

# STATE OF NEW YORK

5904

2017-2018 Regular Sessions

## IN SENATE

May 5, 2017

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

AN ACT to amend the labor law, in relation to mandatory training and qualifications of persons engaged in the construction and demolition of buildings in a city with a population of one million or more

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. Article 23 of the labor law is amended by adding a new  
2 section 819-a to read as follows:

3 § 819-a. Apprenticeship training and qualifications. 1. This section  
4 shall apply to cities with a population of one million or more.

5 2. For purposes of this section:

6 (a) "apprentice" shall mean a worker who is employed and registered to  
7 learn a skilled trade through a department or United States department  
8 of labor registered apprenticeship program;

9 (b) "apprenticeship program" shall mean a plan containing all terms  
10 and conditions for the qualification, recruitment, selection, employment  
11 and training of apprentices, and registered with the department or the  
12 United States department of labor; and

13 (c) "bona fide construction site safety training program" shall mean a  
14 training program authorized and approved by the commissioner for the  
15 trade or craft for which a person is employed that provides a minimum  
16 number of required hours for completion in safety related instruction  
17 and a minimum number of required hours of on the job training commensu-  
18 rate with, at least, one year of apprenticeship training in accordance  
19 with the standards set forth in section eight hundred fifteen of this  
20 article and paragraph (4) of subdivision (c) of section 601.5 of the New  
21 York codes, rules and regulations.

22 3. (a) All workers before working at or on, a building site, or demo-  
23 lition site, four or more stories, or forty or more feet (12 192 mm) in  
24 height, must complete a bona fide construction site safety training

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

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1 program, and either be a registered apprentice, or graduated from an  
2 apprenticeship program, or be an experienced, trained, and skilled  
3 person that has received training commensurate with that required for  
4 registered apprentices including related instruction and on the job  
5 training in accordance with the standards set forth in section eight  
6 hundred fifteen of this article and paragraph (4) of subdivision (c) of  
7 section 601.5 of the New York codes, rules and regulations.

8 (b) All workers employed at a building site, or demolition site, four  
9 or more stories, or forty or more feet (12 192 mm) in height, must have  
10 successfully completed, within the previous five calendar years, a  
11 course that is at least ten hours in length and approved by the United  
12 States department of labor occupational safety and health administration  
13 (OSHA) in construction industry safety and health, or by the commissioner  
14 covering substantially the same material. However, a worker need not  
15 take a subsequent course that is at least ten hours in length and  
16 approved by OSHA in construction industry safety and health, or a subse-  
17 quent course approved by the commissioner covering substantially the  
18 same material, provided the worker has, within the previous five calendar  
19 years, accumulated at least five safety education units (SEU) for  
20 construction safety and health through training courses offered by a  
21 safety training program conducted by a department approved training  
22 provider registered apprenticeship program. A worker shall be credited  
23 one SEU for every four hours of construction safety and health related  
24 training completed, with a maximum of two SEUs assigned for any single  
25 course. Such SEU courses shall be conducted by, or under the supervision  
26 of OSHA authorized construction safety trainers. Instructors who are  
27 not OSHA authorized construction trainers must be experienced in  
28 presenting the related course subject matter, and use a curriculum  
29 approved by their supervising OSHA authorized construction safety train-  
30 er.

31 (c) Each worker who works at a building site, or at a demolition site,  
32 that is four or more stories, or forty or more feet (12 192mm) in  
33 height, and/or a site that satisfies other criteria as the commissioner  
34 may establish by rule, must be:

35 (i) a registered apprentice as defined in this article or a graduate  
36 of an apprenticeship program as defined in this article, registered by  
37 the department or United States department of labor in the trade for  
38 which such worker is employed, or

39 (ii) an experienced, trained, and skilled person that has received  
40 training commensurate with that required for registered apprentices  
41 including related instruction and on the job training in accordance with  
42 the standards set forth in section eight hundred fifteen of this article  
43 and paragraph (4) of subdivision (c) of section 601.5 of the New York  
44 codes, rules and regulations.

45 (d) If at any time, any individual, contractor, sub-contractor, devel-  
46 oper, limited liability company (LLC), limited liability partnership  
47 (LLP), partnership, corporation, or any other legal entity employs  
48 and/or hires any worker on a building site, demolition site, or any  
49 project site, which is four or more stories, or forty or more feet (12  
50 182 mm) in height, and such worker is not a registered apprentice, or  
51 has not completed an apprenticeship program, or is not an experienced,  
52 trained, and skilled person that has received training commensurate with  
53 that required for registered apprentices including related instruction  
54 and on the job training in accordance with the standards set forth in  
55 section eight hundred fifteen of this article and paragraph (4) of  
56 subdivision (c) of section 601.5 of the New York codes, rules and regu-

1 lations, and has not completed a bona fide construction site safety  
2 training program or its equivalent approved by the commissioner, the  
3 project shall immediately terminate, and all permits, contracts, or any  
4 other legal documents allowing such construction, modification, or demo-  
5 lition, will be revoked permanently, and such individual, and all  
6 contractors, sub-contractors, developers, and all members, managers,  
7 directors, or any authorized person of the LLC, LLP, partnership, devel-  
8 oper, corporation, or any other legal entity responsible for the hiring  
9 of such worker who hasn't completed such qualifications and requirements  
10 as mandated by this article, shall be responsible for a violation of  
11 this section.

12 (e) Before any building or demolition work occurs on projects in which  
13 the site is four or more stories, or forty or more feet (12 192 mm) in  
14 height, each individual person, contractor, sub-contractor, LLC, LLP,  
15 corporation, partnership, developer, or any other legal entity responsi-  
16 ble or involved on or with such building or demolition project, shall  
17 disclose to the commissioner the names and residence addresses of all  
18 members, managers, directors, and any authorized person of such LLC,  
19 LLP, corporation, partnership, developer, partnership, and/or legal  
20 entity.

21 (f) Any individual person, contractor, sub-contractor, developer, LLC,  
22 LLP, partnership, corporation, or any other legal entity who knowingly  
23 or intentionally hires a worker, or allows such worker, who is not a  
24 registered apprentice as defined in this article, or who is not a worker  
25 who has completed an apprenticeship program as defined in this article,  
26 or who is not an experienced, trained, and skilled person that has  
27 received training commensurate with that required for registered appren-  
28 tices including related instruction and on the job training in accord-  
29 ance with the standards set forth in section eight hundred fifteen of  
30 this article and paragraph (4) of subdivision (c) of section 601.5 of  
31 the New York codes, rules and regulations, and who has not completed a  
32 bona fide construction site safety training program or its equivalent  
33 approved by the commissioner pursuant to this article, to work on any  
34 building project, demolition project, or any other type of project in  
35 which the site is four or more stories, or forty or more feet (12 192  
36 mm) in height, such individual, contractor, sub-contractor, developer,  
37 LLC, LLP, partnership, corporation, or any other legal entity, shall  
38 forever be barred from receiving, obtaining, or being granted a license,  
39 application, permit, contract, right, or any other type of document,  
40 legal or not, that allows such individual, contractor, sub-contractor,  
41 developer, LLC, LLP, partnership, corporation, or any other legal entity  
42 who violates this article from building, demolishing, modifying, working  
43 on, overseeing, volunteering, hiring any individuals such as, but not  
44 limited to, a contractor, or any sub-contractors, or profiting, on any  
45 project in which the site is four or more stories, or forty or more feet  
46 (12 192 mm) in height.

47 (g) No permit, contract, license, right, application, or any other  
48 type of legal or non-legal document granting the right to build,  
49 construct, modify, or demolish any building, for which work is done on a  
50 site which is four or more stories, or forty or more feet (12 192 mm) in  
51 height, shall be awarded to any person, contractor, sub-contractor,  
52 developer, LLC, LLP, corporation, partnership, or any other legal enti-  
53 ty, who has ever previously knowingly or intentionally hired or allowed  
54 a worker, to work on any project in which the site was four or more  
55 stories, or forty or more feet (12 192 mm) in height, who was not a  
56 registered apprentice as defined in this article, or who was not a work-

1 er who has completed an apprenticeship program as defined in this arti-  
2 cle, or who was not an experienced, trained, and skilled person that has  
3 received training commensurate with that required for registered appren-  
4 tices including related instruction and on the job training in accord-  
5 ance with the standards set forth in section eight hundred fifteen of  
6 this article and paragraph (4) of subdivision (c) of section 601.5 of  
7 the New York codes, rules and regulations, and who had not completed a  
8 bona fide construction site safety training program or its equivalent  
9 approved by the commissioner pursuant to this article.

10 (h) At no time after a building, or demolition project begins in which  
11 the site is four or more stories, or forty or more feet (12 192 mm) in  
12 height, shall a person, contractor, sub-contractor, developer, LLC, LLP,  
13 corporation, partnership, or any other legal entity have an individual  
14 as manager, member, director, stock holder, or anyone authorized by such  
15 person, contractor, sub-contractor, developer, LLC, LLP, corporation,  
16 partnership, or any other legal entity who has ever been knowingly or  
17 intentionally hired, or allowed such an individual worker to work on,  
18 any project in which the site was four or more stories, or forty or more  
19 feet (12 192 mm) in height, when such worker did not have the proper  
20 qualifications and training pursuant to this article. If such an indi-  
21 vidual becomes a manager, member, director, stockholder or collects  
22 financial resources or any other financial benefit from such contractor,  
23 sub-contractor, developer, LLC, LLP, corporation, partnership, or any  
24 other legal entity, the project shall immediately be terminated and all  
25 permits, rights, applications, licenses, contracts, and any other legal  
26 or non-legal documents allowing the construction, modification, project,  
27 and/or demolition, shall be terminated.

28 (i) Upon completion of a bona fide construction site safety training  
29 program, and an apprenticeship program as required by the commissioner  
30 pursuant to the standards set forth in section eight hundred fifteen of  
31 this article and paragraph (4) of subdivision (c) of section 601.5 of  
32 the New York codes, rules and regulations, the worker shall receive and  
33 must be provided paperwork from the commissioner proving completion of  
34 such programs and requirements. The commissioner must provide documenta-  
35 tion to an apprentice, proving such apprentice is a worker who is  
36 employed and registered to learn a skilled trade through a department or  
37 United States department of labor registered apprenticeship program.  
38 The commissioner must also provide documentation to other qualifying  
39 individuals, proving that such an individual is an experienced, trained,  
40 and skilled person that has received training commensurate with that  
41 required for registered apprentices including related instruction and on  
42 the job training in accordance with the standards set forth in section  
43 eight hundred fifteen of this article and paragraph (4) of subdivision  
44 (c) of section 601.5 of the New York codes, rules and regulations.

45 (j) Before the hiring of any worker on projects which the site is four  
46 or more stories, or forty or more feet (12 192 mm) in height, the  
47 person, contractor, sub-contractor, developer, LLC, LLP, corporation,  
48 partnership, or any other legal entity, responsible for the hiring of  
49 such individual worker must request from such worker, and be provided  
50 paperwork from such worker, proving such worker completed a bona fide  
51 construction site safety training program, and is either a registered  
52 apprentice, or completed an apprenticeship program, or, is an experi-  
53 enced, trained, and skilled person that has received training commensu-  
54 rate with that required for registered apprentices including related  
55 instruction and on the job training in accordance with the standards set  
56 forth in section eight hundred fifteen of this article and paragraph (4)

1 of subdivision (c) of section 601.5 of the New York codes, rules and  
2 regulations. Only the documentation provided to the worker by the  
3 commissioner shall be sufficient for proof of completion of the require-  
4 ments and qualifications of this article. If a worker does not provide  
5 this documentary proof, the individual worker shall not be hired.

6 (k) On projects which the site is four or more stories, or forty or  
7 more feet (12 192 mm) in height, any individual person, contractor,  
8 sub-contractor, developer, LLC, LLP, corporation, partnership, or any  
9 other legal entity, who knowingly or intentionally hires a worker, or  
10 allows a worker, who has not completed a bona fide construction site  
11 safety training program and who is not a registered apprentice, or who  
12 has not completed an apprenticeship program, or who is not an experi-  
13 enced, trained, and skilled person that has received training commensu-  
14 rate with that required for registered apprentices including related  
15 instruction and on the job training in accordance with the standards set  
16 forth in section eight hundred fifteen of this article and paragraph (4)  
17 of subdivision (c) of section 601.5 of the New York codes, rules and  
18 regulations, to work on such a project, such individual, contractor,  
19 sub-contractor, developer, LLC, LLP, corporation, partnership, or any  
20 other legal entity shall be fined by the commissioner twenty-five thou-  
21 sand dollars per violation of hiring such a worker who has not completed  
22 the requirements or qualifications in this article. The individual,  
23 contractor, sub-contractor, developer, LLC, LLP, corporation, partner-  
24 ship, or any other legal entity, responsible for the hiring and/or  
25 supervision of the workers on the project shall be fined fifty thousand  
26 dollars, per day, per worker, if such worker is allowed to work on a  
27 project four or more stories, or forty or more feet (12 192 mm) in  
28 height, who has not completed a bona fide construction site safety  
29 training program and who is not a registered apprentice, or who has not  
30 completed an apprenticeship program, or who is not an experienced,  
31 trained, and skilled person that has received training commensurate with  
32 that required for registered apprentices including related instruction  
33 and on the job training in accordance with the standards set forth in  
34 section eight hundred fifteen of this article and paragraph (4) of  
35 subdivision (c) of section 601.5 of the New York codes, rules and regu-  
36 lations.

37 (l) On projects which the site is four or more stories, or forty or  
38 more feet (12 192 mm) in height, it shall not be a defense for any indi-  
39 vidual person, contractor, sub-contractor, developer, LLC, LLP, corpo-  
40 ration, partnership, or any other legal entity, responsible for hiring,  
41 or supervising workers, to maintain they did not know such worker did  
42 not complete a bona fide construction site safety training program, and  
43 that the worker was not a registered apprentice; that the worker had not  
44 completed an apprenticeship program; or that the worker did not have the  
45 experience, training, and skill as a person that has received training  
46 commensurate with that required for registered apprentices including  
47 related instruction and on the job training in accordance with the stan-  
48 dards set forth in section eight hundred fifteen of this article and  
49 paragraph (4) of subdivision (c) of section 601.5 of the New York codes,  
50 rules and regulations, because the individual or entity in charge of  
51 hiring and/or supervision did not ask, or was not provided such proof of  
52 completion of such requirements and qualifications by the worker. Not  
53 asking the worker for proof of compliance with such requirements and  
54 qualifications under this article, yet still hiring such worker, or  
55 allowing the worker to work on such a project, shall be treated as the  
56 individual person, contractor, sub-contractor, developer, LLC, LLP,

1 corporation, partnership, or any other legal entity, knowingly or inten-  
2 tionally hiring an individual worker, or allowing such worker to work on  
3 such project, without being provided proof of the requirements and qual-  
4 ifications of this article.

5 (m) Nothing in this article, shall prevent additional fines or prose-  
6 cution of any individual person, contractor, sub-contractor, developer,  
7 LLC, LLP, corporation, partnership, or any other legal entity, for any  
8 violation of this section, or any other section under this article.

9 § 2. Severability. If any clause, sentence, paragraph, section or part  
10 of this act shall be adjudged by any court of competent jurisdiction to  
11 be invalid and after exhaustion of all further judicial review, the  
12 judgment shall not affect, impair or invalidate the remainder thereof,  
13 but shall be confined in its operation to the clause, sentence, para-  
14 graph, section or part of this act directly involved in the controversy  
15 in which the judgment shall have been rendered.

16 § 3. This act shall take effect immediately.