STATE OF NEW YORK

5124

2023-2024 Regular Sessions

IN SENATE

February 23, 2023

Introduced by Sen. HARCKHAM -- read twice and ordered printed, and when printed to be committed to the Committee on Investigations and Government Operations

AN ACT to amend the tax law, in relation to requiring copies and abstracts of certain provisions, rules and orders to be provided to new hires

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

Section 1. Section 171-h of the tax law is amended by adding a new subdivision 5 to read as follows:

(5) Laws and orders to be provided to new hires. Whenever individuals are newly hired or re-hired who are affected by the provisions of this chapter, the commissioner shall furnish to the employer copies or abstracts of such provisions, rules and orders as the commissioner may deem necessary affecting such individuals. The copies or abstracts shall be in such language as the commissioner may require and shall be kept posted by the employer in a conspicuous place pursuant to rules and regulations promulgated by the commissioner. Digital versions of such copies and abstracts shall also be made available through the employer's website or by email. Employers shall provide notice that documents required for physical posting are also available electronically. Employers shall provide the department with an email address for each newly hired or re-hired employee reported pursuant to subdivision three of this section, and the department shall automatically email any such digital versions of copies and abstracts affecting such newly hired or re-hired employee. All other documents required to be physically posted at a worksite pursuant to state or federal laws or regulations shall also be made electronically available in the manner described pursuant to this section.

§ 2. This act shall take effect on the one hundred eightieth day after it shall have become a law. Effective immediately, the addition, amendment and/or repeal of any rule or regulation necessary for the implementation of this act on its effective date are authorized to be made and completed on or before such effective date.

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

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