

# STATE OF NEW YORK

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3434

2023-2024 Regular Sessions

## IN SENATE

January 31, 2023

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Introduced by Sens. SKOUFIS, GOUNARDES, MAY, SALAZAR, STAVISKY -- 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 the minimum wage for employees with disabilities

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

1 Section 1. The opening paragraph of subdivision 5 of section 651 of  
2 the labor law, as amended by chapter 105 of the laws of 2019, is amended  
3 to read as follows:

4 "Employee" includes any individual employed or permitted to work by an  
5 employer in any occupation, but shall not include any individual who is  
6 employed or permitted to work: (a) on a casual basis in service as a  
7 part time baby sitter in the home of the employer; (b) in a bona fide  
8 executive, administrative, or professional capacity; (c) as an outside  
9 salesman; (d) as a driver engaged in operating a taxicab; (e) as a  
10 volunteer, learner or apprentice by a corporation, unincorporated asso-  
11 ciation, community chest, fund or foundation organized and operated  
12 exclusively for religious, charitable or educational purposes, no part  
13 of the net earnings of which inures to the benefit of any private share-  
14 holder or individual; (f) as a member of a religious order, or as a duly  
15 ordained, commissioned or licensed minister, priest or rabbi, or as a  
16 sexton, or as a christian science reader; (g) in or for such a religious  
17 or charitable institution, which work is incidental to or in return for  
18 charitable aid conferred upon such individual and not under any express  
19 contract of hire; (h) in or for such a religious, educational or chari-  
20 table institution if such individual is a student; (i) [~~in or for such a  
21 religious, educational or charitable institution if the earning capacity  
22 of such individual is impaired by age or by physical or mental deficien-  
23 cy or injury; (j)~~] in or for a summer camp or conference of such a reli-  
24 gious, educational or charitable institution for not more than three

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

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1 months annually; [~~(k)~~] (j) as a staff counselor in a children's camp;  
2 [~~(l)~~] (k) in or for a college or university fraternity, sorority,  
3 student association or faculty association, no part of the net earnings  
4 of which inures to the benefit of any private shareholder or individual,  
5 and which is recognized by such college or university, if such individ-  
6 ual is a student; [~~(m)~~] (l) by a federal, state or municipal government  
7 or political subdivision thereof; [~~(n)~~] (m) as a volunteer at a recre-  
8 ational or amusement event run by a business that operates such events,  
9 provided that no single such event lasts longer than eight consecutive  
10 days and no more than one such event concerning substantially the same  
11 subject matter occurs in any calendar year, where (1) any such volunteer  
12 shall be at least eighteen years of age, (2) a business seeking coverage  
13 under this paragraph shall notify every volunteer in writing, in  
14 language acceptable to the commissioner, that by volunteering his or her  
15 services, such volunteer is waiving his or her right to receive the  
16 minimum wage pursuant to this article, and (3) such notice shall be  
17 signed and dated by a representative of the business and the volunteer  
18 and kept on file by the business for thirty-six months; or [~~(o)~~] (n) in  
19 the delivery of newspapers or shopping news to the consumer by a person  
20 who is not performing commercial goods transportation services for a  
21 commercial goods transportation contractor within the meaning of article  
22 twenty-five-C of this chapter. The exclusions from the term "employee"  
23 contained in this subdivision shall be as defined by regulations of the  
24 commissioner.

25 § 2. Paragraph (c) of subdivision 5 of section 655 of the labor law,  
26 as amended by chapter 747 of the laws of 1978, is amended to read as  
27 follows:

28 (c) The wage board may also recommend, to the extent necessary in  
29 order to prevent curtailment of opportunities for employment, regu-  
30 lations for (1) the employment of learners and apprentices, under  
31 special certificates issued by the commissioner, at such wages lower  
32 than the minimum wage established by this article and subject to such  
33 limitations as to time, number, proportion and length of service as  
34 shall be prescribed in such regulation, (2) ~~[the employment of individ-~~  
35 ~~uals whose earning capacity is affected or impaired by youth or age or~~  
36 ~~by physical or mental deficiency or injury, under special certificates~~  
37 ~~issued by the commissioner, at such wages lower than the minimum wage~~  
38 ~~established by this article and for such period as shall be prescribed~~  
39 ~~in such regulation, (3)]~~ the establishment of a period not extending  
40 beyond seventeen consecutive weeks during which a resort hotel or camp  
41 may employ students under special certificates issued by the commission-  
42 er, at such wages lower than the minimum wage established by this arti-  
43 cle as shall be prescribed in such regulation, and [~~(4)~~] (3) the employ-  
44 ment of residential employees in a non-profit making religious,  
45 charitable or educational organization or in a non-profit making college  
46 or university sorority or fraternity under special certificates issued  
47 by the commissioner at such weekly wage as shall be prescribed in such  
48 regulation.

49 § 3. This act shall take effect on the thirty-first of December next  
50 succeeding the date upon which it shall have become a law. Effective  
51 immediately, the addition, amendment and/or repeal of any rule or regu-  
52 lation by the department of labor necessary for the implementation of  
53 this act on its effective date are authorized to be made on or before  
54 such effective date.