

# STATE OF NEW YORK

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3822

2021-2022 Regular Sessions

## IN ASSEMBLY

January 28, 2021

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Introduced by M. of A. TAGUE, BLANKENBUSH -- read once and referred to the Committee on Labor

AN ACT to amend the labor law, in relation to the farm laborers wage board

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. Section 674-a of the labor law, as added by chapter 105 of  
2 the laws of 2019, is amended to read as follows:

3 § 674-a. Farm laborers wage board. 1. Wage board. The commissioner  
4 shall hereby convene a farm laborers wage board. The wage board shall be  
5 comprised of three members: one representative of the farm bureau, one  
6 representative of the New York State AFL-CIO and one member appointed by  
7 the commissioner, who shall be selected from the general public and  
8 designated as chairperson. The wage board shall hold its first hearing  
9 no later than March first, two thousand twenty. The members of the board  
10 shall not receive a salary or other compensation, but shall be paid  
11 actual and necessary traveling expenses while engaged in the performance  
12 of their duties.

13 2. Organization. Two-thirds of the members of the board shall consti-  
14 tute a quorum. The chairperson may from time to time formulate rules  
15 governing the manner in which the wage board shall function and perform  
16 its duties under this article.

17 3. Powers. The wage board shall have power to conduct public hearings.  
18 The board [~~may~~] shall also consult with agricultural employers and farm  
19 laborers, and their respective representatives, in the occupation or  
20 occupations involved, and with such other persons, including the commis-  
21 sioner and the commissioner of agriculture and markets, the New York  
22 state college of agriculture and life sciences at Cornell university, as  
23 it shall determine. The board shall also have power to administer oaths  
24 and to require by subpoena the attendance and testimony of witnesses,  
25 and the production of all books, records, and other evidence relative to

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

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1 any matters under inquiry. Such subpoenas shall be signed and issued by  
2 the chairperson of the board and shall be served and have the same  
3 effect as if issued out of the supreme court. The board shall have power  
4 to cause depositions of witnesses residing within or without the state  
5 to be taken in the manner prescribed for like depositions in civil  
6 actions in the supreme court. The board shall not be bound by common law  
7 or statutory rules of procedure or evidence.

8 4. Public hearings. Within forty-five days of the appointment of the  
9 wage board, the board shall conduct public hearings. The wage board  
10 shall only meet within the state and must hold at least three hearings  
11 in two thousand twenty-one and at least two hearings each year in two  
12 thousand twenty-two through two thousand twenty-four, at which the  
13 public will be afforded an opportunity to provide comments. At least  
14 one Spanish language interpreter shall be present at each public hearing  
15 to interpret oral testimony delivered in Spanish. Where a witness  
16 reveals the need for an interpreter in a language other than Spanish, to  
17 the extent practicable, an interpreter in that language shall be  
18 provided. Any materials advertising such hearings shall be bilingual in  
19 English and Spanish. Any written materials disbursed at the hearing or  
20 subsequent to the hearing, including written testimony and hearing tran-  
21 scripts, shall be available in English, Spanish, and, to the extent  
22 practicable, any other language upon request.

23 5. Report. The wage board shall make a report to the governor and the  
24 legislature, including its recommendations as to overtime work for farm  
25 laborers. The report and recommendations of the board shall be submitted  
26 only after a vote of not less than a majority of all its members in  
27 support of such report and recommendations. Such report shall be submit-  
28 ted no later than December thirty-first, two thousand [~~twenty~~] twenty-  
29 four. The overtime rates recommended by the wage board shall not be in  
30 excess of sixty hours, and the wage board shall specifically consider  
31 the extent to which overtime hours can be lowered below such amount set  
32 in law, and may provide for a series of successively lower overtime work  
33 thresholds and phase-in dates as part of its determinations.

34 6. The wage board shall consider:

35 (a) existing overtime rates in similarly situated industries in New  
36 York state;

37 (b) farm laborer wage and overtime rates in states that share a  
38 geographical border with New York;

39 (c) the impact that the COVID-19 pandemic has had on the agricultural  
40 community, including additional expenses borne by employers;

41 (d) the total compensation, including other benefits such as housing  
42 or insurance, that farm laborers receive relative to similarly situated  
43 industries;

44 (e) statistics that show various labor requirements amongst various  
45 farming subindustries, including but not limited to, animal, crop, or  
46 aquafarming;

47 (f) the supply and demand of farm laborers in New York; and

48 (g) the labor and employment actions taken by farm labor employers in  
49 response to chapter one hundred five of the laws of two thousand nine-  
50 teen, and other economic impacts.

51 7. Nothing contained in the wage board's report or recommendations  
52 shall diminish or limit any rights, protections, benefits or entitle-  
53 ments currently available to any farm laborer.

54 [~~7. The~~] 8. Notwithstanding any inconsistent provision of law, the  
55 commissioner shall comply with section six hundred fifty-six of this  
56 chapter no sooner than one hundred eighty days upon receipt of the wage

1 board's recommendations. The commissioner may reconvene the same wage  
2 board or appoint a new wage board in compliance with section six hundred  
3 fifty-nine of this chapter.  
4 § 2. This act shall take effect immediately.