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I N   S E N A T E

July 20, 2012

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Introduced by Sen. DeFRANCISCO -- read twice and ordered printed, and  
when printed to be committed to the Committee on Rules

AN ACT to amend the labor law, in relation to limiting employer filings  
of certain employment and wage information

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

1     Section 1. The labor law is amended by adding a new section 196-b to  
2     read as follows:  
3     S 196-B. LIMITING EMPLOYER FILING OF CERTAIN EMPLOYMENT AND WAGE  
4     INFORMATION. 1. NOTWITHSTANDING ANY GENERAL, SPECIAL, OR LOCAL LAW TO  
5     THE CONTRARY, NO EMPLOYER SHALL BE REQUIRED TO PROVIDE EMPLOYMENT AND  
6     WAGE INFORMATION RELATED TO ANY EMPLOYEE OR CONTRACTOR OF SUCH EMPLOYER  
7     TO ANY STATE OR LOCAL AGENCY. SUCH EMPLOYEE OR CONTRACTOR EMPLOYMENT AND  
8     WAGE INFORMATION SHALL INCLUDE:  
9     A. JOB TITLE, POSITION OR A DESCRIPTION OF THE TYPE OF WORK PERFORMED  
10    BY SUCH PERSON; AND  
11    B. THE INFORMATION DESCRIBED IN SUBDIVISION THREE OF SECTION ONE  
12    HUNDRED NINETY-FIVE OF THIS ARTICLE, INCLUDING THE NAME OF THE INDIVID-  
13    UAL; THE NAME OF THE EMPLOYER; THE ADDRESS AND TELEPHONE NUMBER OF THE  
14    EMPLOYER; THE RATE OR RATES OF PAY AND THE BASIS THEREOF; WHETHER PAID  
15    BY THE HOUR, SHIFT, DAY, WEEK, SALARY, PIECE, COMMISSION, OR OTHERWISE;  
16    GROSS WAGES; DEDUCTIONS; AND ALLOWANCES, IF ANY, CLAIMED AS PART OF THE  
17    MINIMUM WAGE AND NET WAGES.  
18    2. NOTHING IN THIS SECTION SHALL LIMIT THE PROVISION OF EMPLOYMENT AND  
19    WAGE INFORMATION AS PART OF AN INVESTIGATION OR ENFORCEMENT OF ALLEGED  
20    VIOLATIONS OF THIS ARTICLE OR AS PART OF AN INVESTIGATION OR ENFORCEMENT  
21    BY A LAW ENFORCEMENT AGENCY.  
22    S 2. This act shall take effect immediately.

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

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