

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 (underscoring) is new; matter in brackets
[-] is old law to be omitted.

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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.