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I N   S E N A T E

June 3, 2014

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Introduced by Sen. SAVINO -- read twice and ordered printed, and when printed to be committed to the Committee on Consumer Protection

AN ACT to amend the general business law, in relation to employment agencies

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

1     Section 1. Section 171 of the general business law is amended by  
2     adding a new subdivision 12 to read as follows:  
3     12. "BONA FIDE ORDER" MEANS A WRITTEN ORDER FROM AN EMPLOYER DIRECTED  
4     TO AN EMPLOYMENT AGENCY STATING THAT THE EMPLOYER REQUESTS THAT THE  
5     EMPLOYMENT AGENCY REFER ONE OR MORE JOB APPLICANTS FOR A SPECIFIC POSI-  
6     TION OR POSITIONS WITHIN A SPECIFIED AND LIMITED APPLICATION PERIOD. AN  
7     EMPLOYMENT AGENCY MUST RENEW A BONA FIDE ORDER AFTER FORTY-FIVE DAYS IF  
8     IT INTENDS TO REFER AN APPLICANT FOR THE POSITION DESCRIBED IN SUCH BONA  
9     FIDE ORDER, AND THE EMPLOYMENT AGENCY MUST SPECIFY ON THE BONA FIDE  
10    ORDER THE NAME OF THE REPRESENTATIVE OF THE PROSPECTIVE EMPLOYER WHO  
11    AUTHORIZED THE RENEWAL AND THE DATE ON WHICH THE RENEWAL WAS AUTHORIZED.  
12    THE BONA FIDE ORDER SHALL ALSO INCLUDE A WRITTEN STATEMENT SETTING FORTH  
13    THE TERMS AND CONDITIONS OF EMPLOYMENT FOR THE POSITION DESCRIBED IN THE  
14    ORDER; SUCH WRITTEN STATEMENT SHALL INCLUDE, AT A MINIMUM, THE FOLLOWING  
15    INFORMATION:  
16    A. THE NAME OF THE EMPLOYER, ANY "DOING BUSINESS AS" NAMES USED BY THE  
17    EMPLOYER, THE PHYSICAL ADDRESS OF THE EMPLOYER'S MAIN OFFICE OR PRINCIPAL  
18    PLACE OF BUSINESS, AND A MAILING ADDRESS IF DIFFERENT, THE TELEPHONE  
19    NUMBER OF THE EMPLOYER, PLUS SUCH OTHER INFORMATION AS THE COMMISSIONER  
20    DEEMS MATERIAL AND NECESSARY;  
21    B. THE PLACE OR PLACES OF EMPLOYMENT;  
22    C. THE HOURS OF WORK PER DAY AND NUMBER OF DAYS PER WEEK TO BE WORKED;  
23    D. THE RATE OR RATES OF PAY AND BASIS THEREOF, WHETHER PAID BY THE  
24    HOUR, SHIFT, DAY, WEEK, SALARY, PIECE, COMMISSION, OR OTHER, ALLOWANCES,  
25    IF ANY, CLAIMED AS PART OF THE MINIMUM WAGE, INCLUDING TIP, MEAL, OR  
26    LODGING ALLOWANCES;

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

LBD13485-05-4

1 E. THE CIRCUMSTANCES UNDER WHICH THE EMPLOYEE WILL BE PAID A PREMIUM  
2 FOR WORKING IN EXCESS OF AN ESTABLISHED NUMBER OF HOURS PER DAY, WEEK,  
3 OR MONTH, OR FOR WORKING ON DESIGNATED NIGHTS, WEEKENDS, OR HOLIDAYS;

4 F. THE ANTICIPATED PERIOD OF EMPLOYMENT;

5 G. ANY PROVISION TO THE EMPLOYEE, AND HOW LONG THE PROVISION WILL BE  
6 PROVIDED BY THE EMPLOYER, AND ANY COSTS TO THE EMPLOYEE ASSOCIATED WITH  
7 THE PROVISION, INCLUDING BUT NOT LIMITED TO, TRANSPORTATION TO AND FROM  
8 WORK, HOUSING, HEALTH INSURANCE OR HEALTH CARE, PAID SICK OR ANNUAL  
9 LEAVE AND HOLIDAY OR HOLIDAYS, PENSION OR RETIREMENT BENEFITS, PERSONAL  
10 PROTECTIVE EQUIPMENT REQUIRED FOR WORK, WORKERS' COMPENSATION AND INFOR-  
11 MATION ABOUT THE INSURANCE POLICY AND RULES REGARDING REPORTING OF ACCI-  
12 DENTS OR INJURIES, AND UNEMPLOYMENT COMPENSATION; AND

13 H. THE NATURE OF THE WORK TO BE PERFORMED BY THE EMPLOYEE.

14 S 2. Paragraph b of subdivision 2 of section 173 of the general busi-  
15 ness law, as added by chapter 632 of the laws of 1975, is amended to  
16 read as follows:

17 b. The application for a license shall be accompanied by samples or  
18 accurate facsimiles of each and every form [which the applicant for a  
19 license will require applicants for employment to execute], CONTRACT,  
20 STATEMENT OF TERMS AND CONDITIONS, AND RECEIPT, AS REQUIRED UNDER  
21 SECTION ONE HUNDRED EIGHTY-ONE OF THIS ARTICLE, and such forms,  
22 CONTRACTS, STATEMENTS OF TERMS AND CONDITIONS, AND RECEIPTS must be  
23 approved by the commissioner before a license may be issued. The commis-  
24 sioner shall approve any such forms which fairly and clearly represent  
25 contractual terms and conditions between the proposed employment agency  
26 and applicants for employment, such as are permitted by this article.

27 S 3. Subdivisions 1 and 2 of section 174 of the general business law,  
28 subdivision 1 as amended by chapter 164 of the laws of 2003, subdivision  
29 2 as amended by chapter 632 of the laws of 1975, are amended to read as  
30 follows:

31 1. Upon the receipt of an application for a license, the commissioner  
32 shall cause the name and address of the applicant, the name under which  
33 the employment agency is to be conducted, and the street and number of  
34 the place where the agency is to be conducted, to be posted ON THE  
35 COMMISSIONER'S WEBSITE, AS WELL AS in a conspicuous place in his public  
36 office. Such agency shall be used exclusively as an employment agency  
37 and for no other purpose, except as hereinafter provided. The commis-  
38 sioner shall investigate or cause to be investigated the character and  
39 responsibility of the applicant and agency manager and shall examine or  
40 cause to be examined the premises designated in such application as the  
41 place in which it is proposed to conduct such agency.

42 The commissioner shall require all applicants for licenses and agency  
43 managers to be fingerprinted. Such fingerprints shall be submitted to  
44 the division of criminal justice services for a state criminal history  
45 record check, as defined in subdivision one of section three thousand  
46 thirty-five of the education law, and may be submitted to the federal  
47 bureau of investigation for a national criminal history record check.  
48 THE CRIMINAL HISTORY INFORMATION, IF ANY, RECEIVED BY THE DEPARTMENT OF  
49 LABOR SHALL BE CONSIDERED IN ACCORDANCE WITH THE PROVISIONS OF ARTICLE  
50 TWENTY-THREE-A OF THE CORRECTION LAW AND SUBDIVISIONS FIFTEEN AND  
51 SIXTEEN OF SECTION TWO HUNDRED NINETY-SIX OF THE EXECUTIVE LAW. A  
52 REASONABLE TIME BEFORE MAKING A DETERMINATION ON THE APPLICATION PURSU-  
53 ANT TO THIS SUBDIVISION, THE DEPARTMENT SHALL PROVIDE THE APPLICANT  
54 CRIMINAL HISTORY INFORMATION, IF ANY. WHERE SUCH CRIMINAL HISTORY INFOR-  
55 MATION IS PROVIDED, THE DEPARTMENT SHALL ALSO PROVIDE A COPY OF ARTICLE  
56 TWENTY-THREE-A OF THE CORRECTION LAW, AND INFORM SUCH APPLICANT OF HIS

1 OR HER RIGHT TO SEEK CORRECTION OF ANY INCORRECT INFORMATION CONTAINED  
2 IN SUCH CRIMINAL HISTORY INFORMATION PURSUANT TO THE REGULATIONS AND  
3 PROCEDURES ESTABLISHED BY THE DIVISION OF CRIMINAL JUSTICE SERVICES.

4 2. Any person may file, within one week after such application is so  
5 posted [in the said office], a written protest against the issuance of  
6 such license. Such protest shall be in writing and signed by the person  
7 filing the same or his authorized agent or attorney, and shall state  
8 reasons why the said license should not be granted. Upon the filing of  
9 such protest the commissioner shall appoint a time and place for the  
10 hearing of such application, and shall give at least five days' notice  
11 of such time and place to the applicant and the person filing such  
12 protest. The commissioner may administer oaths, subpoena witnesses and  
13 take testimony in respect to the matters contained in such application  
14 and protests or complaints of any character for violation of this arti-  
15 cle, and may receive evidence in the form of affidavits pertaining to  
16 such matters. If it shall appear upon such hearing or from the  
17 inspection, examination or investigation made by the commissioner that  
18 the applicant or agency manager is not a person of good character or  
19 responsibility; or that he or the agency manager has not had at least  
20 two years experience as a placement employee, vocational counsellor or  
21 in related activities, or other satisfactory business experience which  
22 similarly tend to establish the competence of such individual to direct  
23 and operate the placement activities of the agency; or that the place  
24 where such agency is to be conducted is not a suitable place therefor;  
25 or that the applicant has not complied with the provisions of this arti-  
26 cle; the said application shall be denied and a license shall not be  
27 granted. Each application should be granted or refused within thirty  
28 days from the date of its filing.

29 S 4. Section 179 of the general business law, as amended by chapter  
30 632 of the laws of 1975, is amended to read as follows:

31 S 179. Registers and other records to be kept. It shall be the duty of  
32 every licensed person to keep a register, approved by the commissioner,  
33 in which shall be entered, in the English language, the date of the  
34 application for employment, the date the applicant started work and the  
35 name and address of every applicant from whom a fee or deposit is  
36 charged, the amount of the fee or deposit and the service for which it  
37 is received or charged. Such licensed person shall also enter in the  
38 same or in a separate register, approved by the commissioner, in the  
39 English language, the name and address of every employer from whom a fee  
40 is received or charged or to whom the licensed person refers an appli-  
41 cant who has paid or is charged a fee, the date of such employer's  
42 request or assent that applicants be furnished, the kind of position for  
43 which applicants are requested, the names of the applicants sent from  
44 whom a fee or deposit is received or charged with the designation of the  
45 one employed, the amount of the fee or deposit charged, and the rate of  
46 salary or wages agreed upon. It shall also be the duty of every licensed  
47 person to keep complete and accurate written records in the English  
48 language of all receipts and income received or derived directly from  
49 the operation of his employment agency, and to keep records concerning  
50 [job] BONA FIDE orders. No such licensed person, his agent or employees,  
51 shall make any false entry in such records. It shall be the duty of  
52 every licensed person to communicate orally or in writing with at least  
53 one of the persons mentioned as references for every applicant for work  
54 in private families, or employed in a fiduciary capacity, and the result  
55 of such investigation shall be kept on file in such agency for a period  
56 of at least three years. Every register and all records, INCLUDING BONA

1 FIDE ORDERS, kept pursuant to the requirements of this article shall be  
2 retained on the premises of the agency concerned for three years follow-  
3 ing the date on which the last entry thereon was made [except a job  
4 order which shall be retained for one year following the date on which  
5 it was received].

6 S 5. Section 181 of the general business law, as added by chapter 893  
7 of the laws of 1958, subdivision 1 as added and subdivision 2 as amended  
8 by chapter 632 of the laws of 1975, subdivision 3 as separately amended  
9 by chapters 1010 and 1083 of the laws of 1960, and subdivision 4 as  
10 amended by chapter 479 of the laws of 1963, is amended to read as  
11 follows:

12 S 181. Contracts, STATEMENTS OF TERMS AND CONDITIONS, AND receipts. It  
13 shall be the duty of every employment agency to give to each applicant  
14 for employment:

15 1. A true copy of every contract executed between such agency and such  
16 applicant, which shall have printed on it or attached to it a statement  
17 setting forth in a clear and concise manner the provisions of sections  
18 one hundred eighty-five, and one hundred eighty-six of this article.

19 2. [Information as to the name and address of the person to whom the  
20 applicant is to apply for such employment, the kind of service to be  
21 performed, the anticipated rate of wages or compensation, the agency's  
22 fee for the applicant based on such anticipated wages or compensation,  
23 whether such employment is permanent or temporary, the name and address  
24 of the person authorizing the hiring of such applicant, and the cost of  
25 transportation if the services are required outside of the city, town or  
26 village where such agency is located. If the job is a conditionally  
27 fee-paid job, the conditions under which the applicant will be required  
28 to pay a fee shall be clearly set forth in a separate agreement in ten-  
29 point type signed by the job applicant.] (A) AN EMPLOYMENT AGENCY SHALL  
30 ISSUE A WRITTEN STATEMENT OF TERMS AND CONDITIONS TO EACH JOB APPLICANT  
31 ON EACH OCCASION THAT THE AGENCY REFERS THE APPLICANT TO A POTENTIAL  
32 EMPLOYER. THE WRITTEN STATEMENT OF TERMS AND CONDITIONS SHALL BE IN  
33 ENGLISH AND IN THE LANGUAGE IDENTIFIED BY THE APPLICANT AS THE PRIMARY  
34 LANGUAGE OF SUCH APPLICANT. EVERY EMPLOYMENT AGENCY SHALL KEEP ON FILE  
35 IN ITS PRINCIPAL PLACE OF BUSINESS FOR A PERIOD OF THREE YEARS A COPY OF  
36 EACH WRITTEN STATEMENT OF TERMS AND CONDITIONS ISSUED TO EACH APPLICANT  
37 THAT IS SIGNED AND DATED BY THE APPLICANT. THE STATEMENT OF TERMS AND  
38 CONDITIONS SHALL INCLUDE, AT A MINIMUM, THE FOLLOWING INFORMATION: (I)  
39 THE NAME OF THE EMPLOYER, ANY "DOING BUSINESS AS" NAMES USED BY THE  
40 EMPLOYER, THE PHYSICAL ADDRESS OF THE EMPLOYER'S MAIN OFFICE OR PRINCI-  
41 PAL PLACE OF BUSINESS, AND A MAILING ADDRESS IF DIFFERENT, THE TELEPHONE  
42 NUMBER OF THE EMPLOYER, PLUS SUCH OTHER INFORMATION AS THE COMMISSIONER  
43 DEEMS MATERIAL AND NECESSARY; (II) THE PLACE OR PLACES OF EMPLOYMENT;  
44 (III) THE HOURS OF WORK PER DAY AND NUMBER OF DAYS PER WEEK TO BE  
45 WORKED; (IV) THE RATE OR RATES OF PAY AND BASIS THEREOF, WHETHER PAID BY  
46 THE HOUR, SHIFT, DAY, WEEK, SALARY, PIECE, COMMISSION, OR OTHER, ALLOW-  
47 ANCES, IF ANY, CLAIMED AS PART OF THE MINIMUM WAGE, INCLUDING TIP, MEAL,  
48 OR LODGING ALLOWANCES; (V) THE CIRCUMSTANCES UNDER WHICH THE EMPLOYEE  
49 WILL BE PAID A PREMIUM FOR WORKING IN EXCESS OF AN ESTABLISHED NUMBER OF  
50 HOURS PER DAY, WEEK, OR MONTH, OR FOR WORKING ON DESIGNATED NIGHTS,  
51 WEEKENDS, OR HOLIDAYS; (VI) THE ANTICIPATED PERIOD OF EMPLOYMENT; (VII)  
52 ANY PROVISION TO THE EMPLOYEE, AND HOW LONG THE PROVISION WILL BE  
53 PROVIDED BY THE EMPLOYER, AND ANY COSTS TO THE EMPLOYEE ASSOCIATED WITH  
54 THE PROVISION, INCLUDING BUT NOT LIMITED TO, TRANSPORTATION TO AND FROM  
55 WORK, HOUSING, HEALTH INSURANCE OR HEALTH CARE, PAID SICK OR ANNUAL  
56 LEAVE AND HOLIDAY OR HOLIDAYS, PENSION OR RETIREMENT BENEFITS, PERSONAL

1 PROTECTIVE EQUIPMENT REQUIRED FOR WORK, WORKERS' COMPENSATION AND INFOR-  
2 MATION ABOUT THE INSURANCE POLICY AND RULES REGARDING REPORTING OF ACCI-  
3 DENTS OR INJURIES, AND UNEMPLOYMENT COMPENSATION; AND (VIII) THE NATURE  
4 OF THE WORK TO BE PERFORMED BY THE EMPLOYEE.

5 (B) THE COMMISSIONER SHALL PREPARE TEMPLATES THAT COMPLY WITH THE  
6 REQUIREMENTS OF PARAGRAPH (A) OF THIS SUBDIVISION. EACH SUCH TEMPLATE  
7 SHALL BE DUAL-LANGUAGE, INCLUDING ENGLISH AND ONE ADDITIONAL LANGUAGE.  
8 THE COMMISSIONER SHALL DETERMINE, IN HIS OR HER DISCRETION, WHICH  
9 LANGUAGES TO PROVIDE IN ADDITION TO ENGLISH, BASED ON THE SIZE OF THE  
10 NEW YORK STATE POPULATION THAT SPEAKS EACH LANGUAGE AND ANY OTHER FACTOR  
11 THAT THE COMMISSIONER SHALL DEEM RELEVANT. ALL SUCH TEMPLATES SHALL BE  
12 MADE AVAILABLE TO EMPLOYMENT AGENCIES IN SUCH MANNER AS DETERMINED BY  
13 THE COMMISSIONER.

14 (C) WHEN A JOB APPLICANT IDENTIFIES AS HIS OR HER PRIMARY LANGUAGE A  
15 LANGUAGE FOR WHICH A TEMPLATE IS NOT AVAILABLE FROM THE COMMISSIONER,  
16 THE EMPLOYMENT AGENCY SHALL COMPLY WITH THIS SUBDIVISION BY PROVIDING  
17 THAT EMPLOYEE AN ENGLISH-LANGUAGE STATEMENT.

18 (D) AN EMPLOYMENT AGENCY SHALL NOT BE PENALIZED FOR ERRORS OR OMIS-  
19 SIONS IN THE NON-ENGLISH PORTIONS OF ANY NOTICE PROVIDED BY THE COMMIS-  
20 SIONER.

21 3. [A receipt for any fee, deposit, consideration, or payment which  
22 such agency receives from such applicant, which shall have printed or  
23 written on it the name of the applicant, the name and address of the  
24 employment agency, the date and amount of such fee, deposit, consider-  
25 ation or payment or portion thereof for which the receipt is given, the  
26 purpose for which it was paid, and the signature of the person receiving  
27 such payment. If the applicant for employment has been recruited from  
28 outside the state for domestic or household employment the receipt shall  
29 have printed on it, or attached to it, a copy of section one hundred  
30 eighty-four of this article.] EVERY EMPLOYMENT AGENCY SHALL KEEP ON FILE  
31 IN ITS PRINCIPAL PLACE OF BUSINESS FOR A PERIOD OF THREE YEARS A STATE-  
32 MENT, SIGNED BY THE EMPLOYER OF EVERY APPLICANT WHOM THE EMPLOYMENT  
33 AGENCY HAS PLACED, INDICATING THAT THE EMPLOYER HAS READ AND UNDERSTOOD  
34 THE STATEMENT OF TERMS AND CONDITIONS REQUIRED BY SUBDIVISION TWO OF  
35 THIS SECTION AND THAT THE EMPLOYER HAS RECEIVED A COPY OF THAT STATE-  
36 MENT.

37 4. [The original or duplicate-original copy of each such contract and  
38 receipt shall be retained by every employment agency for three years  
39 following the date on which the contract is executed or the payment is  
40 made, and shall be made available for inspection by the commissioner or  
41 his duly authorized agent or inspector, upon his request. Notwithstand-  
42 ing the other provisions of such contracts, the monetary consideration  
43 to be paid by the applicant shall not exceed the fee ceiling provided in  
44 subdivision eight of section one hundred eighty-five.] A RECEIPT FOR ANY  
45 FEE, CONSIDERATION, OR PAYMENT WHICH AN AGENCY RECEIVES FROM AN APPLI-  
46 CANT. THE RECEIPT SHALL HAVE PRINTED OR WRITTEN ON IT THE NAME OF THE  
47 APPLICANT, THE NAME AND ADDRESS OF THE EMPLOYMENT AGENCY, THE DATE AND  
48 AMOUNT OF SUCH FEE, CONSIDERATION OR PAYMENT OR PORTION THEREOF FOR  
49 WHICH THE RECEIPT IS GIVEN, THE PURPOSE FOR WHICH IT WAS PAID, AND THE  
50 SIGNATURE OF THE PERSON RECEIVING SUCH PAYMENT. THE RECEIPT SHALL ALSO  
51 INCLUDE IMMEDIATELY ABOVE THE PLACE FOR SIGNATURE OF THE PERSON RECEIV-  
52 ING PAYMENT, SET OFF IN A BOX AND PRINTED IN BOLD AND IN CAPS, THE  
53 FOLLOWING STATEMENT: "AN EMPLOYMENT AGENCY MAY NOT CHARGE YOU, THE JOB  
54 APPLICANT, A FEE BEFORE REFERRING YOU TO A JOB THAT YOU ACCEPT. IF YOU  
55 PAY A FEE BEFORE ACCEPTING A JOB OR PAY A FEE THAT OTHERWISE VIOLATES  
56 THE LAW, YOU MAY DEMAND A REFUND, WHICH SHALL BE REPAID WITHIN SEVEN (7)

DAYS." THE TEXT CONTAINED IN THIS BOX SHALL ALSO BE IN ENGLISH AND IN THE LANGUAGE IDENTIFIED BY EACH APPLICANT AS THE PRIMARY LANGUAGE OF SUCH APPLICANT.

5. THE ORIGINAL OR DUPLICATE-ORIGINAL COPY OF EACH WRITTEN CONTRACT, EACH STATEMENT OF TERMS AND CONDITIONS REQUIRED BY SUBDIVISION TWO OF THIS SECTION, AND EACH RECEIPT REQUIRED BY SUBDIVISION FOUR OF THIS SECTION SHALL BE RETAINED BY EVERY EMPLOYMENT AGENCY FOR THREE YEARS FOLLOWING THE DATE ON WHICH THE CONTRACT IS EXECUTED. THE RECORDS REQUIRED UNDER THIS SUBDIVISION SHALL BE MADE AVAILABLE FOR INSPECTION BY THE COMMISSIONER OR HIS OR HER DULY AUTHORIZED AGENT OR INSPECTOR, UPON SUCH REQUEST.

S 6. Subdivisions 1 and 3 of section 185 of the general business law, subdivision 1 as amended by chapter 460 of the laws of 2012 and subdivision 3 as amended by chapter 1010 of the laws of 1960, are amended and a new subdivision 1-a is added to read as follows:

1. Circumstances permitting fee. An employment agency shall not charge or accept a fee or other consideration unless in accordance with the terms of a written contract with a job applicant[, except:

(a) for class "A" and "A-1" employment, and except] AND after such agency has been responsible for referring such job applicant to an employer or such employer to a job applicant and where as a result thereof such job applicant has been employed by such employer[; and

(b)], EXCEPT for class "C" employment: [(i)] (A) after an agency has been responsible for referring an artist to an employer or such employer to an artist and where as a result thereof such artist has been employed by such employer; or [(ii)] (B) after an agency represents an artist in the negotiation or renegotiation of an original or pre-existing employment contract and where as a result thereof the artist enters into a negotiated or renegotiated employment contract. For class "C" employment pursuant to this paragraph, an employment agency shall provide an artist with a statement setting forth in a clear and concise manner the provisions of this section and section one hundred eighty-six of this article.

The maximum fees provided for herein for all types of placements or employment may be charged to the job applicant and a similar fee may be charged to the employer provided, however, that with regard to placements in class "B" employment, a fee of up to one and one-half times the fee charged to the job applicant may be charged to the employer. By agreement with an employment agency, the employer may voluntarily assume payment of the job applicant's fee. The fees charged to employers by any licensed person conducting an employment agency for rendering services in connection with, or for providing employment in classes "A", "A-1" and "B", as hereinafter defined in subdivision four of this section where the applicant is not charged a fee shall be determined by agreement between the employer and the employment agency. No fee shall be charged or accepted for the registration of applicants for employees or employment.

1-A. FEE REFUND. AN EMPLOYMENT AGENCY WHO HAS CHARGED OR ACCEPTED A FEE OR OTHER CONSIDERATION FOR CLASSES "A" AND "A-1" EMPLOYMENT WITHOUT A CONTRACT PRIOR TO OCTOBER FIRST, TWO THOUSAND FOURTEEN, SHALL REFUND THE FULL AMOUNT TO THE JOB APPLICANT BY NOVEMBER FIRST, TWO THOUSAND FIFTEEN, IF: (A) SUCH FEE OR CONSIDERATION DID NOT LEAD TO THE JOB APPLICANT OBTAINING EMPLOYMENT THROUGH THE EMPLOYMENT AGENCY; OR (B) THE FEE OR CONSIDERATION WAS NOT APPLIED TO THE JOB APPLICANT'S ACCOUNT FOR SERVICES RENDERED BY THE EMPLOYMENT AGENCY.

1 3. Deposits, advance fees. Notwithstanding any other provisions of  
2 this section, an employment agency [may] SHALL not require OR ACCEPT a  
3 deposit or advance fee from any applicant [except an applicant for class  
4 "A" or class "A1" employment, and only to the extent of the maximum fees  
5 hereinafter provided. Such deposit or advance fee shall be offset  
6 against any fee charged or accepted when such employment is obtained.  
7 Any excess above the lawful fee shall be returned without demand there-  
8 for, immediately after the employment agency has been notified that such  
9 employment has been obtained; and all of such deposit or advance fee  
10 shall be returned immediately upon demand therefor, if at the time of  
11 the demand such employment has not been obtained]. ANY DEPOSIT OR  
12 ADVANCE FEE COLLECTED BY AN EMPLOYMENT AGENCY PRIOR TO OCTOBER FIRST,  
13 TWO THOUSAND FOURTEEN, MUST BE REFUNDED TO THE APPLICANT BY NOVEMBER  
14 FIRST, TWO THOUSAND FIFTEEN, IF: (A) SUCH DEPOSIT OR ADVANCE FEE DID NOT  
15 LEAD TO THE JOB APPLICANT OBTAINING EMPLOYMENT THROUGH THE EMPLOYMENT  
16 AGENCY OR (B) THE DEPOSIT OR ADVANCE FEE WAS NOT APPLIED TO THE JOB  
17 APPLICANT'S ACCOUNT FOR SERVICES RENDERED BY THE EMPLOYMENT AGENCY.

18 S 7. Subdivision 2 of section 186 of the general business law, as  
19 amended by chapter 1010 of the laws of 1960, is amended to read as  
20 follows:

21 2. Failure to report: If a job applicant accepts employment and there-  
22 after fails to report for work, the gross fee charged to such applicant  
23 shall not exceed twenty-five per cent of the maximum fee allowed by  
24 section one hundred eighty-five of this article[, provided however, if  
25 the applicant remains with his same employer, the fee shall not exceed  
26 fifty per cent]. If a job applicant accepts employment and fails to  
27 report for work, no fee shall be charged to the employer.

28 S 8. Subdivision 3 of section 187 of the general business law, as  
29 added by chapter 893 of the laws of 1958, is amended to read as follows:

30 (3) Advertise in newspapers or otherwise, or use letterheads or  
31 receipts or other written or printed matter, unless such advertising or  
32 other matter contains the name and address of the employment agency  
33 [and] the word "agency", AND THE AGENCY'S LICENSE NUMBER.

34 S 9. Section 189 of the general business law, as amended by chapter  
35 479 of the laws of 1963, subdivisions 1 and 2 as amended by chapter 721  
36 of the laws of 2004, subdivisions 4 and 5 as amended by chapter 632 of  
37 the laws of 1975, is amended to read as follows:

38 S 189. Enforcement of provisions of this article. 1. This article,  
39 article nineteen-B of the labor law and sections 37.01, 37.03 and 37.05  
40 of the arts and cultural affairs law shall be enforced by the commis-  
41 sioner of labor, except that in the city of New York this article and  
42 such sections shall be enforced by the commissioner of consumer affairs  
43 of such city. IN ADDITION TO THE POWERS OF THE COMMISSIONER, THE ATTOR-  
44 NEY GENERAL SHALL HAVE THE POWER TO ENFORCE THIS ARTICLE; SUCH POWERS  
45 INCLUDE, BUT ARE NOT LIMITED TO, ACTIONS TO RESTRAIN OR ENJOIN SUCH  
46 VIOLATION. NOTHING IN THIS SECTION SHALL IN ANY WAY LIMIT THE RIGHTS OR  
47 REMEDIES WHICH ARE OTHERWISE AVAILABLE TO A PERSON UNDER ANY OTHER LAW.

48 2. To effectuate the purposes of this article, article nineteen-B of  
49 the labor law and sections 37.01, 37.03 and 37.05 of the arts and  
50 cultural affairs law, the commissioner or any duly authorized agent or  
51 inspector designated by such commissioner, shall have authority to  
52 inspect [the premises, registers, contract forms, receipt books, appli-  
53 cation forms, referral forms, reference forms, reference reports and  
54 financial records of fees charged and refunds made of each employment  
55 agency, which are essential to the operation of such agency, and of each  
56 applicant for an employment agency license, as frequently as necessary

1 to ensure compliance with this article and such sections; but in]  
2 EMPLOYMENT AGENCIES AND APPLICANTS FOR AN EMPLOYMENT AGENCY LICENSE AS  
3 FREQUENTLY AS NECESSARY TO ENSURE COMPLIANCE WITH THIS ARTICLE. THE  
4 FOLLOWING SHALL BE SUBJECT TO INSPECTION: THE PREMISES; REGISTERS;  
5 CONTRACTS SIGNED BY JOB APPLICANTS; STATEMENTS OF TERMS AND CONDITIONS;  
6 RECEIPTS; APPLICATION FORMS; REFERRAL FORMS; BONA FIDE ORDERS FROM  
7 PROSPECTIVE EMPLOYERS; WRITTEN NOTIFICATIONS FROM EMPLOYERS REQUIRED BY  
8 SECTION ONE HUNDRED EIGHTY-SEVEN OF THIS ARTICLE; REFERENCE FORMS;  
9 REFERENCE REPORTS; RECORDS OF FEES CHARGED; RECORDS OF REFUNDS MADE; AND  
10 ANY OTHER RECORD THAT AN EMPLOYMENT AGENCY MUST MAINTAIN PURSUANT TO  
11 THIS ARTICLE. IN no event shall any employment agency be inspected less  
12 frequently than once every eighteen months. INSPECTIONS MAY CONSIST OF  
13 IN-PERSON VISITS TO EMPLOYMENT AGENCIES. The commissioner shall also  
14 have authority to subpoena records and witnesses or otherwise to conduct  
15 investigations of any employer or other person where he or she has  
16 reasonable grounds for believing that such employer or person is violat-  
17 ing or has conspired or is conspiring with an employment agency to  
18 violate this article or such sections.

19 3. To effectuate the purposes of this article, the commissioner may  
20 make reasonable administrative rules within the standards set in this  
21 article. Before such rules shall be issued, the commissioner shall  
22 conduct a public hearing, giving due notice thereof to all interested  
23 parties. No rule shall become effective until fifteen days after it has  
24 been filed in the office of the department of state, if it is a rule of  
25 the industrial commissioner, or in the office of the clerk of the city  
26 of New York, if it is a rule of the commissioner of licenses of such  
27 city, and copies thereof shall be furnished to all employment agencies  
28 affected at least fifteen days prior to the effective date of such rule.

29 4. Complaints against any such licensed OR UNLICENSED person [shall]  
30 MAY be made orally or in writing to the commissioner, or be sent in an  
31 affidavit form without appearing in person, and may be made by recog-  
32 nized employment agencies, trade associations, or others. The commis-  
33 sioner may hold a hearing on a complaint with the powers provided by  
34 section one hundred seventy-four of this article. If a hearing is held,  
35 reasonable notice thereof, not less than five days, shall be given in  
36 writing to said [licensed] person by serving upon the [licensed] person  
37 either personally, by mail, or by leaving the same with the person in  
38 charge of his office, a concise statement of the facts constituting the  
39 complaint, and the hearing shall commence before the commissioner with  
40 reasonable speed but in no event later than two weeks from the date of  
41 the filing of the complaint. The commissioner when investigating any  
42 matters pertaining to the granting, issuing, transferring, renewing,  
43 revoking, suspending or cancelling of any license is authorized in his  
44 discretion to take such testimony as may be necessary on which to base  
45 official action. When taking such testimony he may subpoena witnesses  
46 and also direct the production before him of necessary and material  
47 books and papers. A daily calendar of all hearings shall be kept by the  
48 commissioner and shall be posted in a conspicuous place in his public  
49 office for at least one day before the date of such hearings. The  
50 commissioner shall render his decision within thirty days from the time  
51 the matter is finally submitted to him. The commissioner shall keep a  
52 record of all such complaints and hearings. IN ADDITION TO THE POWERS  
53 OF THE COMMISSIONER, THE ATTORNEY GENERAL MAY BRING AN ACTION AGAINST  
54 ANYONE WHO IS ALLEGED TO HAVE VIOLATED THIS ARTICLE.

55 5. [Following such hearing if it has been shown] UPON A FINDING that  
56 the licensed person or his agent, employee or anyone acting on his



1 behalf is guilty of violating any provision of this article or is not a  
2 person of good character and responsibility, the commissioner may  
3 suspend or revoke the license of such licensed person [and/or levy a  
4 fine against such licensed person for each violation not to exceed five  
5 hundred dollars]. ANY EMPLOYMENT AGENCY FOUND TO HAVE VIOLATED ANY  
6 PROVISION OF THIS ARTICLE SHALL BE SUBJECT, FOR THE FIRST OFFENSE, TO A  
7 CIVIL PENALTY NOT TO EXCEED ONE THOUSAND DOLLARS PER VIOLATION, AND, FOR  
8 EACH SUBSEQUENT OFFENSE WITHIN SIX YEARS OF SUCH PREVIOUS OFFENSE, TO A  
9 CIVIL PENALTY, NOT TO EXCEED FIVE THOUSAND DOLLARS PER VIOLATION. IF THE  
10 PERSON SUBJECT TO THIS ARTICLE FAILS TO PAY THE DAMAGES, FINES, ATTOR-  
11 NEY'S FEES, COSTS, OR PENALTIES AWARDED, THE AMOUNT AWARDED MAY BE  
12 SATISFIED OUT OF THE BOND AMOUNT REQUIRED BY THIS ARTICLE. Whenever such  
13 commissioner shall suspend or revoke the license of any employment agen-  
14 cy, or shall levy a fine against [such] ANY agency, said determination  
15 shall be subject to judicial review in proceedings brought pursuant to  
16 article seventy-eight of the civil practice law and rules. Whenever  
17 [such] AN EMPLOYMENT AGENCY'S license is revoked, another license or  
18 agency manager permit shall not be issued within three years from the  
19 date of such revocation to said licensed person or his agency manager or  
20 to any person with whom the licensee has been associated in the business  
21 of furnishing employment or engagements. Deputy commissioners, or other  
22 officials designated to act on behalf of the commissioner, may conduct  
23 hearings and act upon applications for licenses, and revoke or suspend  
24 such licenses, or levy fines AGAINST AN EMPLOYMENT AGENCY.

25 6. IF ANY PERSON USES ANY UNTRUE OR MISLEADING STATEMENT, INFORMATION,  
26 OR ADVERTISEMENT TO SELL ITS EMPLOYMENT AGENCY SERVICES OR FAILS TO  
27 COMPLY WITH THE APPLICABLE PROVISIONS OF THIS ARTICLE, OR THE CONTRACT  
28 DOES NOT COMPLY WITH THE APPLICABLE PROVISIONS OF THIS ARTICLE, THEN THE  
29 CONTRACT SHALL BE VOID AND UNENFORCEABLE AS CONTRARY TO PUBLIC POLICY.

30 7. ANY PERSON AGGRIEVED BY A VIOLATION OF THIS ARTICLE MAY BRING A  
31 CIVIL ACTION IN A COURT OF COMPETENT JURISDICTION AGAINST ANY EMPLOYMENT  
32 AGENCY OR PERSONS ALLEGED TO HAVE VIOLATED THE PROVISIONS OF THIS ARTI-  
33 CLE. THE COURT SHALL HAVE JURISDICTION TO RESTRAIN VIOLATIONS OF THIS  
34 SECTION AND TO ORDER ALL APPROPRIATE RELIEF, INCLUDING ENJOINING THE  
35 CONDUCT OF ANY PERSON OR EMPLOYMENT AGENCY; ORDERING PAYMENT OF DAMAGES,  
36 COSTS AND REASONABLE ATTORNEYS' FEES TO THE AGGRIEVED INDIVIDUAL BY THE  
37 PERSON OR ENTITY FOUND TO BE IN VIOLATION OF THIS ARTICLE.

38 8. THE REMEDIES PROVIDED IN THIS ARTICLE ARE NOT EXCLUSIVE AND SHALL  
39 BE IN ADDITION TO ANY OTHER REMEDIES OR PROCEDURES PROVIDED IN ANY OTHER  
40 LAW.

41 9. IF ANY PROVISIONS OF THIS ARTICLE OR THE APPLICATION THEREOF TO ANY  
42 PERSON OR CIRCUMSTANCES IS HELD UNCONSTITUTIONAL, THE REMAINDER OF THE  
43 ARTICLE AND THE APPLICATION OF THAT PROVISION TO OTHER PERSONS AND  
44 CIRCUMSTANCES SHALL NOT BE AFFECTED THEREBY.

45 10. IF AN EMPLOYMENT AGENCY FAILS TO MAINTAIN RECORDS AS REQUIRED  
46 UNDER THIS ARTICLE, THE CREDIBLE TESTIMONY OF AN APPLICANT SHALL FORM  
47 THE PROPER BASIS FOR THE CALCULATION OF UNPAID WAGES AND/OR UNLAWFUL  
48 FEES.

49 S 10. Section 190 of the general business law, as amended by chapter  
50 632 of the laws of 1975, is amended to read as follows:

51 S 190. Penalties for violations. Any person who violates and the offi-  
52 cers of a corporation and stockholders holding ten percent or more of  
53 the stock of a corporation which is not publicly traded, who knowingly  
54 permit the corporation to violate sections one hundred seventy-two, one  
55 hundred seventy-three, one hundred seventy-six, one hundred eighty-four,  
56 one hundred eighty-four-a, one hundred eighty-five, one hundred eighty-

1 five-a, one hundred eighty-six, or one hundred eighty-seven of this  
2 article shall be guilty of a misdemeanor and upon conviction shall be  
3 subject to a fine not to exceed [one thousand] TWO THOUSAND FIVE HUNDRED  
4 dollars PER VIOLATION, or imprisonment for not more than one year, or  
5 both, by any court of competent jurisdiction. The violation of any other  
6 provision of this article shall be punishable by a fine not to exceed  
7 [one] FIVE hundred dollars or imprisonment for not more than thirty  
8 days. Criminal proceedings based upon violations of these sections shall  
9 be instituted by the commissioner, THE ATTORNEY GENERAL, OR A DISTRICT  
10 ATTORNEY and may be instituted by any persons aggrieved by such  
11 violations.

12 S 11. The general business law is amended by adding a new section 195  
13 to read as follows:

14 S 195. PROTECTION FROM RETALIATION. IT SHALL BE UNLAWFUL FOR ANY  
15 EMPLOYMENT AGENCY TO RETALIATE OR DISCRIMINATE AGAINST ANY PERSON  
16 BECAUSE HE OR SHE HAS OPPOSED ANY PRACTICE OR PRACTICES FORBIDDEN UNDER  
17 THIS ARTICLE OR BECAUSE THAT PERSON HAS FILED A COMPLAINT, TESTIFIED OR  
18 ASSISTED IN ANY PROCEEDING UNDER THIS ARTICLE.

19 S 12. This act shall take effect immediately.