers who want to stand up for their rights.

Remember, if you are approached by ICE or police officials at your workplace or in the community, remain silent!

- Do not answer any questions about your immigration status or where you were born.
- Even if you are arrested, do not say anything or sign anything before you talk to a legal representative.
- Only carry local identification documents with you, like a drivers' license or NYC ID card.

U Visas and T Visas can Protect Immigrant Workers

Immigrant victims of human trafficking and certain severe workplace crimes may be able to receive visas to temporarily remain in the United States. In order to qualify, immigrant victims and/or workers must report crimes that violate U.S. laws to law enforcement and assist the NYC police department or government agency with an investigation or prosecution of human trafficking or criminal activity. If you have been a victim of a crime in the workplace or a victim of human trafficking, please contact a workers' rights or community organization for support.



Construction Workers: Get Your Training

Under NYC Local Law 196, workers at New York City construction sites are mandated to have site safety training as follows:

- You need to have at least 40 hours of construction site safety training from an approved provider. This provider will issue the new SST (Site Safety Training) cards.
- Don't be fooled! There are many fake card providers who are taking money from workers who need jobs. Learn your rights, get real training, and become part of a workers' rights organization so you are not exploited on any construction job.

NYC Independent Contractors & Freelance Workers' Rights

Under **Local Law 140, the Freelance Isn't Free Act**, any individual, regardless of immigration status, hired as a freelance worker or independent contractor, has the right to a written contract, to be paid in full and on time, and protection from retaliation. If your rights have been violated, you can call 311 and file a complaint with NYC Department of Consumer and Worker Protection (DCWP) Office of Labor Policy & Standards or sue to seek damages in court.



Nail Salon Workers, Know Your Rights!

In 2015, the State of New York enacted laws and regulations in order to improve workers' rights and workplace conditions in the nail salon industry. As of October 2022, nail salon employers are required to provide mechanical ventilation to reduce workers' exposure to toxic chemicals.

It is against the law for any employer to take your tips or wages, or pay you less than the minimum wage regardless of your immigration status. The minimum wage for nail salon workers is outlined on the "Bill of Rights for Nail Workers" that employers are required by law to have prominently posted in the salon.

Because of new laws, nail salon workers now can get a one-year trainee license immediately. NYCOSH operates The New York Nail Salon Worker School and provides essential trainings to nail salon workers, including protecting worker health and safety and other topics.



NY HERO Act Health and Safety Committees

The New York Health and Essential Rights Act (NY HERO Act) was signed into law on May 5, 2021, and went into effect Nov. 1, 2021. Section 2 of the HERO Act requires employers with at least 10 employees to allow them to form joint labor-management workplace safety committees.

Section 2 is **not** limited to COVID and other airborne infectious diseases. Labor-management workplace safety committees can address any workplace safety issue that may impact the physical or mental health and wellbeing of employees.

Committee Formation

Employees in all private sector workplaces of 10 or more workers are allowed to form health and safety committees under the NY HERO Act without retaliation from the employer. Employees who are retaliated against have the right to sue employers in court.

Committees are required to be at least 2/3 non-supervisory workers. Workers select committee members from amongst themselves.



Committee Framework and Activities

- Employers are required to participate in health and safety committees when employees request one at any time.
- Worker committee members may raise concerns to employers, review any health and safety policy and reports, and participate in site visits/inspections.
- Employers are required to respond to concerns raised by committee members, review health and safety policies and reports with committee members, and allow committee members to participate in site visits/inspections.
- Committees can meet quarterly for two hours without loss of pay.
- Employer committee members are required to attend quarterly meetings.

Workers' Rights and Protections in Committee Activities

- Each committee member is allowed one, four-hour training without loss of pay.
- Employers must allow committee members to attend trainings at the time of their choosing. Employees have the right to participate in requesting committees and serve as committee members without retaliation.
- Employees who are retaliated against have the right to sue employers in court.
- Employers may pay fines up to \$20,000 and be required to pay lost wages, damages, and legal fees.



Exercise Your Rights. It Helps Protect All Workers!

If you have questions, NYCOSH can help! We are a workers' rights organization that advocates for safe and healthy workplaces, and for protections for all workers. We provide health and safety trainings for construction workers, anti-sexual harassment trainings for both workers and employers, nail salon trainee courses, and many other resources.

Call us at **212.227.6440**, email us at **nycosh@nycosh.org**, or go to **www.nycosh.org** to find out more.



NEW YORK STATE COMMITTEES FOR OCCUPATIONAL SAFETY & HEALTH (COSH GROUPS)

New York Committee for Occupational Safety & Health (NYCOSH)

14 Wall St., Suite 5A
New York, NY 10005

P: 212.227.6440

F: 212.227.9854

www.nycosh.org

Mid-State Committee for Occupational Safety & Health

701 W. State St.
Ithaca, NY 14850

P: 607.275.9650

www.midstatecosh.org

NorthEast New York Coalition for Occupational Safety & Health (NENYCOSH)

P.O. Box 38098

Albany, NY 12203

P: 518.210.8238

www.nenycosh.org

Western New York Council on Occupational Safety & Health (WNYCOSH)

2495 Main St., #438

Buffalo, NY 14214

P: 716.833.5416

F: 716.833.7507

www.wnycosh.org

The background of the left side of the page features a dark teal color with a network of thin white lines connecting various stylized human figures. The figures are also in a teal color, some appearing as solid shapes and others as outlines, creating a sense of interconnectedness and community.

The New York Committee for Occupational Safety and Health (NYCOSH)

is a membership organization of workers, unions, community-based organizations, workers' rights activists, and health and safety professionals. NYCOSH uses training, education, and advocacy to improve health and safety conditions in our workplaces, our communities, and our environment. Founded in 1979 on the principle that workplace injuries, illnesses, and deaths are preventable, NYCOSH works to extend and defend every person's right to a safe and healthy workplace.



**14 Wall St., Suite 5A
New York, NY 10005
nycosh.org**