NYS ASSOCIATION OF SERVICE STATIONS & REPAIR SHOPS, INC.

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Attorney's Corner

The New York State Sick Leave Law took effect on September 30th. All employers in N.Y.S. will now be required to provide sick leave to all New York employees. However, whether the leave is paid or unpaid is determined by employer size and net income. While the law took effect On September 30th, employees may not begin using any accrued sick leave until January 1, 2021.

- Employers with four (4) or fewer employees in any calendar year with a net income of more than one million dollars“ in the previous tax year” must provide up to forty (40) hours of paid sick leave in each calendar year. An employer's net income of less than one million renders the 40 hour leave entitlement unpaid.
- Employers who employ between 5 and 99 employees in any calendar year , must provide up to forty (40) hours of paid sick leave in any calendar year.
- Employers who employ more than 100 employees in any calendar year must provide up to fifty-six (56) hours of paid sick leave

For purposes of determining an employer's size under the law, a calendar year is defined as the twelve (12) month period from January 1st to December 31st. For all other purposes (i.e. accrual), a calendar year means the 12 month period from January 1st through December 31st, or a consecutive twelve-month period as determined by the employer. Employers can elect to adopt an accrual or a "frontloading" paradigm in its allocation of sick leave.. Where the employer elects an accrual method the law requires employees to at a rate of at least one hour for every 30 hours worked.

NYS D.M.V. REMINDS NEW YORKERS OF NOVEMBER 3RD DEADLINE TO RENEW EXPIRED DOCUMENTS

Expired vehicle inspections, vehicle registrations, and non-driver identification cards must be renewed by November 3rd.

Certified inspection stations are open statewide. Drivers licenses, non-driver I.D.s and vehicle registrations can be renewed online or by mail.

DON'T GET CAUGHT SHORT! Renew Now!Under New York State law, employees are eligible for up to two hours of paid time off to vote if they do not have "sufficient time to vote." New York State defines "sufficient time to vote" as four consecutive hours to vote either from the opening of polls (typically 6 AM) to the beginning of an employee's work shift, or four consecutive hours between the end of a work shift to the closing of polls (typically 9 PM).

An employee must notify the employer at least two working days prior to taking paid time off to vote. Employers are prohibited from requiring employees to use other forms of paid time off to vote.

The contents of this column are not intended as legal advice. I give no legal advice without an appointment and interview with a clien

New York Re-Starts Plastic Bag Ban Enforcement

In New York, the statewide ban on single-use plastic bags is once again being enforced, CBS News reports. In March, a court challenge had halted the new ban, but as of Monday, it's once more in effect.

The ban applies to groceries and other store products which can be put into non-plastic bags, but prepared foods, uncooked meat/fish, produce, dry cleaning and prescription drugs can still go in single-use plastic bags. Many retailers, including Whole Foods, switched to paper bags a while ago.

New York approved the ban in 2019, and it briefly went into effect earlier this year before a judge halted enforcement after legal challenges were filed. Now, the New York Department of Environmental Conservation is asking consumers for assistance in enforcing the ban. A form and phone number listed on the department's website provide a way for consumers to report ban violations.

The ban is meant to create less litter, which can harm the environment and marine life. Some localities are letting retailers charge five cents per paper bag to help offset the cost of providing paper over plastic. Retailers are also encouraging shoppers to use reusable bags.

Earlier this year in a CNN interview, Jim Calvin, president of the New York Association of Convenience Stores, said the ban created a lot of anxiety and confusion. "The biggest problem right now is the shortage and rising cost of the paper bags that were supposed to be the inexpensive alternative to plastic for consumers who neglect to bring their own reusable bag," he said.

As more and more consumers demand it, retailers across the country are looking to provide more sustainable options, especially in an affordable manner. Don't miss the education session Profiting from Sustainability, which can be found at the upcoming NACS Crack the Code Experience, to learn more about how your company can more easily provide your customers with sustainable options.

**New Jersey Moves Closer to Banning
Plastic & Paper Bags, Styrofoam Containers**

Carrying items out of convenience stores in New Jersey could look a lot different in the future.tate lawmakers approved legislation to ban the use or sale of single-use plastic carryout bags, single-use paper carryout bags, and polystyrene foam foodservice products, and a limitation on the provision of single-use plastic straws. It would phase in these restrictions over time and would preempt municipal and county regulations.

The measure now heads to Gov. Phil Murphy's desk.

Starting 18 months after the bill is signed, businesses — including c-stores, restaurants, food trucks and grocery stores measuring at least 2,500 square feet — will be banned from giving out polystyrene and plastic and paper bags. Beginning a year after the bill is signed, straws can only be given to customers who request them, NJBIZ reported.

The health and safety of future generations depend on the choices we make today. Single-use plastic products are one of the single greatest threats to our oceans, environment, and health," said state Assemblywoman Nancy Pinkin (D-Middlesex).

"Many of our municipalities have already taken steps to limit the use of carryout bags and containers; now, it's time for the state to act. This legislation, if enacted, would be the strongest law implemented in the nation to curb the use of these products and maintain New Jersey's stance as a leader in environmental protection," she added.

Pinkin sponsored the legislation with Assemblymen James Kennedy (D- Middlesex, Somerset, Union) and John McKeon (D-Essex, Morris).

Exemptions apply to bags used for wrapping raw meat; Styrofoam butcher trays; bags used for loose produce; those that hold fish and insects from pet stores; and bags for prescription drugs, newspapers and dry-cleaning, NJBIZ added.

According to The Associated Press, the ban doesn't apply to reusable carryout bags, defined in the measure as one made out of polypropylene, as well as those made out of nylon, cloth or hemp, or other washable fabrics. Bags with stitched handles are also exempt under the measure.

Senate Passes One-Year Extension of Highway Bill

On September 30, the U.S. Senate passed a continuing resolution (CR) funding the federal government through December 11, 2020 with a bipartisan 84 to 10 vote.

The CR included a one-year extension of the current surface transportation authorization with flat funding.

The House passed the continuing resolution prior to Senate consideration allowing the bill to head to the President for his signature and averting a government shutdown.

The continuing resolution authorizes the transfer of $10.4 billion to the Highway Trust Fund (HTF) from the general fund for highways and another $3.2 billion for transit to keep the HTF solvent.

While SSDA-AT would have preferred having a bipartisan long-term highway bill enacted this year, a one-year extension that includes funds to keep the Highway Trust Fund solvent is better than multiple extensions that create uncertainty for roadway projects and planning.

SSDA-AT looks forward to continuing to work with Congress on a long-term highway bill.

EMV Liability Shift

The results are in—the U.S. convenience and retail fueling industry is making important headway in both sentiment and action for upgrading to EMV-compliant pumps. Across the United States, skimming incidents contributed to more than $300 million in counterfeit fraud at outdoor fuel dispensers in 2019, according to major card reporting data. This year, that loss is predicted to hit $451 million.

The deadline to shift liability from card firms to retailers was originally scheduled for Oct. 1, 2017. However, given the challenges facing convenience retailers in compliancy, American Express, Discover, MasterCard and Visa extended the deadline to October 2020. When COVID-19 struck, many retailers had their efforts to become EMV-compliant disrupted. The card brands granted a second extension, this time to April 16-17, 2021.

To gauge how far along retailers were in upgrading, Conexxus has been conducting surveys. Conexxus recently published the final results for its new fall 2020 survey on EMV preparedness for the industry, which shows that nearly 81% of respondents said they'd deployed or are planning to deploy contactless EMV outside. The percentage of undecided responses held at 13% post-COVID-19, compared with 40% in the pre-pandemic responses.

The survey results reveal compelling information about retailers' appreciation of EMV-related risks. "In the 2019 survey, a lot of merchants didn't understand the risk of not implementing EMV, they wanted to wait to see what happens," said Linda Toth, managing director of Conexxus. "Now they realize that there's a big risk in not upgrading. All it takes is one incident to put them out of business."

7-Eleven Franchisees Asking FTC For More Legal Protection

Business owners often want less regulation, but a coalition of entrepreneurs who run 7-Eleven stores as franchisees is asking the Federal Trade Commission to "broaden and strengthen" regulation of the franchise industry, according to an announcement today.

The National Coalition of Associations of 7-Eleven Franchisees is calling for improved protection of franchisees alleging that 7-Eleven Inc. does not fully disclose the risks of operating a 7-Eleven and has unfairly raised the cost of store operation in recent years. The group said the company has just announced a 24% increase in franchisees' business owner insurance policy for next year.

"The FTC needs to take a closer look at what is going on in the 7-Eleven system and in other systems where franchisors are not engaged in fair dealing," said coalition Chairman Jay Singh.

The FTC is reviewing its Franchise Rule and hosting an online public workshop Nov. 10 based on issues raised in a public comment period last year, according to an online federal notice. The notice says the workshop will cover "financial performance representations, the use of disclaimers, and the format of the disclosure document required by the rule."

7-Eleven Inc. did not respond to a request for comment on the coalition's concerns or potential changes to the FTC Franchise Rule at presstime Monday afternoon.

The coalition also wants the International Franchise Association to support a "careful" review of the Franchise Rule regarding required disclosures, as well as a "long overdue investigation of the absence of meaningful rules that govern the franchisee/franchisor relationship," Michael Jorgensen, executive vice chairman of the National Coalition of Associations of 7-Eleven Franchisees, said in the group's announcement.

--Reporting by Donna Harris

Robberies at US Gas Stations, C-Stores Decline Again

Robberies at U.S. gas stations and convenience stores dropped in 2019, though the decline at c-stores was higher than the decline in robberies of all types nationwide and more than twice the decrease seen at gas stations.

The FBI's 2019 Crime in the United States report marks the third consecutive decline in robberies at gas stations since 2016 and the second decline in robberies at c-stores since 2017.

The FBI's report estimates c-store robberies declined 6.9% to 14,426, and gas station robberies declined 3.1% to 6,739, while total robberies dropped 4.4% to 211,113. Incidents at c-stores and gas stations combined represent 10% of total US robberies. Street or highway robberies -- the most common type – accounted for 35% of total robberies. The average value robbed from a c-store was $1,006 and $1,248 for a gas station last year, the report said.

Regionally, the West last year saw the highest decline in c-store robberies (7.3%) and the Midwest saw the highest decline in gas station robberies (4.4%), while the Northeast saw the lowest decline in c-store robberies (4.1%) and in gas station robberies (2.0%).

In 44.4% of the robberies last year, strong-arm force was used, followed by firearms (36.4%), knives or cutting instruments (8.5%), and other weapons 10.3%, the FBI said.

Overall, in 2019 violent crimes in the U.S. decreased 0.6% and property crimes dropped 4.1% year over year.

--Reporting by Donna Harris

California to Ban Sales of Gas, Diesel Cars, Trucks by 2035

California Gov. Gavin Newsom yesterday signed an order to end by 2035 sales of new cars and trucks powered by gasoline or diesel as part of the state's efforts to promote electric or zero-emission vehicles, CNBC reports. Newsom also directed state agencies to speed up development of EV charging stations.

Californians still would be allowed to own vehicles with internal combustion engines and resell them.

Newsom also directed the California Air Resources Board to develop regulations requiring all medium and heavy-duty trucks to be 100% zero-emission vehicles by 2045 "where feasible," according to CNBC.

Gov. Newsom said the move will reduce greenhouse gas emissions by 35% in the state. Electric vehicles make up less than 10% of new vehicle sales in California. The state already requires a certain percentage of new vehicles sold to be EVs.

About a dozen states follow California's lead on auto emissions standards that are tougher than federal rules, the Associated Press reports.

At least 15 other countries have similar mandates, including Germany, France and Norway, but California is the first U.S. states to announce plans to phase out sales of conventional vehicles.

EPA Challenges California on Gasoline-Car Ban

The Environmental Protection Agency (EPA) is questioning California Gov. Gavin Newsom's plan to ban sales of new gasoline- and diesel-powered passenger cars by 2035, reports the Wall Street Journal.

As NACS Daily reported, Newsom signed the order last week as part of the state's efforts to promote electric or zero-emission vehicles. Californians still would be allowed to own vehicles with internal combustion engines and resell them. But in a letter to Newsom this week, Andrew Wheeler, EPA administrator, said a statewide shift to electric vehicles would strain California's already-troubled electric grid.

"California's record of rolling blackouts—unprecedented in size and scope—coupled with recent requests to neighboring states for power begs the question of how you expect to run an electric car fleet that will come with significant increases in electricity demand, when you can't even keep the lights on today," Wheeler wrote in the letter.

Wheeler added that the order likely couldn't be implemented by the California Air Resources Board without approval from the EPA and noted that last year, the Trump Administration took away California's power to set its own vehicle tailpipe emissions standards.

The ban is an ambitious step to bolster adoption of electric vehicles and slash greenhouse-gas emissions. California would be the first U.S. state to ban the sale of gasoline- and diesel-powered vehicles, but other countries, including France and Germany, have adopted similar goals. The California governor has said transportation is responsible for more than half of California's carbon emissions and has made climate change central to his policy agenda.

"Of all the simultaneous crises that we face as a state…none is more forceful than the issue of the climate crisis," Gov. Newsome said. "What we're advancing here today is a strategy to address that crisis head on, to be as bold as the problem is big."

Tesla Shares EV Plans in 'Battery Day'

Elon Musk hosted Tesla's much touted "big battery" event this week, promising cheaper EV batteries and lower prices for Tesla's future cars, as well as announcing a new ultra-fast version of the Model S, CNN reported.

After enumerating improvements in Tesla's own battery designs and manufacturing advancements that drastically reduce the price of electric batteries, Musk promised a $25,000 Tesla electric car would be available in about three years. That price is considerably cheaper than any car Tesla has made yet and closer to the budget of the average consumer, which could lead to a higher number of electric vehicles on the road eventually needing to find charging stations. When Tesla promised a $35,000 electric car, the Model 3, it was available at that price only briefly.

Musk also said that the $25,000 car would be capable of driving fully autonomously, a difficult feat because the sensors and other equipment needed for even partly autonomous driving are expensive. He also admitted that the company's fully autonomous driving software experienced unforeseen challenges, prompting a "fundamental rewrite" of the "entire software stack," though he did not say when that occurred.

In the past, Musk predicted that Teslas equipped with the company's "Full Self Driving" hardware would be capable of a "coast-to-coast" autonomous trip by the end of 2017, but those deadlines were pushed back.

Musk outlined Tesla's improvements in battery design and manufacturing capabilities. These advancements could lead to massive reductions in battery costs per kilowatt hour, a measure of a battery's energy-holding capabilities.

Musk also predicted that future Tesla batteries will be fully recyclable so that mining lithium will no longer be necessary. Ultimately, the manufacturer hopes to make 20 million vehicles a year, a greater number than all passenger vehicles sold in the United States last year. By comparison, Volkswagen Group, which sells Volkswagen, Audi

Flurry of Congressional Activity as Fiscal Year Draws to Close

The federal fiscal year ended last night at midnight, helping spur some last-minute congressional activity, both on funding the federal government and on a new round of COVID-19 related stimulus legislation.

Last week, the House of Representatives passed a short-term continuing resolution (CR) to fund the government until December 11. The House had passed 10 of the 12 total appropriations bills, but the Senate had acted on none of those, necessitating a short-term measure to avoid the government shutting down at midnight last night. With that deadline looming, the Senate acted yesterday evening to pass the CR and avoid such a scenario.

There also were some significant signs of progress in the seemingly revived negotiations between U.S. Treasury Secretary Steven Mnuchin and House Speaker Nancy Pelosi (D-CA) over a new round of stimulus legislation in response to the economic crisis caused by the COVID-19 pandemic. The parties have been at a virtual standstill for months now since the House Democrats passed a $3.4 trillion package back in May, and the Senate Republicans attempted to pass a "skinny" relief package in early September.

Secretary Mnuchin and Speaker Pelosi met in person in the Speaker's office yesterday afternoon, and both indicated they made significant progress.

Last Friday, House Democrats released a slimmed down version of their original package. They adjusted the length of time some of the included programs have to run in order to lower the price tag from $3.4 trillion to $2.2 trillion but did not change any of the substance of their original package.

Some of what is included in that package includes:

- A renewed Paycheck Protection Program available to businesses with fewer than 200 employees who have seen at least a 25% revenue drop in any quarter this year compared with the same quarter in 2019
- Streamlined loan applications and forgiveness terms for the PPP
- Reinstatement of the $600 per week pandemic unemployment insurance program through January
- Enhancements to the new Employee Retention Tax Credit
- New direct payments of $1,200 per adult and $500 per child to most taxpayers
- $436 billion in funds for state and local governments
- $75 billion for coronavirus testing, contact tracing and isolation measures
- $28 billion for vaccine procurement and distribution
- Specific programs for the airline industry and for small independent restaurants
- One of the top legislative priorities for NACS was omitted from the package—liability protections from COVID-19 related lawsuits for businesses who acted responsibly during the crisis.

The House Democrats' bill includes a provision requiring the Occupational Safety and Health Administration (OSHA) to issue federal guidance on safety measures that businesses must follow. Senate Republican Leader Mitch McConnell has said that he will not support a package unless it includes liability protections for businesses, schools and health-care providers. NACS continues to advocate for liability relief in the next package.

The House Democrats' bill includes increased funds for the Supplemental Nutrition Assistance Program (SNAP) and language permitting SNAP recipients to purchase hot foods with their benefits during the public health emergency. NACS has been supportive of giving SNAP families more flexibility with their benefits during the COVID-19 crisis when many children across the country remain home from school.

Democrat party leaders intended to bring the legislation to the floor last night in an effort to formalize their negotiating position with Mnuchin and Republicans though shelved that plan and rescheduled the vote for today. That could be a sign of progress in negotiations between Pelosi and Mnuchin. Though Democratic leaders also indicated that if they do vote on their package that will be their last effort before leaving town until after the elections. For their part, both the White House and Senate Republicans have indicated that the $2.2 trillion price tag on the Democrat package remains too high. The White House has expressed willingness to go as high as $1.5 trillion in the past, but discussions continue.

Right To Repair Will Be One Of Two Questions Before Massachusetts Voters.

Remember, 86% of MA voted in favor of the Right To Repair Question in 2012, but by this year, 2020, advancements in vehicle technology and increasing restrictions by automakers will result in more than 90% of new cars being equipped to transmit real-time diagnostic and repair information wirelessly to vehicle manufacturers, threatening the rights that we enjoy today to choose to get our car fixed at trusted independent repair shops or do the work ourselves.

Without an update to this law our trusted independent repair shops will be unable to fix their loyal customers cars and thus consumers will have less choice and pay more for their car repairs. The spirit of the Right to Repair Law was to ensure a consumer's right to get their car repaired where they choose - technology advancements should not impair that choice!

There are over 3,000+ independent repair shops and auto part stores in Massachusetts who rely on access to repair and diagnostic information to properly repair vehicles. It's critical that this question passes at the ballot so that we can protect mostly importantly the rights of consumers, but also the 30,000 jobs in our independent repair and auto parts industry.

You may have seen ads on both sides of Question 1 as car manufacturers are using egregious scare tactics to continue to hold a monopoly on wireless repair information. Both cyber security experts and law enforcement concur that giving the owner of the car their own car repair information can be done safely and securely - This legislation and ballot initiative do NOT cover GPS or personal information!

Latest US Data Show Vehicle Traffic Keeps Recovering in July Post-Lockdowns

U.S. motor vehicle traffic continued to recover in July after an unprecedented drop following lockdowns related to COVID-19 earlier this year, the latest Traffic Volume Trends report by the U.S. Department of Transportation's Federal Highway Administration showed.

Travel on all roads and streets, measured by vehicles miles traveled (VMT), fell 33.2 billion miles, or 11.2%, to 262.4 billion vehicle miles for July 2020 as compared with the 295.6 billion vehicle miles in July 2019, according to the latest monthly DOT report based on hourly traffic data collected at around 5,000 continuous traffic counting locations nationwide.

July's VMT data has continued to narrow the year-to-year deficits in the previous months. On the same basis, VMT was down 13% in June year on year, and 25.5% lower in May, following the 39.8% tumble in April and 18.6% drop in March-- the two months when most U.S. states imposed partial or full lockdowns to stop the spread of COVID-19 that grounded mobility to a halt.

Of the five regions monitored by the DOT, the year-on-year deficit was the largest in the Northeast, which was down 15.4% in July, followed by South Atlantic (down 11.3%), South Gulf (down 10.8%), West (down 10.4%) and North Central (down 9.7%).

Looking at urban versus rural differences, VMT for urban interstate travel fell the most at 14.8% in July year on year, while rural non-interstate travel was down in the mid-to-high single-digit percentage range from the year-ago period.

Adjusted for seasonal factors, VMT for July fell 34.4 billion vehicle miles, or
12.5%, to 239.7 billion vehicle miles from July 2019. Cumulative (year to date up to July) VMT was 15.7%, or 297.2 billion vehicle miles, lower in July 2020, at 1,593.2 billion vehicle miles versus 1,890.4 billion vehicle miles during the same period in 2019.

Because the monthly DOT publishes the report within 60 days after the close of a given month, it remains uncertain how traffic volumes will shape up in September following the busy summer travel period which was particularly strong this year due to American preference to drive rather than fly by planes because of COVID-19.

The latest DOT Weekly Traffic Volume Report showed VMT by all vehicles on all interstate highways increased by 1% during the week ending Aug. 16 from the previous week, but they were 11% lower versus the same week in 2019.

--Reporting by Frank Tang,

Long-Term Outlook for Trucking Good Despite COVID-19, ATA Study Suggests

Although COVID-19 has had an "unprecedented" impact on the economy, including trucking, the long-term outlook for the trucking business is "positive," said Bob Costello, chief economist for the American Trucking Associations.

Costello's comment is based on the latest "ATA Freight Transportation Forecast: 2020 to 2031," a report conducted on an annual basis by IHS Markit, the parent company of OPIS.

"Despite significant contractions in 2020, the forecast makes it clear that the long-term trend for trucking, as well as for the overall freight economy, is positive," he said in an announcement of the report's release.

Total freight volumes this year are expected to collapse by 10.6% to 14.6 billion tons, and truck freight volumes could fall 8.8%, according to the report.

However, trucking volumes are expected to rebound in 2021, rising 4.9% next year and growing 3.2% per year on average through 2026. The report estimates that overall freight revenues in 2020 will total $879 billion and rise to $1.435 trillion in 2031.

--Reporting by Donna Harris, dharris@opisnet.com;

When Is The Best Time To Have Your Clerks Certified To Sell Tobacco?

NOW. Let me repeat myself. NOW. Now, before your clerk fails a sting. If your certified clerk fails a sting you receive one point against your license. If another certified clerk (because you fired the first one) fails a sting, you will have a second point against your license. It is not until the third certified clerk fails a sting that your lottery and tobacco license will be pulled. Even in this case there is a benefit, after serving your suspension, the three points will be removed.

If an uncertified clerk fails a sting, you will receive two points against your license. Let's say you train your clerks then. The next failed sting will add another point, making three points. Your license will be pulled for a year, and there is nothing you can do about it. It still makes sense to have your clerks certified after the first failed sting for two reasons. A certified clerk is less likely to fail that second sting. If they do, the three points will be removed from your license after you serve your suspension. If you don't have your clerk certified, only three of your four points will be removed and you will be well on your way to another suspension or revocation.

Need another reason? How about money. Who do you think is going to get a fine on the lower end of the scales listed in the article above? Who is going to get the higher fine? One who has certified the clerk or one who has not?
Need another reason? How about money. How many customers are you going to lose when they can't buy their cigarettes at your store?

Consider this, a certified clerk is much less likely to sell to underage customers, meaning you are less likely to have to deal with the hassle of a failed sting. It just makes good business sense to certify your clerks. Remember training them is not the same as certifying them.

ONE MORE THING TO DO TODAY. CHECK YOUR CLERKS CERTIFICATION. IT EXPIRES AFTER THREE YEARS. IF YOUR EMPLOYEE'S CERTIFICATION IS EXPIRED, IT IS THE SAME AS IF IT NEVER EXISTED.

For more information on certifying your clerks call the association at 518-452-4367.

Minimum Age For Cashiers To Sell Restricted Products

the regulations for clerks who sell alcoholic beverages taken from page 7 of the State Liquor Authority Handbook are as follows:

1. Clerks and cashiers who handle and receive payment for alcoholic beverages in drug stores, grocery stores and convenience stores must be at least 16 years old and must be supervised by someone who is at least 18 years old.
2. Clerks and cashiers in liquor and/or wine stores must be at least 18 years old.

The Department of Health lists no such restrictions on the age oof a clerk for selling tobacco products. One clear and obvious caveat is that younger clerks are much more susceptible to peer pressure this will put your license in jeopardy.

Work Hours For Minors

The number of hours a minor may work per day and per week depends upon the youth's age, the type of work being performed, and whether school is in session. New York State has one of the most stringent chiId labor laws in the country, which limits the number of hours that minors under 18 years of age may work when school is in session. It requires that l6 and l7 year olds may not work past l0 PM on the night before a school day without permission from a parent and a certificate of satisfactory academic standing from their school. Minors may not work during the hours when they are required to attend school. When school is in session, generally from September-June, minors 14 and 15 years old may not work for:

- More than three hours on any school day
- More than eight hours on a non-school day (Saturday, Sunday and holidays)
- More than 18 hours in any week
- More than six days in any week.

However, 14 or 15 year old minors who are employed as part of a supervised work study or work experience program that is approved by the Commissioner of Education may work three hours on a school day and 23 hours a week, instead of three hours a day and 18 hours a week. When school is in session, minors 16 and 17 years old enrolled in a day school, other than a part-time or continuation school, may not work for:

- More than four hours on any day preceding a school day (Monday - Thursday)
- More than eight hours on Friday, Saturday, Sunday or holiday
- More than 28 hours in any week
- More than six days in any week.

However, students enrolled in a cooperative work experience program approved by the Department of Education may be employed up to a maximum of six hours on a day preceding a school day other than a Sunday or a holiday if these hours are in conjunction with the program. Any hours worked in such program shall be included when calculating the number of hours worked for the four-hour maximum.

DMV Record Retrieval

DMV record retrieval is available to association members and affiliates at a cost of $12 per record. Additionally, you may order DMV certified paper abstracts of driver’s license, vehicle registration, and vehicle title records for an additional fee of $2 per abstract. Please call 518-452-4367

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http://www.nysassrs-training.com/
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Alcohol Training Awareness Program (ATAP)
Tobacco Clerk Training Program (TCTP)
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and a
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