

8106

2013-2014 Regular Sessions

I N A S S E M B L Y

June 19, 2013

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

AN ACT to amend the labor law, in relation to increased penalties for
violations of wage payment provisions

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

1 Section 1. Paragraph (a) of subdivision 1 of section 195 of the labor
2 law, as amended by chapter 564 of the laws of 2010, is amended to read
3 as follows:
4 (a) provide his or her employees, in writing in English and in the
5 language identified by each employee as the primary language of such
6 employee, at the time of hiring[, and on or before February first of
7 each subsequent year of the employee's employment with the employer], a
8 notice containing the following information: the rate or rates of pay
9 and basis thereof, whether paid by the hour, shift, day, week, salary,
10 piece, commission, or other; allowances, if any, claimed as part of the
11 minimum wage, including tip, meal, or lodging allowances; the regular
12 pay day designated by the employer in accordance with section one
13 hundred ninety-one of this article; the name of the employer; any "doing
14 business as" names used by the employer; the physical address of the
15 employer's main office or principal place of business, and a mailing
16 address if different; the telephone number of the employer; plus such
17 other information as the commissioner deems material and necessary. Each
18 time the employer provides such notice to an employee, the employer
19 shall obtain from the employee a signed and dated written acknowledge-
20 ment, in English and in the primary language of the employee, of receipt
21 of this notice, which the employer shall preserve and maintain for six
22 years. Such acknowledgement shall include an affirmation by the employee
23 that the employee accurately identified his or her primary language to
24 the employer, and that the notice provided by the employer to such
25 employee pursuant to this subdivision was in the language so identified

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

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1 or otherwise complied with paragraph (c) of this subdivision, and shall
2 conform to any additional requirements established by the commissioner
3 with regard to content and form. For all employees who are not exempt
4 from overtime compensation as established in the commissioner's minimum
5 wage orders or otherwise provided by New York state law or regulation,
6 the notice must state the regular hourly rate and overtime rate of pay;

7 S 2. Subdivisions 1-b and 1-d of section 198 of the labor law, as
8 added by chapter 564 of the laws of 2010, are amended to read as
9 follows:

10 1-b. If any employee is not provided within ten business days of his
11 or her first day of employment a notice as required by subdivision one
12 of section one hundred ninety-five of this article, he or she may
13 recover in a civil action damages of fifty dollars for each work [week]
14 that the violations occurred or continue to occur, but not to exceed a
15 total of [two] TWELVE thousand five hundred dollars, together with costs
16 and reasonable attorney's fees. The court may also award other relief,
17 including injunctive and declaratory relief, that the court in its
18 discretion deems necessary or appropriate.

19 On behalf of any employee not provided a notice as required by subdivi-
20 sion one of section one hundred ninety-five of this article, the
21 commissioner may bring any legal action necessary, including administra-
22 tive action, to collect such claim, and as part of such legal action, in
23 addition to any other remedies and penalties otherwise available under
24 this article, the commissioner may assess against the employer damages
25 of fifty dollars for each work [week] that the violations occurred or
26 continue to occur. In any action or administrative proceeding to recover
27 damages for violation of paragraph (d) of subdivision one of section one
28 hundred ninety-five of this article, it shall be an affirmative defense
29 that (i) the employer made complete and timely payment of all wages due
30 pursuant to this article or article nineteen or article nineteen-A of
31 this chapter to the employee who was not provided notice as required by
32 subdivision one of section one hundred ninety-five of this article or
33 (ii) the employer reasonably believed in good faith that it was not
34 required to provide the employee with notice pursuant to subdivision one
35 of section one hundred ninety-five of this article.

36 1-d. If any employee is not provided a statement or statements as
37 required by subdivision three of section one hundred ninety-five of this
38 article, he or she shall recover in a civil action damages of [one] TWO
39 hundred FIFTY dollars for each work week that the violations occurred or
40 continue to occur, but not to exceed a total of [twenty-five] TWELVE
41 THOUSAND FIVE hundred dollars, together with costs and reasonable attor-
42 ney's fees. The court may also award other relief, including injunctive
43 and declaratory relief, that the court in its discretion deems necessary
44 or appropriate.

45 On behalf of any employee not provided a statement as required by
46 subdivision three of section one hundred ninety-five of this article,
47 the commissioner may bring any legal action necessary, including admin-
48 istrative action, to collect such claim, and as part of such legal
49 action, in addition to any other remedies and penalties otherwise avail-
50 able under this article, the commissioner may assess against the employ-
51 er damages of [one] TWO hundred FIFTY dollars for each work week that
52 the violations occurred or continue to occur. In any action or adminis-
53 trative proceeding to recover damages for violation of subdivision three
54 of section one hundred ninety-five of this article, it shall be an
55 affirmative defense that (i) the employer made complete and timely
56 payment of all wages due pursuant to this article or articles nineteen

1 or nineteen-A of this chapter to the employee who was not provided
2 statements as required by subdivision three of section one hundred nine-
3 ty-five of this article or (ii) the employer reasonably believed in good
4 faith that it was not required to provide the employee with statements
5 pursuant to paragraph (e) of subdivision one of section one hundred
6 ninety-five of this article.

7 S 3. Section 218 of the labor law is amended by adding a new subdivi-
8 sion 5 to read as follows:

9 5. AN EMPLOYER SIMILAR IN OPERATION OR OWNERSHIP TO A PRIOR EMPLOYER
10 WHICH HAD BEEN FOUND IN VIOLATION OF ARTICLE SIX, NINETEEN OR NINETEEN-A
11 OF THIS CHAPTER, SHALL BE DEEMED THE SAME EMPLOYER FOR THE PURPOSES OF
12 THIS SECTION IF THE EMPLOYEES OF THE NEW EMPLOYER ARE ENGAGED IN
13 SUBSTANTIALLY THE SAME WORK IN SUBSTANTIALLY THE SAME WORKING CONDITIONS
14 UNDER SUBSTANTIALLY THE SAME SUPERVISORS, OR IF THE SUBSEQUENT EMPLOYER
15 HAS SUBSTANTIALLY THE SAME PRODUCTION PROCESS, PRODUCES SUBSTANTIALLY
16 THE SAME PRODUCTS AND HAS SUBSTANTIALLY THE SAME BODY OF CUSTOMERS. SUCH
17 SUBSEQUENT EMPLOYER SHALL CONTINUE TO BE SUBJECT TO THIS SECTION AND
18 LIABLE FOR THE ACTS OF THE PRIOR EMPLOYER UNDER THIS SECTION.

19 S 4. Section 219 of the labor law is amended by adding a new subdivi-
20 sion 4 to read as follows:

21 4. AN EMPLOYER SIMILAR IN OPERATION AND OWNERSHIP TO A PRIOR EMPLOYER
22 FOUND TO BE IN VIOLATION OF ARTICLE SIX, NINETEEN OR NINETEEN-A OF THIS
23 CHAPTER, SHALL BE DEEMED THE SAME EMPLOYER FOR THE PURPOSES OF THIS
24 SECTION IF THE EMPLOYEES OF THE SUBSEQUENT EMPLOYER ARE ENGAGED IN
25 SUBSTANTIALLY THE SAME WORK IN SUBSTANTIALLY THE SAME WORKING CONDITIONS
26 UNDER SUBSTANTIALLY THE SAME SUPERVISORS, OR IF THE NEW ENTITY HAS
27 SUBSTANTIALLY THE SAME PRODUCTION PROCESS, PRODUCES SUBSTANTIALLY THE
28 SAME PRODUCTS AND HAS SUBSTANTIALLY THE SAME BODY OF CUSTOMERS. SUCH A
29 SUBSEQUENT EMPLOYER WILL CONTINUE TO BE SUBJECT TO THIS SECTION AND
30 SHALL BE LIABLE FOR THE ACTS OF THE PRIOR EMPLOYER UNDER THIS SECTION.

31 S 5. This act shall take effect on the sixtieth day after it shall
32 have become a law.