S T A T E O F N E W Y O R K

6418

2015-2016 Regular Sessions

I N A S S E M B L Y

March 24, 2015

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

AN ACT to amend the labor law, in relation to providing employees of large food and retail employers with at least two weeks' notice of their work schedules

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

Section 1. The labor law is amended by adding a new section 171 to read as follows:

S 171. WORK SCHEDULE PREDICTABILITY. 1. EMPLOYEES OF LARGE FOOD AND RETAIL EMPLOYERS SHALL BE GIVEN AT LEAST TWO WEEKS' NOTICE OF THEIR WORK SCHEDULES. LESS THAN TWO WEEKS' NOTICE OF AN EMPLOYEE'S WORK SCHEDULE BY AN EMPLOYER SHALL RESULT IN ADDITIONAL PAY AS DETERMINED BY THE COMMISSIONER.

2. LARGE FOOD AND RETAIL EMPLOYERS SHALL ACCOMMODATE EMPLOYEE REQUESTS FOR UNPAID TIME OFF TO ATTEND ANY REQUIRED APPOINTMENTS AT CITY OR COUNTY SOCIAL SERVICES DISTRICTS WHEN APPLYING OR MAINTAINING ELIGIBILITY FOR FOOD AND BASIC GOVERNMENT ASSISTANCE NEEDS.

3. DISCRIMINATION AGAINST AN EMPLOYEE OF LARGE FOOD AND RETAIL EMPLOYERS BASED ON HIS OR HER STATUS AS A PUBLIC BENEFIT RECIPIENT IS PROHIBITED.

4. FOR PURPOSES OF THIS SECTION, A "LARGE" FOOD AND RETAIL EMPLOYER SHALL MEAN AN EMPLOYER IN THE FOOD OR RETAIL INDUSTRY WITH ONE HUNDRED OR MORE EMPLOYEES.

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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