

# STATE OF NEW YORK

5062

2023-2024 Regular Sessions

## IN SENATE

February 22, 2023

Introduced by Sen. RAMOS -- 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 civil actions brought by employees

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

1 Section 1. Subdivision 10 of section 27-a of the labor law is amended  
2 by adding a new paragraph e to read as follows:

3 e. An employee may bring a civil action in a court of competent juris-  
4 isdiction against any employer alleged to have violated the provisions of  
5 this section. Such action must be commenced within three years after  
6 such violation. The court shall have jurisdiction to order all appropri-  
7 ate relief, including enjoining the conduct of any employer; ordering  
8 payment of costs and reasonable attorneys' fees to the employee by the  
9 entity in violation; and ordering rehiring or reinstatement of the  
10 employee to his or her former position with restoration of seniority or  
11 an award of front pay in lieu of reinstatement, and an award of lost  
12 compensation and damages, costs and reasonable attorneys' fees. The  
13 statute of limitations shall be tolled from the date an employee files a  
14 complaint with the commissioner or the commissioner commences an inves-  
15 tigation, whichever is earlier, until an order to comply issued by the  
16 commissioner becomes final, or where the commissioner does not issue an  
17 order, until the date on which the commissioner notifies the complainant  
18 that the investigation has concluded. Investigation by the commissioner  
19 shall not be a prerequisite to nor a bar against a person bringing a  
20 civil action under this section.

21 § 2. This act shall take effect immediately.

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

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