

STATE OF NEW YORK

6757

2023-2024 Regular Sessions

IN SENATE

May 9, 2023

Introduced by Sen. MAYER -- 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 extending the authority and oversight of wage boards to include benefits and working conditions and changes the reference to such boards as workers' boards

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

- 1 Section 1. Legislative intent. The legislature finds and declares
2 that:
- 3 1. For significant periods in our history, employers have demonstrated
4 that they can partner with employees to ensure the provision of wages
5 and conditions employees need to succeed in their work and achieve
6 economic security.
- 7 2. In 1960, the state adopted a minimum wage, which has served as a
8 wage floor that has substantially increased well-being for many workers
9 throughout the state.
- 10 3. Since its initial adoption, the economy and the workforce have
11 shifted and evolved in ways that require augmenting the minimum wage act
12 to ensure that workers can provide for themselves and their families.
- 13 4. Many employers have adapted to their employees' changing needs and
14 the shifts in the economy to provide more robust work-related benefits
15 and more productive working conditions, thus enhancing their workers'
16 overall well-being.
- 17 5. However, because existing law does not fully reflect these needs
18 and the changes in the economy and workers' lives, many employers find
19 themselves at a competitive disadvantage when they provide such benefits
20 and working conditions for their workers, and workers who are not as
21 fortunate must overcome greater struggles to succeed and thrive in their
22 careers and in their private lives.
- 23 6. The state's laws must adapt to changes in the economy and needs of
24 workers, and New York's establishment of the minimum wage provides a

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

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1 framework for setting additional minimum standards for benefits and
2 working conditions that can reflect changes in the needs of workers.

3 7. Extending the authority of wage boards under the minimum wage act
4 to consider additional minimum standards for benefits and working condi-
5 tions will lead to higher levels of financial stability, health, well-
6 being, and satisfaction for workers, reduce the state's expenditures on
7 public benefits, and will create opportunities for employers and workers
8 to collaborate to develop mutually beneficial strategies for workplace
9 improvements and career pathways.

10 § 2. Section 650 of the labor law, as amended by chapter 439 of the
11 laws of 1962, is amended to read as follows:

12 § 650. Statement of public policy. There are persons employed [~~in~~
13 ~~some occupations~~] in the state of New York at wages, with benefits and
14 under working conditions insufficient to [~~provide adequate maintenance~~
15 ~~for~~] sustain themselves and their families. Such conditions of employ-
16 ment [~~impairs~~] impair the health, [~~efficiency~~] financial security, and
17 well-being of the persons so employed, [~~constitutes~~] constitute unfair
18 competition against other employers and their employees, [~~threatens~~]
19 threaten the stability of industry, [~~reduces~~] reduce the purchasing
20 power of employees, [~~and requires~~] require, in many instances, that
21 wages and benefits be supplemented by the payment of public moneys for
22 relief or other public and private assistance, and result in additional
23 burdens on the state and its people to support those with inadequate
24 benefits and to combat the ills caused by unacceptable working condi-
25 tions. Employment of persons at [~~these~~] insufficient rates of pay, with
26 insufficient benefits and under unacceptable working conditions threat-
27 ens the health, safety and well-being of the people of this state and
28 injures the overall economy.

29 Accordingly, it is the declared policy of the state of New York that
30 such conditions be eliminated as rapidly as practicable [~~without~~
31 ~~substantially curtailing opportunities for employment or earning power~~].
32 To this end, minimum wage, minimum benefits and minimum working condi-
33 tion standards shall be established and maintained.

34 § 3. Subdivision 3 of section 651 of the labor law, as added by chap-
35 ter 619 of the laws of 1960, is amended and three new subdivisions 10,
36 11 and 12 are added to read as follows:

37 3. "Board" or [~~wage~~] "workers' board" means a board created as
38 provided in this article.

39 10. "Benefits" means compensation other than wages and salary, includ-
40 ing but not limited to health care benefits, paid family leave, sick
41 leave, childcare and retirement benefits, or in the case of benefits
42 that would otherwise be subject to the employee retirement income secu-
43 rity act of 1974, as amended, their cash equivalent.

44 11. "Working conditions" means establishment of working hours and
45 protection of the safety and health of workers, and promotion of employ-
46 ees' participation in the decisions affecting their work.

47 12. "Eligible representative" means an organization or association
48 eligible to represent employees in a given occupation or occupations
49 through a workers' board. Such an organization or association is eligi-
50 ble if it:

51 (a) is not an employer, employment agency, referral agency, or an
52 agent thereof;

53 (b) has a conflict of interest policy prohibiting the participation of
54 any individual in a decision-making role if the individual pays employ-
55 ees to complete services in the occupation or occupations for which the
56 organization is seeking representation rights;

1 (c) meets the requirements of subdivision (3), (4), (5), or (6) of
 2 section 501 (c) of title 26 of the Internal Revenue Code and is an
 3 organization or association that exists for the betterment of employees;

4 (d) engages in public advocacy to promote the health and well-being of
 5 employees;

6 (e) has a governing structure that promotes employees' decision-making
 7 power; and

8 (f) represents at least the lesser of one-half percent of the employ-
 9 ees in the given occupation or occupations or sector or sectors, as
 10 applicable, or one hundred employees in the given occupation or occupa-
 11 tions or sector or sectors, as applicable.

12 § 4. Section 653 of the labor law, as amended by chapter 14 of the
 13 laws of 2000, is amended to read as follows:

14 § 653. Investigation of adequacy of wages, benefits and working condi-
 15 tions. [~~1~~] 1. The commissioner shall have power on [~~his~~] the commis-

16 sioner's own motion to cause an investigation to be made of the wages
 17 being paid, benefits being provided, and working conditions being
 18 provided to persons employed in any occupation or occupations on an

19 occupation-specific basis or sector-specific basis, but is not limited
 20 to investigations within any particular occupation, sector or industry

21 to ascertain whether the minimum wages established in accordance with
 22 the provisions of this article, and the benefits being provided and
 23 working conditions being provided are sufficient to provide adequate

24 maintenance and to protect the health and well-being of the persons
 25 employed in such occupation or occupations. The commissioner shall, on

26 the petition of fifty or more residents of the state engaged in or
 27 affected by an occupation or occupations sought to be investigated,

28 cause such an investigation of such occupation or occupations to be
 29 conducted. [~~If, on the basis of information in his possession with or~~

30 ~~without such an investigation, the commissioner is of the opinion that~~]

31 The commissioner shall publish notice on the department's website of any
 32 petition of fifty or more residents of the state engaged in or affected

33 by an occupation or occupations with respect to wages being paid, bene-
 34 fits being provided, and working conditions being provided that such

35 petition has been received and that an investigation shall be conducted.
 36 The notice shall provide information on the status of such investi-

37 gation, a description of the investigation's purpose, and the expected
 38 date of the completion of such investigation. The investigation shall be

39 conducted in a timely manner not to exceed thirty days. If such investi-
 40 gation finds evidence that any substantial number of persons employed in

41 any occupation or occupations are receiving wages and benefits or work-
 42 ing under conditions insufficient to [~~provide adequate maintenance~~]

43 sustain them and to protect their health[~~, he~~] and well-being, the
 44 commissioner shall appoint a [~~wage~~] workers' board to inquire into and

45 report and recommend adequate minimum wages, benefits, and working
 46 conditions and regulations for employees in such occupation or occupa-

47 tions.

48 [~~2~~] 2. The commissioner shall, within six months after enactment of
 49 any change in the statutory minimum wage set forth in subdivision one of

50 section six hundred fifty-two of this article, appoint a [~~wage~~] workers'
 51 board to inquire [~~and~~] report and recommend any changes to wage orders

52 governing wages payable to food service workers. Such [~~wage~~] workers'
 53 board shall be established consistent with the provisions of subdivision

54 one of section six hundred fifty-five of this article, except the repre-
 55 sentatives of the employees shall be selected upon the nomination of the

56 state American Federation of Labor/Congress of Industrial Organizations;

1 and provided, further, that the representatives of the employers shall
 2 be selected upon the nomination of the New York State Business Council.
 3 [~~Any wage order authorizing~~] No such wage order may authorize a lesser
 4 wage than the previously and statutorily mandated minimum wage for such
 5 employees [~~shall be reviewed by the wage board to ascertain at what~~
 6 ~~level such wage order is sufficient to provide adequate maintenance and~~
 7 ~~to protect the health and livelihood of employees subject to such a wage~~
 8 ~~order after a statutory increase in the mandated minimum wage~~].

9 3. In addition to the commissioner's power to appoint a workers' board
 10 pursuant to subdivision one of this section, the legislature shall have
 11 the power, by joint resolution, to direct the commissioner to appoint a
 12 workers' board with respect to one or more occupations.

13 § 5. The labor law is amended by adding a new section 653-a to read as
 14 follows:

15 § 653-a. Workers' board duties. A workers' board shall:

16 1. evaluate and make findings regarding factors that may contribute to
 17 why a substantial number of persons employed in the relevant occupation
 18 or occupations is receiving insufficient wages and benefits or working
 19 under conditions insufficient to protect their health and well-being;
 20 and

21 2. make recommendations regarding:

22 a. compensation standards, including but not limited to minimum wage
 23 rate increases;

24 b. minimum benefits, and the provision thereof, provided that such
 25 recommendations shall include an option to provide the cash equivalent
 26 of any benefits that would otherwise be subject to the employee retire-
 27 ment income security act of 1974, as amended;

28 c. minimum working conditions; and

29 d. regulations appropriate to carry out the purposes of this article
 30 and to safeguard minimum wages, minimum benefits and minimum working
 31 conditions; and

32 3. conduct its inquiries in a manner that encourages engagement,
 33 discussion, negotiation, and agreement between employers and employees.

34 § 6. Section 654 of the labor law, as added by chapter 619 of the laws
 35 of 1960, is amended to read as follows:

36 § 654. Basis of changes in minimum wage, minimum benefits, and minimum
 37 working conditions. In establishing minimum wages, minimum benefits,
 38 and minimum working conditions and regulations for any occupation or
 39 occupations and any sector or sectors pursuant to the provisions of the
 40 following sections of this article, the [~~wage~~] workers' board and the
 41 commissioner shall consider the [~~amount~~] wages, benefits and working
 42 conditions sufficient to provide adequate maintenance and to protect
 43 health and well-being and, in addition, the [~~wage~~] workers' board and
 44 the commissioner shall consider the value of the work or classification
 45 of work performed, and the wages paid, benefits provided and working
 46 conditions provided in the state for work of like or comparable charac-
 47 ter.

48 § 7. Section 655 of the labor law, as added by chapter 619 of the laws
 49 of 1960, subdivision 1 as amended by chapter 55 of the laws of 1992,
 50 paragraph (a) of subdivision 5 as amended by chapter 439 of the laws of
 51 1962, and paragraphs (b) and (c) of subdivision 5 as amended by chapter
 52 747 of the laws of 1978, is amended to read as follows:

53 § 655. [~~Wage~~] Workers' board composition; powers; procedure; report;
 54 recommendations. 1. [~~Wage~~] Workers' board composition. A [~~wage~~] work-
 55 ers' board shall be composed of not more than three representatives of
 56 employers, an equal number of eligible representatives of employees and

1 an equal number of persons selected from the general public[~~—The~~
2 ~~commissioner shall appoint the members of the board, the~~], each of whom
3 shall be appointed by the commissioner.

4 (a) The representatives of the employers [~~and employees to~~] shall be
5 selected so far as practicable from nominations submitted by employers
6 [~~and employees~~] in such occupation or occupations.

7 (b) The representatives of the employees shall be selected among
8 eligible representatives indicating an interest in so serving. Where
9 multiple eligible representatives have indicated interest in serving on
10 a workers' board, the eligible representatives most representative of
11 affected employees shall be selected. In cases where there are not yet
12 any organizations or associations that can demonstrate they represent a
13 sufficient number of employees in the occupation or occupations to qual-
14 ify as an eligible representative, appointments shall be made from the
15 organizations most likely to represent the interests of such employees.

16 (c) The members of the general public shall be representative of the
17 geographic, racial, and ethnic diversity of the state and shall have
18 significant experience in labor matters or the occupation or occupations
19 in question.

20 (d) The commissioner shall designate as the chairman one of the
21 members selected from the general public.

22 (e) The members of the board shall not receive a salary or other
23 compensation, but shall be paid actual and necessary traveling and other
24 expenses [~~while engaged~~] incurred in the performance of their duties.

25 (f) Members shall serve five year terms unless they resign, become
26 deceased or otherwise unable to perform the functions of the position,
27 or are removed by the commissioner for good cause shown.

28 (g) Vacancies on the board shall be filled in the same manner as
29 provided for in paragraphs (a), (b), and (c) of this subdivision.

30 2. [~~Organization. The chairman of the board is authorized to delegate~~
31 ~~to a panel of the members, composed of an equal number of employer,~~
32 ~~employee and public members, any or all of the powers which the board~~
33 ~~itself may exercise, except as otherwise provided in subdivision four of~~
34 ~~this section.] Quorum. Two-thirds of the members of the board [~~or of a~~
35 ~~panel, as the case may be,~~] shall constitute a quorum. [~~The commissioner~~
36 ~~may from time to time formulate rules governing the manner in which the~~
37 ~~wage board shall function and perform its duties under this article.]~~~~

38 3. Powers. (a) The [~~wage~~] workers' board shall have power to conduct
39 public hearings. Any such public hearings shall:

40 (i) be held at such a time, in such a location, and in such a facility
41 that ensures accessibility for employees;

42 (ii) include interpretation services in the eight languages most
43 commonly spoken by employees in the relevant occupation or occupations
44 in the geographic region of the hearing;

45 (iii) be held in each of the regions served by the regional offices of
46 the department in which the relevant occupation or occupations exists;
47 and

48 (iv) include employee organizations in helping to populate the hear-
49 ings.

50 (b) The board may also consult with employers and employees, and their
51 respective representatives, in the occupation or occupations involved,
52 and with such other persons, including the commissioner, as it shall
53 determine.

54 (c) The board shall also have power to administer oaths and to require
55 by subpoena the attendance and testimony of witnesses, and the
56 production of all books, records, and other evidence relative to any

1 matters under inquiry. Such subpoenas shall be signed and issued by the
2 chairman of the board, or any other public member, and shall be served
3 and have the same effect as if issued out of the supreme court. The
4 board shall have power to cause depositions of witnesses residing within
5 or without the state to be taken in the manner prescribed for like depo-
6 sitions in civil actions in the supreme court. The board shall not be
7 bound by common law or statutory rules of procedure or evidence.

8 4. Report. (a) Within [~~forty-five~~] ninety days of the appointment of
9 the [wage] workers' board to inquire into wages, benefits or working
10 conditions in any occupation or occupations, the board shall [~~(a)~~] (i)
11 conduct public hearings in accordance with paragraph (a) of subdivision
12 three of this section and [~~(b)~~] (ii) submit to the commissioner a
13 report, including its recommendations as to minimum wages, minimum bene-
14 fits, and minimum working conditions and regulations for the employees
15 in such occupation or occupations as required by section six hundred
16 fifty-three-a of this article. The report and recommendations of the
17 board shall be submitted only after a vote of not less than a majority
18 of all its members in support of such report and recommendations. No
19 report or recommendation of a panel shall be submitted without the prior
20 vote of not less than a majority of all the members of the board in
21 support of such report or recommendation. The commissioner may extend up
22 to ninety days the time in which the report shall be submitted.

23 (b) Every three years after the initial appointment of the workers'
24 board, the board shall submit to the commissioner a subsequent report
25 conforming to the requirements of paragraph (a) of this subdivision.

26 5. Minimum wage, minimum benefits and minimum working conditions
27 recommendations. (a) The minimum wage, minimum benefits and minimum
28 working conditions recommended by the [wage] workers' board shall not be
29 [~~in excess of an amount~~] less than what is sufficient to provide
30 adequate maintenance and to protect the health and well-being of the
31 employees. In no event, however, shall any minimum wage recommended by
32 the board be less than the wage specified in section six hundred fifty-
33 two of this [~~chapter~~] article, except [~~(1) as expressly otherwise~~
34 ~~provided in paragraph (c) of this subdivision, and (2)~~] where the board
35 finds conditions of employment are such as to make an hourly rate
36 impracticable, in which event the board may recommend a wage rate other
37 than an hourly rate, provided that such recommended rate carries out the
38 purposes of this article and safeguards the minimum wage specified in
39 section six hundred fifty-two of this [~~chapter~~] article. The board may
40 classify [employments] employment in any occupation according to the
41 nature of the work rendered and recommend minimum wages, minimum bene-
42 fits and minimum working conditions in accordance with such classifica-
43 tion. The board may also recommend [a] minimum [wage] wages, minimum
44 benefits and minimum working conditions varying with localities if, in
45 the judgment of the board, conditions make such variation appropriate.

46 (b) In addition to recommendations for minimum wages, the [wage] work-
47 ers' board may recommend such regulations as it deems appropriate to
48 carry out the purposes of this article and [~~to safeguard minimum wages~~].
49 Such recommended regulations may include regulations defining the exclu-
50 sions from the term "employee" set forth in subdivision five of section
51 six hundred fifty-one of this article. Such recommended regulations may
52 also include, but are not limited to, regulations governing piece rates,
53 incentives, and commissions in relation to time rates; overtime or part-
54 time rates; waiting time and call-in pay rates; wage rate provisions
55 governing split shift, excessive spread of hours and weekly guarantees;
56 and allowances for gratuities and, when furnished by the employer to

1 [~~his~~ the employer's employees, for meals, lodging, apparel and other
2 such items, services and facilities.

3 [~~(c) The wage board may also recommend, to the extent necessary in
4 order to prevent curtailment of opportunities for employment, regu-
5 lations for (1) the employment of learners and apprentices, under
6 special certificates issued by the commissioner, at such wages lower
7 than the minimum wage established by this article and subject to such
8 limitations as to time, number, proportion and length of service as
9 shall be prescribed in such regulation, (2) the employment of individ-
10 uals whose earning capacity is affected or impaired by youth or age or
11 by physical or mental deficiency or injury, under special certificates
12 issued by the commissioner, at such wages lower than the minimum wage
13 established by this article and for such period as shall be prescribed
14 in such regulation, (3) the establishment of a period not extending
15 beyond seventeen consecutive weeks during which a resort hotel or camp
16 may employ students under special certificates issued by the commis-
17 sioner, at such wages lower than the minimum wage established by this arti-
18 cle as shall be prescribed in such regulation, and (4) the employment of
19 residential employees in a non-profit making religious, charitable or
20 educational organization or in a non-profit making college or university
21 sorority or fraternity under special certificates issued by the commis-
22 sioner at such weekly wage as shall be prescribed in such regulation.]~~

23 § 8. Section 656 of the labor law, as added by chapter 619 of the laws
24 of 1960, is amended to read as follows:

25 § 656. Action by commissioner upon [~~wage~~ workers' board report. When
26 the [~~wage~~ workers' board submits its report and recommendations to the
27 commissioner, the commissioner shall forthwith file them with the secre-
28 tary of the department. Within five days of their receipt, the commis-
29 sioner shall publish a notice of such filing in at least ten newspapers
30 of general circulation in the state. Any objections to the report and
31 recommendations shall be filed with the commissioner within fifteen days
32 after such publication. The commissioner may, if [~~he~~ the commissioner
33 deems it appropriate, order oral argument, which shall be scheduled
34 before the commissioner, or such representative as [~~he~~ the commissioner
35 may designate, on five days' notice to the persons who have filed
36 objections to the report and recommendations. Whether or not oral argu-
37 ment is scheduled, the commissioner shall by order accept or reject the
38 board's report and recommendations within forty-five days after filing
39 with the secretary of the department, provided that the commissioner may
40 only reject the board's report and recommendations if the commissioner
41 finds no substantial evidence to support such recommendations. The
42 commissioner may by such order modify the regulations recommended by the
43 board, provided that such modifications do not have the effect of reduc-
44 ing the minimum wage, minimum benefits and minimum working conditions
45 that would be applicable were such regulations not modified. Such order
46 of the commissioner shall become effective thirty days after publica-
47 tion, in the manner prescribed in this section, of a notice of such
48 order. The commissioner may, within such forty-five days, confer with
49 the wage board, which may make such changes in its report or recommenda-
50 tions as it may deem fit. [~~The commissioner also may, within such~~
51 ~~forty-five days, remand the matter to the board for such further~~
52 ~~proceeding as he may direct.] The provisions of this article shall in no
53 way restrict any county or municipality from enacting laws or regu-
54 lations which provide for minimum wages, minimum benefits, or minimum
55 working conditions which are more favorable than those provided pursuant
56 to any order or regulation issued by the commissioner under this arti-~~

1 cle, nor shall any such enacted laws or regulations be preempted by the
2 provisions of this article.

3 § 9. The labor law is amended by adding a new section 656-a to read as
4 follows:

5 § 656-a. Modifications without workers' board determinations. If an
6 established workers' board fails to make determinations under this
7 section within any three-year period as required pursuant to paragraph
8 (b) of subdivision four of section six hundred fifty-five of this arti-
9 cle, the minimum wages and, to the extent applicable, minimum benefits,
10 for the occupation or occupations in question shall be increased in a
11 manner which corresponds to the rate of inflation for the most recent
12 twelve-month period ending June of that year based on the consumer
13 price index for all urban consumers on a national and seasonally
14 unadjusted basis, or a successor index as calculated by the United
15 States department of labor. Such increase shall take effect on the
16 date which is one year after the end of such three-year period and shall
17 account for aggregate inflation over the four years prior to such date.

18 § 10. Section 657 of the labor law, as added by chapter 619 of the
19 laws of 1960, subdivision 2 as amended by chapter 102 of the laws of
20 1968 and subdivision 5 as amended by chapter 310 of the laws of 1962, is
21 amended to read as follows:

22 § 657. Appeals from [~~wage~~] orders and regulations. 1. Finality. Any
23 minimum wage, minimum benefits or minimum working conditions order and
24 regulation issued by the commissioner pursuant to this article shall,
25 unless appealed from as provided in this section, be final. The findings
26 of the commissioner as to the facts shall be conclusive on any appeal
27 from an order of the commissioner issued pursuant to [~~sections~~] section
28 six hundred fifty-two, six hundred fifty-six, or six hundred fifty-nine
29 of this article.

30 2. Review by board of standards and appeals. Any person in interest,
31 including a labor organization, eligible representative or employer
32 association, in any occupation for which a minimum wage, minimum bene-
33 fits or minimum working conditions order or regulation has been issued
34 under the provisions of this article who is aggrieved by such order or
35 regulation may obtain review before the board of standards and appeals
36 by filing with said board, within forty-five days after the date of the
37 publication of the notice of such order or regulation, a written peti-
38 tion requesting that the order or regulation be modified or set aside. A
39 copy of such petition shall be served promptly upon the commissioner and
40 the workers' board issuing the report and recommendations from which the
41 applicable order or regulation arose. On such appeal, the commissioner
42 shall certify and file with the board of standards and appeals a tran-
43 script of the entire record, including the testimony and evidence upon
44 which such order or regulation was made and the report of the [~~wage~~]
45 workers' board. The board of standards and appeals, upon the record
46 certified and filed by the commissioner, shall, after oral argument,
47 determine whether the order or regulation appealed from is contrary to
48 law. Within forty-five days after the expiration of the time for the
49 filing of a petition, the board of standards and appeals shall issue an
50 order confirming, amending or setting aside the order or regulation
51 appealed from. The appellate jurisdiction of the board of standards and
52 appeals shall be exclusive and its order final except that the same
53 shall be subject to an appeal taken directly to the appellate division
54 of the supreme court, third judicial department, within sixty days after
55 its order is issued. The commissioner and the workers' board shall each

1 be considered an aggrieved party entitled to take an appeal from an
2 order of the board of standards and appeals.

3 3. Security. The taking of an appeal by an employer to the board of
4 standards and appeals shall in no event operate as a stay of a minimum
5 working conditions order or regulation issued under this article and
6 shall not operate as a stay of a minimum wage or minimum benefits order
7 or regulation issued under this article unless and until, and only so
8 long as, the employer shall have provided security determined by the
9 board of standards and appeals in accordance with this section. The
10 security shall be sufficient to guarantee to the employees affected the
11 payment of the difference between the wage and the cash value of the
12 benefits they receive and the minimum wage and the cash value of the
13 minimum benefits they would be entitled to receive under the terms of
14 the minimum wage order, minimum benefits order or regulation (such
15 [~~difference~~] differences being hereinafter referred to as "underpay-
16 ments") in the event that such order or regulation is affirmed by the
17 board of standards and appeals. The security shall be either:

18 a. A bond filed with the board of standards and appeals issued by a
19 fidelity or surety company authorized to do business in this state. The
20 bond shall be sufficient to cover the amount of underpayments due at the
21 time the bond is filed with the board of standards and appeals and the
22 amount of underpayments that can reasonably be expected to accrue within
23 the following sixty days; or

24 b. An escrow account established by the employer [~~in~~] on behalf of
25 employees and deposited in a bank or trust company in this state, of
26 which the employer has notified the board of standards and appeals in
27 writing that he or she has established such account. The account shall
28 be sufficient to cover the amount of underpayments due at the time of
29 notification to the board of standards and appeals and shall be kept
30 current by the employer depositing therein the amount of underpayments
31 accruing each and every pay period. Such deposits shall be made no later
32 than the day on which the wages for each pay period are payable. As an
33 alternative thereto, an employer may deposit the amount of underpayments
34 due at the time the deposit is made and the amount of underpayments that
35 can reasonably be expected to accrue within the following sixty days, as
36 determined by the board of standards and appeals. The employer shall
37 keep accurate records showing the total amount of each deposit, the
38 period covered, and the name and address of each employee and the amount
39 deposited to his or her account. The employees' escrow account shall be
40 deemed to be a trust fund for the benefit of the employees affected, and
41 no bank or trust company shall release funds in such account without the
42 written approval of the board of standards and appeals.

43 4. Maintenance of security. The commissioner, at the request and on
44 behalf of the board of standards and appeals, shall have the right to
45 inspect the books and records of every employer who appeals from an
46 order or who provides a security in accordance with subdivision [~~eight~~]
47 seven of this section. In the event that the board of standards and
48 appeals finds that the security provided by an employer is insufficient
49 to cover the amount of underpayments, it shall notify the employer to
50 increase the amount of the security. If the employer fails to increase
51 the security to the amount requested within seven days after such
52 notice, the stay shall be terminated. If the board of standards and
53 appeals finds that the amount of the security is excessive, it shall
54 decrease the amount of security required.

55 5. Review of determination as to security. Notwithstanding any
56 provision in this chapter, any determination of the board of standards

1 and appeals with reference to subdivisions three and four of this
2 section shall be reviewable only by a special proceeding under article
3 seventy-eight of the civil practice law and rules instituted in the
4 supreme court in the third judicial district within ten days after such
5 determination.

6 6. Security on court review. In the event that an appeal is taken from
7 the order of the board of standards and appeals to the supreme court in
8 the third judicial district pursuant to subdivision two of this section,
9 the court may continue the security in effect or require such security
10 as it deems proper.

11 ~~7. [Waiver of security. Notwithstanding any provision in this section,~~
12 ~~the board of standards and appeals may, in its discretion, waive the~~
13 ~~requirement of a security for an employer who the board of standards and~~
14 ~~appeals finds is of such financial responsibility that payments to~~
15 ~~employees of any underpayments due or to accrue are assured without the~~
16 ~~security provided by this section.~~

17 ~~8.]~~ Stay for other employers. Any employer affected by a minimum wage,
18 minimum benefits or minimum working conditions order or regulation from
19 which an appeal has been taken by another employer to the board of stan-
20 dards and appeals or to the supreme court in the third judicial
21 district, may obtain [~~a~~] the employer's own respective stay of
22 proceedings [~~against him~~] with respect to minimum wages or minimum bene-
23 fits by providing a security in accordance with subdivisions three and
24 four of this section within thirty days after the filing of the appeal
25 by the other employer.

26 § 11. Section 658 of the labor law, as amended by chapter 443 of the
27 laws of 1981, is amended to read as follows:

28 § 658. Appeals from compliance orders. An appeal pursuant to section
29 two hundred eighteen or two hundred nineteen of this chapter from an
30 order issued by the commissioner directing compliance with any provision
31 of this article or with any minimum wage, minimum benefits or minimum
32 working conditions order or regulation promulgated thereunder, shall not
33 bring under review any minimum wage, minimum benefits or minimum working
34 conditions order or regulation promulgated under this article. The
35 provisions of subdivision two of section six hundred fifty-seven of this
36 article relating to appeals from determinations of the board and the
37 provisions of subdivisions three through [~~seven~~] six of section six
38 hundred fifty-seven of this article shall apply to an appeal from a
39 compliance order.

40 § 12. Section 659 of the labor law, as added by chapter 619 of the
41 laws of 1960, is amended to read as follows:

42 § 659. Reconsideration of [~~wage~~] orders and regulations. 1. By [~~wage~~]
43 workers' board. At any time after a minimum wage, minimum benefits, or
44 minimum working conditions order has been in effect for six months or
45 more, the commissioner, on [~~his~~] the commissioner's own motion or on a
46 petition of fifty or more residents of the state engaged in or affected
47 by the occupation or occupations to which an order is applicable, may
48 reconvene the same [~~wage~~] workers' board or appoint a new [~~wage~~] work-
49 ers' board to recommend whether or not the minimum wage, minimum bene-
50 fits, minimum working conditions and regulations prescribed by such
51 order should be modified, and the provisions of section six hundred
52 fifty-five through six hundred fifty-seven of this article shall there-
53 after apply.

54 2. By commissioner. The commissioner, without referral to the [~~wage~~]
55 workers' board, may, at any time after public hearing, by order propose
56 such modifications of or additions to any regulations as he may deem

1 appropriate to effectuate the purposes of this article. Notice of hear-
2 ing and promulgation of any such order shall be published in accordance
3 with the provisions contained in section six hundred fifty-six of this
4 article. Such order shall be effective thirty days after such publica-
5 tion and section six hundred fifty-seven of this article shall thereaft-
6 er apply.

7 3. Notwithstanding subdivisions one and two of this section, no
8 modification may be made pursuant to this section which has the effect
9 of reducing the minimum wage, reducing benefits, making working condi-
10 tions less favorable to employees, or affecting the regulations in a
11 manner that adversely affects employees of the applicable occupation or
12 occupations or sector or sectors without the unanimous approval of the
13 workers' board which submitted the report out of which arose the appli-
14 cable minimum wage, minimum benefits, or minimum working conditions
15 order.

16 § 13. Section 660 of the labor law, as added by chapter 619 of the
17 laws of 1960, is amended to read as follows:

18 § 660. Commissioner's powers of investigation. The commissioner or
19 [~~his~~] the commissioner's authorized representative shall have power:

20 [~~(a)~~] 1. to investigate the wages, benefits and working conditions of
21 persons in any occupation in the state;

22 [~~(b)~~] 2. to enter the place of business or employment of any employer
23 for the purpose of [~~(1)~~] (a) examining and inspecting any and all
24 books, registers, payrolls and other records that in any way relate to
25 or have a bearing upon the wages paid to, [~~or~~] the benefits provided to,
26 the hours worked by, or other working conditions for, any employees,
27 [~~(2)~~] (b) ascertaining whether the provisions of this article and the
28 orders and regulations promulgated hereunder are being complied with;
29 and

30 [~~(a)~~] 3. to require from any employer full and correct statements and
31 reports in writing, at such times as the commissioner may deem neces-
32 sary, of the wages paid to [~~and~~], the benefits provided to, the hours
33 worked by, and other working conditions applicable to, his employees.

34 § 14. Section 661 of the labor law, as amended by chapter 564 of the
35 laws of 2010, is amended to read as follows:

36 § 661. Records of employers. For all employees covered by this arti-
37 cle, every employer shall establish, maintain, and preserve for not less
38 than six years contemporaneous, true, and accurate payroll records show-
39 ing for each week worked the hours worked, the rate or rates of pay and
40 basis thereof, whether paid by the hour, shift, day, week, salary,
41 piece, commission, or other basis; gross wages; benefits; deductions;
42 allowances, if any, claimed as part of the minimum wage; and net wages
43 for each employee, plus such other information as the commissioner deems
44 material and necessary. For all employees who are not exempt from over-
45 time compensation as established in the commissioner's minimum wage
46 orders or otherwise provided by New York state law or regulation, the
47 payroll records must include the regular hourly rate or rates of pay,
48 the overtime rate or rates of pay, the number of regular hours worked,
49 and the number of overtime hours worked. For all employees paid a piece
50 rate, the payroll records shall include the applicable piece rate or
51 rates of pay and number of pieces completed at each piece rate. On
52 demand, the employer shall furnish to the commissioner or [~~his~~] the
53 commissioner's duly authorized representative a sworn statement of the
54 hours worked, rate or rates of pay and basis thereof, whether paid by
55 the hour, shift, day, week, salary, piece, commission, or other basis;
56 gross wages; benefits; deductions; and allowances, if any, claimed as

1 part of the minimum wage, for each employee, plus such other information
2 as the commissioner deems material and necessary. Every employer shall
3 keep such records open to inspection by the commissioner or ~~[his]~~ the
4 commissioner's duly authorized representative at any reasonable time.
5 Every employer of an employee shall keep a digest and summary of this
6 article or applicable wage, benefits or working conditions order, which
7 shall be prepared by the commissioner, posted in a conspicuous place in
8 ~~[his establishment]~~ the place or places of work and shall also keep
9 posted such additional copies of said digest and summary as the commis-
10 sioner prescribes. Employers shall, on request, be furnished with copies
11 of this article and of orders, and of digests and summaries thereof,
12 without charge. Employers shall permit the commissioner or ~~[his]~~ the
13 commissioner's duly authorized representative to question without inter-
14 ference any employee of such employer in a private location at the place
15 of employment and during working hours in respect to the wages paid to
16 ~~[and]~~, benefits provided to, the hours worked by, and the other working
17 conditions for, such employee or other employees.

18 § 15. Section 662 of the labor law, as amended by chapter 564 of the
19 laws of 2010, is amended to read as follows:

20 § 662. Penalties. 1. Failure to pay minimum wage or overtime compen-
21 sation, provided minimum benefits, or provide minimum working
22 conditions. Any employer or his or her agent, or the officer or agent
23 of any corporation, partnership, or limited liability company, who pays
24 or agrees to pay to any employee less than the wage applicable under
25 this article, provides benefits less than benefits applicable under this
26 article, or which subjects any employee to working conditions inferior
27 to what is applicable under this article shall be guilty of a misdemea-
28 nor and upon conviction therefor shall be fined not less than five
29 hundred nor more than twenty thousand dollars or imprisoned for not more
30 than one year, and, in the event that any second or subsequent offense
31 occurs within six years of the date of conviction for a prior offense,
32 shall be guilty of a felony for the second or subsequent offense, and
33 upon conviction therefor, shall be fined not less than five hundred nor
34 more than twenty thousand dollars or imprisoned for not more than one
35 year plus one day, or punished by both such fine and imprisonment, for
36 each such offense. Each ~~[payment to any employee in any week of less~~
37 ~~than the wage applicable under this article]~~ week during which such a
38 violation occurs shall constitute a separate offense for each such
39 violation.

40 2. Failure to keep records. Any employer or his or her agent, or the
41 officer or agent of any corporation, partnership, or limited liability
42 company, who fails to keep the records required under this article or to
43 furnish such records or any information required to be furnished under
44 this article to the commissioner or his or her authorized representative
45 upon request, or who hinders or delays the commissioner or his or her
46 authorized representative in the performance of his or her duties in the
47 enforcement of this article, or refuses to admit the commissioner or his
48 or her authorized representative to any place of employment, or falsi-
49 fies any such records or refuses to make such records accessible to the
50 commissioner or his or her authorized representative, or refuses to
51 furnish a sworn statement of such records or any other information
52 required for the proper enforcement of this article to the commissioner
53 or his or her authorized representative, shall be guilty of a misdemea-
54 nor and upon conviction therefor shall be fined not less than five
55 hundred nor more than five thousand dollars or imprisoned for not more
56 than one year, and, in the event that any second or subsequent offense

1 occurs within six years of the date of conviction for a prior offense,
2 shall be guilty of a felony for the second or subsequent offense, and
3 upon conviction therefor, shall be fined not less than five hundred nor
4 more than twenty thousand dollars or imprisoned for not more than one
5 year plus one day, or punished by both such fine and imprisonment, for
6 each such offense. Each day's failure to keep the records requested
7 under this article or to furnish such records or information to the
8 commissioner or his or her authorized representative shall constitute a
9 separate offense.

10 § 16. Section 663 of the labor law, as amended by chapter 564 of the
11 laws of 2010, subdivision 3 as amended by chapter 2 of the laws of 2015,
12 is amended to read as follows:

13 § 663. Civil action. 1. By employee. If any employee is paid by his or
14 her employer less than the wage, is provided benefits less than the
15 minimum benefits, or is subject to working conditions inferior to the
16 minimum working conditions, in each case, to which [~~he or she~~] the
17 employee is entitled under the provisions of this article, [~~he or she~~]
18 the employee shall recover in a civil action the amount of any such
19 [~~underpayments~~] underpayment of wages, the monetary value of the defi-
20 ciency in benefits and compensation for deficiency in working condi-
21 tions, including any damages suffered as a result thereof, together with
22 costs, all reasonable attorney's fees, prejudgment interest as required
23 under the civil practice law and rules, and unless the employer proves a
24 good faith basis to believe that [~~its underpayment of~~] such deficiency
25 in wages, benefits or working conditions was in compliance with the law,
26 an additional amount as liquidated damages equal to one hundred percent
27 of the total of [~~such underpayments~~] amounts otherwise found to be due
28 pursuant to this subdivision. Any agreement between the employee, and
29 the employer to work for less than [~~such~~] the minimum wage, for less
30 than the minimum benefits or without minimum working conditions shall be
31 no defense to such action.

32 2. By commissioner. On behalf of any employee paid less than the wage,
33 provided with benefits less than the minimum benefits, or subject to
34 working conditions inferior to the minimum working conditions, in each
35 case, to which the employee is entitled under the provisions of this
36 article, the commissioner may bring any legal action necessary, includ-
37 ing administrative action, to collect such claim, and the employer shall
38 be required to pay the full amount of the underpayment of wages, the
39 monetary value of the deficiency in benefits, and compensation for defi-
40 ciency in working conditions, including any damages suffered as a result
41 thereof, plus costs, and unless the employer proves a good faith basis
42 to believe that [~~its underpayment~~] such deficiency in wages, benefits or
43 working conditions was in compliance with the law, an additional amount
44 as liquidated damages. Liquidated damages shall be calculated by the
45 commissioner as no more than one hundred percent of the total [~~amount of~~]
46 [~~underpayments~~] amounts otherwise found to be due the employee pursuant
47 to this subdivision. In any action brought by the commissioner in a
48 court of competent jurisdiction, liquidated damages shall be calculated
49 as an amount equal to one hundred percent of [~~underpayments~~] the aggre-
50 gate amounts otherwise found to be due the employee pursuant to this
51 subdivision.

52 3. By an eligible representative. If any employee is paid by his or
53 her employer less than the wage, is provided benefits less than the
54 minimum benefits, or is subject to working conditions inferior to the
55 minimum working conditions, in each case, to which the employee is enti-
56 tled under the provisions of this article, any eligible represen-

1 tative of such employee may bring a civil action to recover the amount
2 of any such underpayment of wages, the monetary value of the deficiency
3 in benefits and compensation for deficiency in working conditions,
4 including any damages suffered as a result thereof, together with costs
5 all reasonable attorney's fees, prejudgment interest as required
6 under the civil practice law and rules, and unless the employer
7 proves a good faith basis to believe that such deficiency in wages,
8 benefits or working conditions was in compliance with the law, an
9 additional amount as liquidated damages equal to one hundred percent of
10 the total of amounts otherwise found to be due pursuant to this
11 subdivision. Any agreement between the employee, and the employer to
12 work for less than the minimum wage, for less than the minimum benefits
13 or without minimum working conditions shall be no defense to such
14 action.

15 4. By the attorney general. On behalf of any employee paid less than
16 the minimum wage, provided with benefits less than the minimum benefits,
17 or subject to working conditions inferior to the minimum working condi-
18 tions, in each case, to which the employee is entitled under the
19 provisions of this article, the commissioner may bring any legal
20 action necessary, including administrative action, to collect such
21 claim, and the employer shall be required to pay the full amount of
22 the underpayment of wages, the monetary value of the deficiency in bene-
23 fits, and compensation for deficiency in working conditions, including
24 any damages suffered as a result thereof, plus costs, and unless the
25 employer proves a good faith basis to believe that such deficiency
26 in wages, benefits or working conditions was in compliance with the law,
27 an additional amount as liquidated damages. Liquidated damages shall be
28 calculated by the commissioner as no more than one hundred percent of
29 the total amounts otherwise found to be due the employee pursuant to
30 this subdivision. In any action brought by the commissioner in a court
31 of competent jurisdiction, liquidated damages shall be calculated
32 as an amount equal to one hundred percent of the aggregate amounts
33 otherwise found to be due the employee pursuant to this subdivision.

34 5. Limitation of time. Notwithstanding any other provision of law, an
35 action to recover upon a liability imposed by this article must be
36 commenced within six years. The statute of limitations shall be tolled
37 from the date an employee files a complaint with the commissioner or the
38 commissioner commences an investigation, whichever is earlier, until an
39 order to comply issued by the commissioner becomes final, or where the
40 commissioner does not issue an order, until the date on which the
41 commissioner notifies the complainant that the investigation has
42 concluded. Investigation by the commissioner shall not be a prerequisite
43 to nor a bar against a person bringing a civil action under this arti-
44 cle.

45 [4-] 6. Attorneys' fees. In any civil action by an employee or by the
46 commissioner, the employee or commissioner shall have the right to
47 collect attorneys' fees and costs incurred in enforcing any court judg-
48 ment. Any judgment or court order awarding remedies under this section
49 shall provide that if any amounts remain unpaid upon the expiration of
50 ninety days following issuance of judgment, or ninety days after expira-
51 tion of the time to appeal and no appeal therefrom is then pending,
52 whichever is later, the total amount of judgment shall automatically
53 increase by fifteen percent.

54 § 17. Severability clause. If any clause, sentence, paragraph, subdivi-
55 sion, section or part of this act shall be adjudged by any court of
56 competent jurisdiction to be invalid, such judgment shall not affect,

1 impair, or invalidate the remainder thereof, but shall be confined in
2 its operation to the clause, sentence, paragraph, subdivision, section
3 or part thereof directly involved in the controversy in which such judg-
4 ment shall have been rendered. It is hereby declared to be the intent of
5 the legislature that this act would have been enacted even if such
6 invalid provisions had not been included herein.

7 § 18. This act shall take effect one year after it shall have become a
8 law.