

1867

2009-2010 Regular Sessions

I N   A S S E M B L Y

January 12, 2009

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

AN ACT to amend the labor law, in relation to granting collective bargaining rights to farm laborers and allowing farm workers one day of rest each week and including farm laborers within the provisions pertaining to overtime compensation and unemployment insurance; to amend the public health law, in relation to the application of the sanitary code to all farm and food processing labor camps for migrant workers; to amend the workers' compensation law, in relation to the eligibility of farm laborers for workers' compensation benefits and the provision of claim forms to farm laborers injured in the course of employment and in relation to service as farm laborers; and to amend the labor law, in relation to labor on a farm and regulating the employment of certain employees whose earning capacity is affected or impaired by youth or age

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

1     Section 1. Sections one through seventeen of this act shall be known  
2     and may be cited as "The Farmworkers Fair Labor Practices Act".  
3     S 2. Paragraph (a) of subdivision 3 of section 701 of the labor law,  
4     as amended by chapter 43 of the laws of 1989, is amended to read as  
5     follows:  
6     (a) The term "employees" includes but is not restricted to any indi-  
7     vidual employed by a labor organization; any individual whose employment  
8     has ceased as a consequence of, or in connection with, any current labor  
9     dispute or because of any unfair labor practice, and who has not  
10    obtained any other regular and substantially equivalent employment; and  
11    shall not be limited to the employees of a particular employer, unless  
12    the article explicitly states otherwise, but shall not include any indi-  
13    vidual employed by his parent or spouse or in the domestic service of  
14    and directly employed, controlled and paid by any person in his home,

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

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1 any individual whose primary responsibility is the care of a minor child  
2 or children and/or someone who lives in the home of a person for the  
3 purpose of serving as a companion to a sick, convalescing or elderly  
4 person or any individuals employed only for the duration of a labor  
5 dispute, [or any individuals employed as farm laborers] or[,] any indi-  
6 vidual who participates in and receives rehabilitative or therapeutic  
7 services in a charitable non-profit rehabilitation facility or sheltered  
8 workshop or any individual employed in a charitable non-profit rehabili-  
9 tation facility or sheltered workshop who has received rehabilitative or  
10 therapeutic services and whose capacity to perform the work for which he  
11 is engaged is substantially impaired by physical or mental deficiency or  
12 injury.

13 S 3. Subdivision 1 of section 161 of the labor law is amended by  
14 adding a new undesignated paragraph to read as follows:

15 EVERY PERSON EMPLOYED AS A FARM LABORER SHALL BE ALLOWED AT LEAST  
16 TWENTY-FOUR CONSECUTIVE HOURS OF REST IN EACH AND EVERY CALENDAR WEEK.  
17 THIS REQUIREMENT SHALL NOT APPLY TO THE PARENT, CHILD, SPOUSE OR OTHER  
18 MEMBER OF THE EMPLOYER'S IMMEDIATE FAMILY. TWENTY-FOUR CONSECUTIVE HOURS  
19 SPENT AT REST BECAUSE OF CIRCUMSTANCES, SUCH AS WEATHER OR CROP CONDI-  
20 TIONS, SHALL BE DEEMED TO CONSTITUTE THE REST REQUIRED BY THIS PARA-  
21 GRAPH. NO PROVISION OF THIS PARAGRAPH SHALL PROHIBIT A FARM LABORER FROM  
22 VOLUNTARILY REFUSING THE REST REQUIRED BY THIS PARAGRAPH. THE TERM  
23 "FARM LABOR" SHALL INCLUDE ALL SERVICES PERFORMED IN AGRICULTURAL  
24 EMPLOYMENT IN CONNECTION WITH CULTIVATING THE SOIL, OR IN CONNECTION  
25 WITH RAISING OR HARVESTING OF AGRICULTURAL COMMODITIES, INCLUDING THE  
26 RAISING, SHEARING, CARING FOR AND MANAGEMENT OF LIVESTOCK, POULTRY OR  
27 DAIRY. THE DAY OF REST AUTHORIZED UNDER THIS SUBDIVISION SHOULD, WHEN-  
28 EVER POSSIBLE, COINCIDE WITH THE TRADITIONAL DAY RESERVED BY THE FARM  
29 LABORER FOR RELIGIOUS WORSHIP.

30 S 4. Paragraphs b and d of subdivision 2 of section 161 of the labor  
31 law, as amended by chapter 281 of the laws of 1941, are amended to read  
32 as follows:

33 b. Employees in [dairies, creameries,] milk condenseries, milk powder  
34 factories, milk sugar factories, milk shipping stations, butter and  
35 cheese factories, ice cream manufacturing plants and milk bottling  
36 plants, where not more than seven persons are employed;

37 d. Employees whose duties include not more than three hours' work on  
38 Sunday in setting sponges in bakeries, [caring for live animals,] main-  
39 taining fires, or making necessary repairs to boilers or machinery.

40 S 5. Subdivision 3 of section 160 of the labor law is amended to read  
41 as follows:

42 3. For all other employees, except those engaged in [farm or] domestic  
43 service and those affected by subdivision four of section two hundred  
44 [and] twenty OF THIS CHAPTER, eight hours.

45 S 6. Subdivision 1 of section 220 of the labor law is amended to read  
46 as follows:

47 1. Eight hours shall constitute a legal day's work for all classes of  
48 employees in this state except those engaged in [farm and] domestic  
49 service unless otherwise provided by law.

50 S 7. The labor law is amended by adding a new section 163-a to read as  
51 follows:

52 S 163-A. FARM LABORERS. NO PERSON OR CORPORATION OPERATING A FARM  
53 SHALL REQUIRE ANY EMPLOYEE TO WORK MORE THAN EIGHT HOURS IN ANY DAY;  
54 PROVIDED, HOWEVER, THAT OVERTIME WORK PERFORMED BY A FARM LABORER SHALL  
55 BE AT A RATE WHICH IS AT LEAST ONE AND ONE-HALF TIMES THE WORKER'S  
56 NORMAL WAGE RATE.

1 S 8. The opening paragraph of paragraph (a) of subdivision 6 of  
2 section 511 of the labor law, as amended by chapter 675 of the laws of  
3 1977, is amended to read as follows:

4 The term "employment" [does not include] INCLUDES agricultural labor  
5 [unless it is covered pursuant to section five hundred sixty-four]. The  
6 term "agricultural labor" includes all service performed:

7 S 9. Section 564 of the labor law, as added by chapter 675 of the laws  
8 of 1977, is amended to read as follows:

9 S 564. Agricultural labor CREW LEADERS. [1. Coverage. (a) Notwith-  
10 standing the provisions of section five hundred sixty of this article,  
11 an employer of persons engaged in agricultural labor shall become liable  
12 for contributions under this article if the employer:

13 (1) has paid cash remuneration of twenty thousand dollars or more in  
14 any calendar quarter to persons employed in agricultural labor, and such  
15 liability shall commence on the first day of such quarter, or

16 (2) has employed in agricultural labor ten or more persons on each of  
17 twenty days during a calendar year or the preceding calendar year, each  
18 day being in a different calendar week, and the liability shall in such  
19 event commence on the first day of the calendar year, or

20 (3) is liable for the tax imposed under the federal unemployment tax  
21 act as an employer of agricultural labor and the liability shall in such  
22 event commence on the first day of the calendar quarter in such calendar  
23 year when he first paid remuneration for agricultural labor in this  
24 state.

25 (b) An employer who becomes liable for contributions under paragraph  
26 (a) of this subdivision shall cease to be liable as of the first day of  
27 a calendar quarter next following the filing of a written application  
28 provided the commissioner finds that the employer:

29 (1) has not paid to persons employed in agricultural labor cash remun-  
30 eration of twenty thousand dollars or more in any of the eight calendar  
31 quarters preceding such day, and

32 (2) has not employed in agricultural labor ten or more persons on each  
33 of twenty days during the current or the preceding calendar year, each  
34 day being in a different week, and

35 (3) is not liable for the tax imposed under the federal unemployment  
36 tax act as an employer of agricultural labor.

37 2. Crew leader.] Whenever a person renders services as a member of a  
38 crew which is paid and furnished by the crew leader to perform services  
39 in agricultural labor for another employer, such other employer shall,  
40 for the purpose of this article, be deemed to be the employer of such  
41 person, unless:

42 [(a)] 1. the crew leader holds a valid certificate of registration  
43 under the federal farm labor contractor registration act of nineteen  
44 hundred sixty-three or substantially all the members of the crew operate  
45 or maintain tractors, mechanized harvesting or cropdusting machinery or  
46 any other mechanized equipment which is provided by the crew leader, and

47 [(b)] 2. the crew leader is not an employee of such other employer and  
48 has not entered into a written agreement with such employer under which  
49 he is designated as an employee.

50 S 10. Paragraph (m) of subdivision 5 of section 225 of the public  
51 health law, as amended by chapter 894 of the laws of 1958 and such  
52 subdivision as renumbered by chapter 626 of the laws of 1971, is amended  
53 to read as follows:

54 (m) require that application be made for a permit to operate a farm or  
55 food processing labor camp as defined in the sanitary code; authorize  
56 appropriate officers or agencies to issue such a permit when the appli-

1 cant is in compliance with the established regulations; prescribe stand-  
2 ards for living quarters at farm and food processing labor camps,  
3 including provisions for sanitary conditions; light, air, and safety;  
4 protection from fire hazards; maintenance; and such other matters as may  
5 be appropriate for security of life or health, provided however, that  
6 the provisions of the sanitary code established pursuant to the  
7 provisions hereof shall apply to all farm and food processing labor  
8 camps intended to house migrant workers and which are occupied [by five  
9 or more persons]. In the preparation of such regulations, the public  
10 health council may request and shall receive technical assistance from  
11 the board of standards and appeals of the state department of labor and  
12 the state building code commission. Such regulation shall be enforced in  
13 the same manner as are other provisions of the sanitary code;

14 S 11. Groups 14-a and 14-b of subdivision 1 of section 3 of the work-  
15 ers' compensation law, Group 14-a as amended by chapter 233 of the laws  
16 of 1961 and Group 14-b as added by chapter 646 of the laws of 1966, are  
17 amended to read as follows:

18 Group 14-a. On and after January first, nineteen hundred sixty-two,  
19 any other employment in a trade, business, or occupation carried on by  
20 the employer for pecuniary gain in which one or more employees [other  
21 than farm laborers] are employed.

22 Group 14-b. Employment as a farm laborer as provided herein. A farmer  
23 shall provide coverage under this chapter for all farm laborers  
24 [employed during any part of the twelve consecutive months beginning  
25 April first of any calendar year preceded by a calendar year in which  
26 the cash remuneration paid to all farm laborers aggregated twelve  
27 hundred dollars or more].

28 S 12. Section 51 of the workers' compensation law, as amended by  
29 chapter 561 of the laws of 2003, is amended to read as follows:

30 S 51. Posting of notice regarding compensation. Every employer who has  
31 complied with section fifty of this article shall post and maintain in a  
32 conspicuous place or places in and about his place or places of business  
33 typewritten or printed IN ENGLISH AND SPANISH notices in form prescribed  
34 by the chairman, stating the fact that he has complied with all the  
35 rules and regulations of the chairman and the board and that he has  
36 secured the payment of compensation to his employees and their depen-  
37 dents in accordance with the provisions of this chapter, but failure to  
38 post such notice as herein provided shall not in any way affect the  
39 exclusiveness of the remedy provided for by section eleven of this chap-  
40 ter. Every employer who owns or operates automotive or horse-drawn vehi-  
41 cles and has no minimum staff of regular employees required to report  
42 for work at an established place of business maintained by such employer  
43 and every employer who is engaged in the business of moving household  
44 goods or furniture shall post such notices in each and every vehicle  
45 owned or operated by him. Failure to post or maintain such notice in any  
46 of said vehicles shall constitute presumptive evidence that such employ-  
47 er has failed to secure the payment of compensation. The chairman may  
48 require any employer to furnish a written statement at any time showing  
49 the stock corporation, mutual corporation or reciprocal insurer in which  
50 such employer is insured or the manner in which such employer has  
51 complied with any provision of this chapter. Failure for a period of ten  
52 days to furnish such written statement shall constitute presumptive  
53 evidence that such employer has neglected or failed in respect of any of  
54 the matters so required. Any employer who fails to comply with the  
55 provisions of this section shall be required to pay to the board a fine  
56 of [up to two hundred fifty] FIVE HUNDRED dollars for each violation, in

1 addition to any other penalties imposed by law to be deposited into the  
2 uninsured employers' fund.

3 S 13. The workers' compensation law is amended by adding a new section  
4 110-b to read as follows:

5 S 110-B. REPORTING OF INJURIES TO EMPLOYER. EVERY FARM LABOR CONTRAC-  
6 TOR, FOREMAN OR SUPERVISOR OF FARM LABORERS WHO HAS NOTICE OF ANY INJURY  
7 TO A FARM LABORER INCURRED DURING THE COURSE OF EMPLOYMENT SHALL BE  
8 REQUIRED TO INFORM THE EMPLOYER, OWNER OR OPERATOR OF A FARM OF ANY SUCH  
9 INJURY.

10 S 14. The first undesignated paragraph of section 120 of the workers'  
11 compensation law, as amended by chapter 61 of the laws of 1989, is  
12 amended to read as follows:

13 It shall be unlawful for any employer or his or her duly authorized  
14 agent to discharge or in any other manner discriminate against an  
15 employee as to his or her employment because such employee has claimed  
16 or attempted to claim compensation from such employer, REQUESTED A CLAIM  
17 FORM FOR INJURIES RECEIVED IN THE COURSE OF EMPLOYMENT, or because he or  
18 she has testified or is about to testify in a proceeding under this  
19 chapter and no other valid reason is shown to exist for such action by  
20 the employer.

21 S 15. The opening paragraph of paragraph A of subdivision 6 of section  
22 201 of the workers' compensation law, as amended by chapter 903 of the  
23 laws of 1986, is amended to read as follows:

24 "Employment" means employment in any trade, business or occupation  
25 carried on by an employer, except that the following shall not be deemed  
26 employment under this article: services performed for the state, a  
27 municipal corporation, local governmental agency, other political subdi-  
28 vision or public authority; employment subject to the federal railroad  
29 unemployment insurance act; service performed on or as an officer or  
30 member of the crew of a vessel on the navigable water of the United  
31 States or outside the United States; [service as farm laborers;] casual  
32 employment and the first forty-five days of extra employment of employ-  
33 ees not regularly in employment as otherwise defined herein; service as  
34 golf caddies; and service during all or any part of the school year or  
35 regular vacation periods as a part-time worker of any person actually in  
36 regular attendance during the day time as a student in an elementary or  
37 secondary school. The term "employment" shall not include the services  
38 of a licensed real estate broker or sales associate if it be proven that  
39 (a) substantially all of the remuneration (whether or not paid in cash)  
40 for the services performed by such broker or sales associate is directly  
41 related to sales or other output (including the performance of services)  
42 rather than to the number of hours worked; (b) the services performed by  
43 the broker or sales associate are performed pursuant to a written  
44 contract executed between such broker or sales associate and the person  
45 for whom the services are performed within the past twelve to fifteen  
46 months; and (c) the written contract provided for in [paragraph] SUBPAR-  
47 AGRAPH (b) herein was not executed under duress and contains the follow-  
48 ing provisions:

49 S 16. The opening paragraph of subdivision 5 of section 651 of the  
50 labor law, as amended by chapter 640 of the laws of 2005, is amended to  
51 read as follows:

52 "Employee" includes any individual employed or permitted to work by an  
53 employer in any occupation, but shall not include any individual who is  
54 employed or permitted to work: (a) in service as a part time baby sitter  
55 in the home of the employer; or someone who lives in the home of an  
56 employer for the purpose of serving as a companion to a sick, convalesc-

1 ing or elderly person, and whose principal duties do not include house-  
2 keeping; (b) [in labor on a farm; (c)] in a bona fide executive, admin-  
3 istrative, or professional capacity; [(d)] (C) as an outside salesman;  
4 [(e)] (D) as a driver engaged in operating a taxicab; [(f)] (E) as a  
5 volunteer, learner or apprentice by a corporation, unincorporated asso-  
6 ciation, community chest, fund or foundation organized and operated  
7 exclusively for religious, charitable or educational purposes, no part  
8 of the net earnings of which inures to the benefit of any private share-  
9 holder or individual; [(g)] (F) as a member of a religious order, or as  
10 a duly ordained, commissioned or licensed minister, priest or rabbi, or  
11 as a sexton, or as a christian science reader; [(h)] (G) in or for such  
12 a religious or charitable institution, which work is incidental to or in  
13 return for charitable aid conferred upon such individual and not under  
14 any express contract of hire; [(i)] (H) in or for such a religious,  
15 educational or charitable institution if such individual is a student;  
16 [(j)] (I) in or for such a religious, educational or charitable institu-  
17 tion if the earning capacity of such individual is impaired by age or by  
18 physical or mental deficiency or injury; [(k)] (J) in or for a summer  
19 camp or conference of such a religious, educational or charitable insti-  
20 tution for not more than three months annually; [(l)] (K) as a staff  
21 counselor in a children's camp; [(m)] (L) in or for a college or univer-  
22 sity fraternity, sorority, student association or faculty association,  
23 no part of the net earnings of which inures to the benefit of any  
24 private shareholder or individual, and which is recognized by such  
25 college or university, if such individual is a student; [(n)] (M) by a  
26 federal, state or municipal government or political subdivision thereof.  
27 The exclusions from the term "employee" contained in this subdivision  
28 shall be as defined by regulations of the commissioner; or [(o)] (N) as  
29 a volunteer at a recreational or amusement event run by a business that  
30 operates such events, provided that no single such event lasts longer  
31 than eight consecutive days and no more than one such event concerning  
32 substantially the same subject matter occurs in any calendar year. Any  
33 such volunteer shall be at least eighteen years of age. A business seek-  
34 ing coverage under this paragraph shall notify every volunteer in writ-  
35 ing, in language acceptable to the commissioner, that by volunteering  
36 his or her services, such volunteer is waiving his or her right to  
37 receive the minimum wage pursuant to this article. Such notice shall be  
38 signed and dated by a representative of the business and the volunteer  
39 and kept on file by the business for thirty-six months.

40 S 17. Subdivision 1 of section 674 of the labor law, as added by chap-  
41 ter 552 of the laws of 1969, is amended to read as follows:

42 1. The commissioner may promulgate such regulations as he deems appro-  
43 priate to carry out the purposes of this article and to safeguard mini-  
44 mum wage standards. Such regulations may include, but are not limited  
45 to, the defining of the circumstances or conditions for the acceptance  
46 of non-hourly rates and piece rates as equivalent to the minimum hourly  
47 rates established by this article. Such regulations also may include,  
48 but are not limited to, waiting time and call-in pay rates; wage  
49 provisions governing guaranteed earnings during specified periods of  
50 work; allowances for meals, lodging, and other items, services and  
51 facilities when furnished by the employer; [and the employment of indi-  
52 viduals whose earning capacity is affected or impaired by youth or age,]  
53 or by physical or mental deficiency or injury, under special certif-  
54 icates issued by the commissioner, at such wages lower than the minimum  
55 wage established by this article and for such period as shall be  
56 prescribed in such regulations.

1     S 18. This act shall take effect immediately, provided that section  
2     ten of this act shall take effect on the thirtieth day after it shall  
3     have become a law.