

# STATE OF NEW YORK

9403--A

## IN SENATE

May 24, 2022

Introduced by Sen. RAMOS -- read twice and ordered printed, and when printed to be committed to the Committee on Labor -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

AN ACT to amend the labor law, in relation to directing the New York state public employment relations board to establish and promulgate rules authorizing an electronic filing program to provide informative materials for employees and employers on its website

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

1 Section 1. The labor law is amended by adding a new section 708-a to  
2 read as follows:

3 § 708-a. E-filing program for the purpose of filing papers electron-  
4 ically. 1. Notwithstanding any other provision of law, the New York  
5 state public employment relations board shall establish and promulgate  
6 rules authorizing an electronic filing program (hereinafter referred to  
7 as "e-filing"), in the use of electronic means for: (a) the commencement  
8 of a proceeding; and (b) the filing and service of papers in pending  
9 proceedings. The board's website shall contain the e-filing program  
10 along with instructions for e-filing, such rules regarding e-filing, and  
11 certain forms promulgated by the board that parties or other persons may  
12 use to prepare their documents for e-filing.

13 2. Unless otherwise permitted under this section, all documents filed  
14 in cases before the board shall be filed electronically (hereinafter  
15 referred to as "e-filed"), on the board's website, unless the party can  
16 establish to the board that it does not have access to the means for  
17 e-filing or that e-filing would impose an undue burden.

18 § 2. Subdivision 5 of section 708 of the labor law, as amended by  
19 chapter 148 of the laws of 2013, is amended to read as follows:

20 5. [~~Charges~~] Complaints, charges, petitions, orders, notices of hear-  
21 ing, and other process and papers of the board, parties appearing before  
22 the board, its [~~member~~] members, [~~agent~~] agents, or agency, may be  
23 served either personally or by regular mail or by leaving a copy thereof  
24 at the principal office or place of business of the person required to  
25 be served, provided that service shall be effectuated by e-filing pursu-  
26 ant to section seven hundred eight-a of this article upon the effective-  
27 ness of such section, and further provided that until the effectiveness

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

LBD15943-03-2

1 of section seven hundred eight-a of this article, parties shall provide  
2 courtesy copies of all process and papers served by regular mail to the  
3 recipient party by electronic mail to the electronic mailing address  
4 designated by the party for such purpose unless the party can establish  
5 to the board that it does not have access to the means to send courtesy  
6 copies by electronic mail or that it would impose an undue burden. The  
7 verified return or certificate of service by the individual so serving  
8 the same setting forth the manner of such service shall be proof of the  
9 same, and the return post office receipt therefor when registered and  
10 mailed as aforesaid shall be proof of service of the same. Witnesses  
11 summoned before the board, its member, agent, or agency shall be paid  
12 the same fees and mileage that are paid witnesses in the courts of this  
13 state, and witnesses whose depositions are taken and the person taking  
14 the same shall severally be entitled to the same fees as are paid for  
15 like services in the courts of this state. [~~Final orders issued by the~~  
16 ~~board shall be served upon the parties by registered or certified mail.~~]  
17 The board shall e-file all orders, notices of hearing, and other process  
18 and papers originating from the board pursuant to section seven hundred  
19 eight-a of this article upon the effectiveness of such section, provided  
20 that until the effectiveness of section seven hundred eight-a of this  
21 article, the board shall serve final orders upon the parties by regis-  
22 tered or certified mail and shall send courtesy copies of such orders,  
23 notices of hearing, and other process and papers originating from the  
24 board by electronic mail upon all parties who have provided an electron-  
25 ic mailing address designated for such purpose.

26 § 3. The labor law is amended by adding a new section 710-a to read as  
27 follows:

28 § 710-a. Publicly accessible decision index. The board shall establish  
29 and maintain a current index, by topic, of the principles of law estab-  
30 lished by the decisions rendered by the board and its predecessors and  
31 the courts concerning matters arising under this article. Such index  
32 shall cite all appropriate authority which supports such principles and,  
33 where appropriate, all conflicting authority. Such index shall also  
34 contain a glossary of technical and statutory terms commonly used by the  
35 board in its decisions. Copies of such index shall be made available to  
36 the public electronically on the board's website.

37 § 4. The labor law is amended by adding a new section 710-b to read as  
38 follows:

39 § 710-b. Electronically available information. The board shall create  
40 written materials informing employers and employees of the rights  
41 afforded pursuant to this article to be made available on the board's  
42 website. Such materials shall be translated into the twelve most common  
43 non-English languages spoken by limited-English proficient individuals  
44 in the state, based on the data in the most recent American Community  
45 Survey published by the United States Census Bureau. Such materials  
46 shall include the rights afforded under the farm laborers fair labor  
47 practices act pursuant to chapter one hundred five of the laws of two  
48 thousand nineteen.

49 § 5. This act shall take effect immediately; provided, however, that  
50 sections one and three of this act shall take effect one year after it  
51 shall have become a law and section four of this act shall take effect  
52 on the one hundred twentieth day after it shall have become a law.  
53 Effective immediately, the addition, amendment and/or repeal of any rule  
54 or regulation necessary for the implementation of this act on its effec-  
55 tive date are authorized to be made and completed on or before such  
56 effective date.