

3199

2015-2016 Regular Sessions

I N A S S E M B L Y

January 22, 2015

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

AN ACT to amend the labor law, in relation to increasing the amount of liquidated damages for failure to pay wages as legally required

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

1 Section 1. Subdivision 1-a of section 198 of the labor law, as
2 amended by chapter 564 of the laws of 2010, is amended and a new subdivision 5 is added to read as follows:
3 1-a. On behalf of any employee paid less than the wage to which he or
4 she is entitled under the provisions of this article, the commissioner
5 may bring any legal action necessary, including administrative action,
6 to collect such claim and as part of such legal action, in addition to
7 any other remedies and penalties otherwise available under this article,
8 the commissioner shall assess against the employer the full amount of
9 any such underpayment, and an additional amount as liquidated damages,
10 unless the employer proves a good faith basis for believing that its
11 underpayment of wages was in compliance with the law. Liquidated damages
12 shall be calculated by the commissioner as no more than one hundred
13 percent of the total amount of wages found to be due; HOWEVER, IF SUCH
14 UNDERPAYMENT OF WAGES PERSISTED FOR MORE THAN THIRTY DAYS OR INVOLVED A
15 FAILURE TO PAY THE WAGES OF TEN OR MORE EMPLOYEES, THE COMMISSIONER MAY
16 ASSESS AGAINST THE EMPLOYER AN ADDITIONAL AMOUNT AS LIQUIDATED DAMAGES
17 EQUAL TO TWICE THE TOTAL AMOUNT OF WAGES FOUND TO BE DUE. In any action
18 instituted in the courts upon a wage claim by an employee or the commissioner in which the employee prevails, the court shall allow such
19 employee to recover the full amount of any underpayment, all reasonable
20 attorney's fees, prejudgment interest as required under the civil practice law and rules, and, unless the employer proves a good faith basis
21 to believe that its underpayment of wages was in compliance with the
22 law, an additional amount as liquidated damages equal to one hundred
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EXPLANATION--Matter in *ITALICS* (underscored) is new; matter in brackets [] is old law to be omitted.

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1 percent of the total amount of the wages found to be due; HOWEVER, IF
2 SUCH UNDERPAYMENT OF WAGES PERSISTED FOR MORE THAN THIRTY DAYS OR
3 INVOLVED A FAILURE TO PAY THE WAGES OF TEN OR MORE EMPLOYEES, THE COURT
4 SHALL ALLOW SUCH ADDITIONAL AMOUNT AS LIQUIDATED DAMAGES EQUAL TO TWICE
5 THE TOTAL AMOUNT OF THE WAGES FOUND TO BE DUE.
6 5. NOTWITHSTANDING ANY OTHER PROVISION OF LAW, AN ACTION TO RECOVER
7 UPON A LIABILITY IMPOSED BY THIS ARTICLE MAY BE BROUGHT AS A CLASS
8 ACTION.
9 S 2. This act shall take effect on the ninetieth day after it shall
10 have become a law.