

STATE OF NEW YORK

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2019-2020 Regular Sessions

IN ASSEMBLY

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Introduced by M. of A. HYNDMAN, CARROLL, TAYLOR, REYES, CRESPO, GRIFFIN, GOTTFRIED, PAULIN, DINOWITZ, NIOU -- Multi-Sponsored by -- M. of A. LENTOL -- read once and referred to the Committee on Labor -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee -- again reported from said committee with amendments, ordered reprinted as amended and recommitted to said committee -- recommitted to the Committee on Labor in accordance with Assembly Rule 3, sec. 2 -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

AN ACT to amend the labor law, in relation to enacting the "healthy terminals act"

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

Section 1. This act shall be known and may be cited as the "healthy terminals act".

§ 2. The labor law is amended by adding a new article 19-D to read as follows:

ARTICLE 19-D

MINIMUM WAGE RATES FOR TRANSPORTATION CENTER SERVICE WORKERS

Section 696-a. Definitions.

696-b. Designation by commissioner of applicable standard rates for covered transportation center service workers.

696-c. Minimum wage rate for covered transportation center service workers.

696-d. Commissioner's powers of investigation.

696-e. Records of employers.

696-f. Penalties.

696-g. Civil action.

696-h. Regulations.

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

LBD13101-05-9

1 696-i. Savings clause.

2 § 696-a. Definitions. As used in this article: 1. "Covered transportation center" means John F. Kennedy International Airport, LaGuardia Airport, New York Stewart International Airport, the Port Authority Bus Terminal, Pennsylvania Station and Grand Central Station.

3 2. "Covered transportation center worker" means any person employed to perform work at a covered transportation center provided at least one-half of the employee's time during any workweek is performed at a covered transportation center, provided, however, work performed for a mercantile establishment, a restaurant or other eating place, or a drinking place shall not count as work performed at a covered transportation center for the purposes of this article. Covered transportation center worker shall not include persons employed in an executive, administrative, or professional capacity as defined in subparagraph one of paragraph (a) of section thirteen of the Fair Labor Standards Act of 1938.

4 3. The "standard wage rate" means:

5 (a) Effective September first, two thousand twenty the greater of:

6 (i) one dollar more than any minimum wage rate that would be otherwise applicable to covered transportation center service workers established by article nineteen of this chapter; or

7 (ii) any otherwise applicable minimum wage rate established through a policy of the Port Authority of New York and New Jersey.

8 (b) Effective September first, two thousand twenty-one the greater of:

9 (i) two dollars more than any minimum wage rate that would be otherwise applicable to covered transportation center service workers established by article nineteen of this chapter; or

10 (ii) any otherwise applicable minimum wage rate established through a policy of the Port Authority of New York and New Jersey.

11 (c) Effective September first, two thousand twenty-two the greater of:

12 (i) three dollars more than any minimum wage rate that would be otherwise applicable to covered transportation center service workers set by any federal or state minimum wage law; or

13 (ii) any otherwise applicable minimum wage rate established through a policy of the Port Authority of New York and New Jersey.

14 (d) Effective September first, two thousand twenty-three the greater of:

15 (i) four dollars more than any minimum wage rate that would be otherwise applicable to covered transportation center service workers established by article nineteen of this chapter; or

16 (ii) any otherwise applicable minimum wage rate established through a policy of the Port Authority of New York and New Jersey.

17 (e) Effective September first, two thousand twenty-four, and each September first thereafter, the greater of:

18 (i) four dollars more than any minimum wage rate that would be otherwise applicable to covered transportation center service workers established by article nineteen of this chapter;

19 (ii) any otherwise applicable minimum wage rate established through a policy of the Port Authority of New York and New Jersey; or

20 (iii) an amount equal to the wage rate designated by the commissioner the immediately preceding August first based on the determinations made by the United States department of labor pursuant to the McNamara-O'Hara Service Contract Act of 1965 (41 U.S.C. §6701, et seq.), for the classification of "Guard I" for the county in which the covered transportation center is located.

1 4. The "standard benefits supplement rate" means an hourly supplement
2 furnished by a contractor to an employee in one of the following ways:
3 (a) in the form of health and other benefits (not including paid leave)
4 that cost the employer the entire required hourly supplemental amount;
5 (b) by providing a portion of the required hourly supplement in the form
6 of health and other benefits (not including paid leave) and the balance
7 in cash; or (c) by providing the entire supplement in cash. Effective
8 September first, two thousand twenty and each September first thereaft-
9 er, the required hourly supplemental rates shall be an amount equal to
10 the supplemental benefits rate designated by the commissioner the imme-
11 diately preceding August first, based on the determination made by the
12 United States department of labor pursuant to the McNamara-O'Hara
13 Service Contract Act of 1965 (41 U.S.C. §6701, et seq.), for the classi-
14 fication of "Guard I" for the county in which the covered transportation
15 center is located.

16 5. The "standard paid leave rate" means effective September first, two
17 thousand twenty and each September first thereafter, the paid leave
18 requirements designated by the commissioner the immediately preceding
19 August first, based on the determinations made by the United States
20 department of labor pursuant to the McNamara-O'Hara Service Contract Act
21 of 1965 (41 U.S.C. §6701, et seq.), for the classification of "Guard I"
22 for the county in which the covered transportation center is located.

23 6. The "applicable standard rate" shall mean a combination of (a) the
24 standard wage rate; (b) the standard benefits supplemental rate, and (c)
25 the standard paid leave rate.

26 7. "Mercantile establishment" shall mean a place where one or more
27 persons are employed in which goods, wares or merchandise are offered
28 for sale.

29 8. "Restaurants and other eating places" shall mean establishments
30 primarily engaged in one of the following: (a) providing food services
31 to patrons who order and are served while seated (i.e., waiter/waitress
32 service) and pay after eating; (b) providing food services to patrons
33 who generally order or select items (e.g., at a counter, in a buffet
34 line, or at a computer terminal) and pay before eating; or (c) preparing
35 and/or serving a specialty snack (e.g., ice cream, frozen yogurt, cook-
36 ies) and/or nonalcoholic beverages (e.g., coffee, juices, sodas) for
37 consumption on or near the premises.

38 9. "Drinking places" shall mean establishments known as bars, taverns,
39 nightclubs, or drinking places primarily engaged in preparing and serv-
40 ing alcoholic beverages for immediate consumption. These establishments
41 may also provide limited food services.

42 § 696-b. Designation by commissioner of applicable standard rates for
43 covered transportation center service workers. 1. On August first, two
44 thousand twenty and each subsequent August first the commissioner shall
45 designate the supplemental benefits rate and paid leave requirements
46 required under determinations made by the United States department of
47 labor pursuant to the McNamara-O'Hara Service Contract Act of 1965 (41
48 U.S.C. §6701, et seq.), for the classification of "Guard I" for the
49 county in which the covered transportation center is located. The
50 commissioner shall publicly post such designated supplemental benefits
51 rates and paid leave requirements.

52 2. On August first, two thousand twenty-four and each subsequent
53 August first, the commissioner shall additionally designate the wage
54 rate required under determinations made by the federal general services
55 administration pursuant to the McNamara-O'Hara Service Contract Act of
56 1965 (41 U.S.C. § 6701, et seq.) for the classification of "Guard I"

1 for the county in which the covered transportation center is located.
2 The commissioner shall publicly post such designated wage rate.

3 § 696-c. Minimum wage rate for covered transportation center service
4 workers. All covered employers shall ensure that every covered transpor-
5 tation center worker is compensated at a rate that is no less than the
6 applicable standard rate. Nothing in this article shall alter or limit
7 any employer's obligation to pay any otherwise applicable prevailing
8 wage under article eight or nine of this chapter.

9 § 696-d. Commissioner's powers of investigation. The commissioner or
10 his or her authorized representative shall have the power to:

11 1. investigate the compensation of covered transportation center work-
12 ers in the state;

13 2. enter the place of business or employment of any employer for the
14 purpose of (a) examining and inspecting any and all books, registers,
15 payrolls, and other records that in any way relate to or have a bearing
16 upon the compensation provided to, or the hours worked by any employees,
17 and (b) ascertaining whether the provisions of this article and the
18 rules and regulations promulgated hereunder are being complied with; and

19 3. require from any employer full and correct statements and reports
20 in writing, at such times as the commissioner may deem necessary, of the
21 compensation provided to and the hours by such employer's employees.

22 § 696-e. Records of employers. For every employee covered by this
23 article, every employer shall establish, maintain, and preserve for not
24 less than six years contemporaneous, true, and accurate payroll records
25 showing for each week worked the hours worked, the compensation
26 provided, plus such other information as the commissioner deems material
27 and necessary. For all covered transportation center workers who are
28 not exempt from overtime compensation as established in the commis-
29 sioner's minimum wage orders or otherwise provided by law, rule, or regu-
30 lation, the payroll records shall include the compensation provided and
31 the regular hourly rate or rates of pay, the overtime rate or rates of
32 pay, the number of regular hours worked, the number of overtime hours
33 worked and the cost of benefits and/or benefit supplements. On demand,
34 the employer shall furnish to the commissioner or his or her duly
35 authorized representative a sworn statement of the hours worked, rate or
36 rates of compensation, for each covered transportation worker, plus such
37 other information as the commissioner deems material and necessary.
38 Every employer shall keep such records open to inspection by the commis-
39 sioner or his or her duly authorized representative at any reasonable
40 time. Every employer of a covered transportation worker shall keep a
41 digest and summary of this article which shall be prepared by the
42 commissioner, posted in a conspicuous place in his or her establishment
43 and shall also keep posted such additional copies of said digest and
44 summary as the commissioner prescribes. Employers shall, on request, be
45 furnished with copies of this article and of orders, and of digests and
46 summaries thereof, without charge. Employers shall permit the commis-
47 sioner or his or her duly authorized representative to question without
48 interference any employee of such employer in a private location at the
49 place of employment and during working hours in respect to the wages
50 paid to and the hours worked by such employee or other employees.

51 § 696-f. Penalties. 1. Any employer or his or her agent, or the offi-
52 cer or agent of any corporation, partnership, or limited liability
53 company, who pays or agrees to pay to any employee less than the appli-
54 cable standard rate under this article shall be guilty of a misdemeanor
55 and upon conviction therefor shall be fined not less than five hundred
56 nor more than twenty thousand dollars or imprisoned for not more than

1 one year, and, in the event that any second or subsequent offense occurs
2 within six years of the date of conviction for a prior offense, shall be
3 fined not less than five hundred nor more than twenty thousand dollars
4 or imprisoned for not more than one year plus one day, or punished by
5 both such fine and imprisonment, for each such offense. Each payment to
6 any employee in any week of less than the applicable standard rate under
7 this article shall constitute a separate offense.

8 2. Any employer or his or her agent, or the officer or agent of any
9 corporation, partnership, or limited liability company, who fails to
10 keep the records required under this article or to furnish such records
11 or any information required to be furnished under this article to the
12 commissioner or his or her authorized representative upon request, or
13 who hinders or delays the commissioner or his or her authorized repre-
14 sentative in the performance of his or her duties in the enforcement of
15 this article, or refuses to admit the commissioner or his or her author-
16 ized representative to any place of employment, or falsifies any such
17 records or refuses to make such records accessible to the commissioner
18 or his or her authorized representative, or refuses to furnish a sworn
19 statement of such records or any other information required for the
20 proper enforcement of this article to the commissioner or his or her
21 authorized representative, shall be guilty of a misdemeanor and upon
22 conviction therefor shall be fined not less than five hundred nor more
23 than five thousand dollars or imprisoned for not more than one year,
24 and, in the event that any second or subsequent offense occurs within
25 six years of the date of conviction for a prior offense, shall be guilty
26 of a felony for the second or subsequent offense, and upon conviction
27 therefor, shall be fined not less than five hundred nor more than twenty
28 thousand dollars or imprisoned for not more than one year plus one day,
29 or punished by both such fine and imprisonment, for each such offense.
30 Each day's failure to keep the records requested under this article or
31 to furnish such records or information to the commissioner or his or her
32 authorized representative shall constitute a separate offense.

33 § 696-g. Civil action. 1. If any employee is paid by his or her
34 employer less than the applicable standard rate to which he or she is
35 entitled under the provisions of this article, he or she shall recover
36 in a civil action the amount of any such underpayments, together with
37 all reasonable attorney's fees, prejudgment interest as required under
38 the civil practice law and rules, and unless the employer proves a good
39 faith basis to believe that its underpayment of wages was in compliance
40 with the law, an additional amount as liquidated damages equal to one
41 hundred percent of the total of such underpayments found to be due. Any
42 agreement between the employee and the employer to work for less than
43 such applicable standard rate shall be no defense to such action.

44 2. On behalf of any employee paid less than the applicable standard
45 rate to which the employee is entitled under the provisions of this
46 article, the commissioner may bring any legal action necessary, includ-
47 ing administrative action, to collect such claim, and the employer shall
48 be required to pay the full amount of the underpayment, plus costs, and
49 unless the employer proves a good faith basis to believe that its under-
50 payment was in compliance with the law, an additional amount as liqui-
51 dated damages. Liquidated damages shall be calculated by the commission-
52 er as no more than one hundred percent of the total amount of
53 underpayments found to be due the employee. In any action brought by the
54 commissioner in a court of competent jurisdiction, liquidated damages
55 shall be calculated as an amount equal to one hundred percent of under-
56 payments found to be due the employee.

1 3. Notwithstanding any other provision of law, an action to recover
2 upon a liability imposed by this article must be commenced within six
3 years. The statute of limitations shall be tolled from the date an
4 employee files a complaint with the commissioner or the commissioner
5 commences an investigation, whichever is earlier, until an order to
6 comply issued by the commissioner becomes final, or where the commis-
7 sioner does not issue an order, until the date on which the commissioner
8 notifies the complainant that the investigation has concluded. Investi-
9 gation by the commissioner shall not be a prerequisite to nor a bar
10 against a person bringing a civil action under this article.

11 4. In any civil action by an employee or by the commissioner, the
12 employee or commissioner shall have the right to collect attorneys' fees
13 and costs incurred in enforcing any court judgment. Any judgment or
14 court order awarding remedies under this section shall provide that if
15 any amounts remain unpaid upon the expiration of ninety days following
16 issuance of judgment, or ninety days after expiration of the time to
17 appeal and no appeal therefrom is then pending, whichever is later, the
18 total amount of judgment shall automatically increase by fifteen
19 percent.

20 § 696-h. Regulations. 1. The commissioner may promulgate such regu-
21 lations as he or she deems appropriate to carry out the purposes of this
22 article and to safeguard minimum compensation standards.

23 2. Such regulations shall be promulgated by the commissioner after a
24 public hearing held after due notice.

25 3. A notice of the public hearing and a notice of the promulgation of
26 any such regulation shall be published in the state bulletin. The notice
27 of the promulgation of any such regulation shall be published at least
28 twenty days before the effective date of the regulation.

29 § 696-i. Savings clause. If any provision of this article or the
30 application thereof to any person, employer, occupation or circumstance
31 is held invalid, the remainder of the article and the application of
32 such provision to other persons, employees, occupations, or circum-
33 stances shall not be affected thereby.

34 § 3. This act shall take effect on the ninetieth day after it shall
35 have become a law.