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I N   S E N A T E

(PREFILED)

January 4, 2012

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Introduced by Sen. DeFRANCISCO -- read twice and ordered printed, and  
when printed to be committed to the Committee on Labor

AN ACT to amend the labor law, in relation to notice and record keeping  
requirements for employers

THE PEOPLE OF THE STATE OF NEW YORK, REPRESENTED IN SENATE AND ASSEMBLY,  
DO ENACT AS FOLLOWS:

1     Section 1. Paragraph (a) of subdivision 1 of section 195 of the labor  
2 law, as amended by chapter 564 of the laws of 2010, is amended to read  
3 as follows:  
4     (a) provide his or her employees, in writing in English and in the  
5 language identified by each employee as the primary language of such  
6 employee, at the time of hiring[, and on or before February first of  
7 each subsequent year of the employee's employment with the employer], a  
8 notice containing the following information: the rate or rates of pay  
9 and basis thereof, whether paid by the hour, shift, day, week, salary,  
10 piece, commission, or other; allowances, if any, claimed as part of the  
11 minimum wage, including tip, meal, or lodging allowances; the regular  
12 pay day designated by the employer in accordance with section one  
13 hundred ninety-one of this article; the name of the employer; any "doing  
14 business as" names used by the employer; the physical address of the  
15 employer's main office or principal place of business, and a mailing  
16 address if different; the telephone number of the employer; plus such  
17 other information as the commissioner deems material and necessary.  
18 [Each time the employer provides such notice to an employee, the employer  
19 shall obtain from the employee a signed and dated written acknowledgement,  
20 in English and in the primary language of the employee, of receipt of  
21 this notice, which the employer shall preserve and maintain for six  
22 years. Such acknowledgement shall include an affirmation by the  
23 employee that the employee accurately identified his or her primary  
24 language to the employer, and that the notice provided by the employer  
25 to such employee pursuant to this subdivision was in the language so  
26 identified or otherwise complied with paragraph (c) of this subdivision,  
27 and shall conform to any additional requirements established by the

EXPLANATION--Matter in *ITALICS* (underscored) is new; matter in brackets  
[ ] is old law to be omitted.

LBD13816-01-1

1 commissioner with regard to content and form.] For all employees who are  
2 not exempt from overtime compensation as established in the commission-  
3 er's minimum wage orders or otherwise provided by New York state law or  
4 regulation, the notice must state the regular hourly rate and overtime  
5 rate of pay;

6 S 2. This act shall take effect immediately.