STATE OF NEW YORK

4478

2025-2026 Regular Sessions

IN SENATE

February 5, 2025

Introduced by Sens. RAMOS, JACKSON -- read twice and ordered printed, and when printed to be committed to the Committee on Labor

AN ACT to amend the labor law and the education law, in relation to creating a workplace rights document to be provided to minors seeking employment

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

Section 1. The labor law is amended by adding a new section 137-a to read as follows:

§ 137-a. Workplace rights document. The department shall develop, and make available to school officials, a workplace rights document to be provided to minors seeking an employment certificate or permit pursuant to article sixty-five of the education law. Such document shall clearly explain basic labor rights extended to workers, and express such labor rights in plain terminology, easily understood by a minor. The workplace rights document shall be made available on the department's website and translated by the department in the ten most commonly spoken languages in the state or any language otherwise requested by the minor seeking the employment certificate or permit. Topics covered in such workplace rights document shall include, but not be limited to, local, state, and federal laws regarding each of the following issues: (i) child labor; (ii) wage and hour protections; (iii) worker safety; (iv) workers' compensation; (v) paid sick leave; (vi) prohibitions against retaliation; and (vii) the right to organize a union in the workplace. Any minor seeking an employment certificate or permit shall be issued, before or at the time of receiving such employment certificate or permit, the workplace rights document. The document shall be produced to a minor in physical form.

§ 2. Section 3215-a of the education law is amended by adding a new subdivision 4 to read as follows:

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

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4. Employment certificates or permits issued to students shall include the workplace rights document pursuant to section one hundred thirty-seven-a of the labor law.

§ 3. This act shall take effect on the sixtieth day after it shall have become a law.