

1 1. "ECONOMIC DEVELOPMENT SUBSIDY" MEANS ANY EXPENDITURE OF PUBLIC
2 FUNDS WITH A VALUE OF AT LEAST \$100,000, FOR THE PURPOSE OF STIMULATING
3 ECONOMIC DEVELOPMENT WITHIN THE STATE, INCLUDING BUT NOT LIMITED TO
4 BONDS, GRANTS, LOANS, LOAN GUARANTEES, ENTERPRISE ZONES, EMPOWERMENT
5 ZONES, TAX INCREMENT FINANCING, GRANTS, FEE WAIVERS, LAND PRICE SUBSI-
6 DIES, MATCHING FUNDS, TAX ABATEMENTS, TAX EXEMPTIONS, AND TAX CREDITS.

7 2. "COMMISSIONER" MEANS THE COMMISSIONER OF LABOR, OR THE COMMISSION-
8 ER'S DESIGNEE OR DESIGNEES.

9 S 351. MINIMUM STANDARDS FOR WAGES AND BENEFITS. 1. NO PERSON, ASSOCI-
10 ATION, CORPORATION OR OTHER ENTITY SHALL BE ELIGIBLE TO RECEIVE ANY
11 ECONOMIC DEVELOPMENT SUBSIDY UNLESS THAT ENTITY:

12 (A) PAYS EACH OF ITS EMPLOYEES IN THE STATE A MINIMUM WAGE THAT IS AT
13 LEAST ONE DOLLAR PER HOUR HIGHER THAN THE STATE MINIMUM WAGE PROVIDED IN
14 ARTICLE NINETEEN OF THE LABOR LAW;

15 (B) OFFERS TO EACH OF ITS EMPLOYEES IN THE STATE WHO WORK AT LEAST
16 THIRTY-FIVE HOURS PER WEEK A HEALTH INSURANCE BENEFITS PLAN FOR WHICH
17 THE EMPLOYER PAYS AT LEAST EIGHTY PERCENT OF THE MONTHLY PREMIUM, AND
18 THE COVERAGE PAYS AT LEAST EIGHTY PERCENT OF THE COSTS OF PHYSICIAN
19 OFFICE VISITS, EMERGENCY CARE, SURGERY, AND PRESCRIPTIONS WITH AN ANNUAL
20 DEDUCTIBLE OF NO MORE THAN ONE THOUSAND DOLLARS; AND

21 (C) OFFERS TO AT LEAST TWENTY PERCENT OF ITS WORKERS IN THE STATE A
22 WORKER TRAINING PROGRAM THAT MEETS MINIMUM STANDARDS ISSUED BY THE
23 COMMISSIONER.

24 2. THIS SECTION DOES NOT APPLY TO:

25 (A) A NOT-FOR-PROFIT ENTITY THAT IS EXEMPT FROM TAXATION UNDER THE
26 INTERNAL REVENUE CODE; OR

27 (B) AN INTERN OR TRAINEE WHO IS UNDER TWENTY-ONE YEARS OF AGE AND WHO
28 IS EMPLOYED FOR A PERIOD NOT LONGER THAN THREE MONTHS.

29 3. IF THE COMMISSIONER DETERMINES THAT APPLICATION OF THIS SECTION
30 WOULD CONFLICT WITH A FEDERAL PROGRAM REQUIREMENT, THE COMMISSIONER,
31 AFTER NOTICE AND PUBLIC HEARING, MAY GRANT A WAIVER FROM THE REQUIRE-
32 MENTS OF THIS SECTION.

33 S 352. ENFORCEMENT. 1. THE COMMISSIONER SHALL PROMULGATE SUCH REGU-
34 LATIONS AS ARE NECESSARY TO IMPLEMENT AND ADMINISTER COMPLIANCE OF THIS
35 SECTION.

36 2. NO PERSON, ASSOCIATION, CORPORATION OR OTHER ENTITY SHALL
37 DISCHARGE, DEMOTE, HARASS OR OTHERWISE TAKE ADVERSE ACTIONS AGAINST ANY
38 INDIVIDUAL BECAUSE SUCH INDIVIDUAL SEEKS THE ENFORCEMENT OF THIS
39 SECTION, OR TESTIFIES, ASSISTS OR PARTICIPATES IN ANY MANNER IN AN
40 INVESTIGATION, HEARING OR OTHER PROCEEDING TO ENFORCE THE PROVISIONS OF
41 THIS SECTION.

42 3. NO ENTITY SHALL PAY AN EMPLOYEE THROUGH A THIRD PARTY, OR TREAT AN
43 EMPLOYEE AS A SUBCONTRACTOR OR INDEPENDENT CONTRACTOR, TO AVOID THE
44 REQUIREMENTS OF THIS SECTION.

45 S 4. This act shall take effect on the first of July next succeeding
46 the date on which it shall have become a law and shall apply to any
47 economic development subsidy awarded or renewed on or after such date;
48 provided, however, that effective immediately, the addition, amendment
49 and/or repeal of any rule or regulation necessary for the implementation
50 of this act on its effective date are authorized and directed to be made
51 and completed on or before such date.